



HILLINGDON

LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service ✓ Staff restructure Decommissioning a service

Changing a policy Tendering for a new service ✓ A strategy or plan

Direct award contract to Hillingdon Carers Partnership for period of up to 18 months (1st October 2023 to 31st March 2025). The budgeted cost of the Integrated Carers Support contract is £1,114,548.50 with a further £19,000 from the ICB for 24/25 being under review.

Who is accountable? E.g. Head of Service or Corporate Director

Sarah Baker – Transformation and Business Improvement
Dan Kennedy – Corporate Director Central Services
Sandra Taylor – Corporate Director Health and Social Care

Date assessment completed and approved by accountable person.

25th August 2023

Names and job titles of people carrying out the assessment.

Sarah Baker – Transformation and Business Improvement

A.1) What are the main aims and intended benefits of what you are assessing?

The Council is seeking to directly award the provision of a Carer Support Service for a period of up to 18 months to 31st March 2025, to The Hillingdon Carers Partnership. This follows the successful delivery of carers support services by the partnership, under a competitively tendered contract from September 2016 to September 2023.

The Council is commissioning the Service in its capacity as the lead statutory organisation for the development and delivery of a joint carers' strategy. The purpose of this service is to provide support to all carers in Hillingdon. A wide range of support can contribute to preventing, reducing, or delaying the needs of carers from developing, thereby enabling them to continue in their caring role for longer.

The Council is seeking the provision of a one-stop shop model to enable carers to access information, advice and support. The Council expects the provider to develop, maintain and deliver a range of person-centred and co-ordinated services for carers in Hillingdon. The provider will be responsible for ensuring safe, high quality, non-discriminatory carer services appropriate to the diverse needs of the borough.

The Council is looking for the provider to work in collaboration with the Council and the wider Health, Care and Community sector to utilise the assets available in Hillingdon to support carers to live well alongside their caring role.

The nature of the Service to be provided means that the Council requires that the Provider is a carer-led organisation, i.e., an organisation that has a membership comprising of carers and former carers and a board of trustees that includes carers as voting members who are elected by the membership. The rationale for this is that such an organisation is better placed to understand the needs of carers and to recognise the impact of national and local pressures on the health and wellbeing of carers. It is also the Council's view that a carer-led organisation has a greater vested interest in responding dynamically to address new pressures on carers.

The relationship between the Council and the Provider of the Carer Support Service will be of major strategic importance and this contract will be delivering a significant part of the local support offer for carers in Hillingdon. The Council would therefore seek to have a relationship based on a partnership approach.

Some members of the Hillingdon Carers Partnership have also benefitted from support under the Council's core grant scheme, which concludes at the end of March 2024. The reduction in overall funding is likely to require a reassessment of the level of services delivered under the contract. The specification for the direct award will be produced in collaboration with the Carers Partnership.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

Profile breakdown:		Adults:			YC/YAC:
By postcode:		Carers Trust Hillingdon	Alzheimer's Society	Hillingdon Mind	Carers Trust Hillingdon
	UB3	852	18	19	294
	UB4	594	16	19	163
	UB7	628	15	16	249
	UB8	603	17	24	173
	UB9	156	18	15	37
	UB10	607	44	41	139
	HA4	740	20	14	146
	HA5	190	29	19	36
	HA6	201	27	36	32
	Out of borough, but caring in borough	219	30	0	18
	Totals:	4,790	234	203	1,287
By ethnicity:	White British	2,553	83	Black: 51	657
	African	148	2		86
	Mixed race	99	10		53
	Black British	168	0	Asian: 31	33
	Asian British	252	2		84
	Indian	566	30	White British: 76	96
	Pakistani	143	2		31
	Bangladeshi	63	4		6
	Other Asian	231	21	Mixed/ other: 45	74
	Arabic	20	0		9
	Caribbean	53	10		27
	Traveller	6	0		0
	White other	346	9		131
	Not stated	80	61	0	
	Totals:	4,790	234	203	1,287
By age: Combined Carers Trust Hillingdon and Mind figures - age profile not collected by Alz. Society	Adult carers: (CTH + Mind)		Young carers:		
	18-25 years	31 + 3 = 34	5-9 years	279	
	25-64 years	2,633 + 61 = 2,694	10-16 years	686	
	65-80 years	1,542 + 76 = 1,618	17-25 years	322	
	80 plus	560 + 63 = 623			
	Unknown	24	Unknown	0	
Total:	4,790 + 203 = 4,993		Total: 1,287		

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Users of Carers Partnership Services and their families (unpaid carers and their cared for)	Ability to receive support to access services
Staff employed by partnership members to deliver carers support services	To be employed to deliver services to carers
Cabinet Member and Leader	To deliver best value service for residents

A.4) Which protected characteristics or community issues are relevant to the assessment? in the box.

Age	<input checked="" type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Sexual Orientation	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>		<input type="checkbox"/>
Marriage or civil partnership	<input type="checkbox"/>	Carers	<input checked="" type="checkbox"/>
Pregnancy or maternity	<input type="checkbox"/>	Community Cohesion	<input type="checkbox"/>
Race/Ethnicity	<input checked="" type="checkbox"/>	Community Safety	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	Human Rights	<input type="checkbox"/>

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

The data provided under the previous contract provides a good overview of the current service users. It sets out the number of carers supported plus a breakdown of their location, ethnicity and age.

It tells us that under the contract a good level of support was offered to carers across the borough and to carers of all ages and all ethnicities.

In terms of overall volumes we can also see that nearly 5,000 adult carers and nearly 1,300 young carers were supported in the year up to March 2023.

It is very difficult to accurately reconcile levels of support against overall numbers of unpaid carers but based on 2021 census data there were 22,465 carers and 2,450 young carers in Hillingdon.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick NO

YES

B.3) Provide any other information to consider as part of the assessment

Legal context

The council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010).

Section 137 of the Local Government Act 1972 enables the Council to “incur expenditure which in their opinion is in the interests of, and will bring direct benefit to, their area or any part of it or all or some of its inhabitants” provided that “ the direct benefit accruing to their area or any part of it or to all or some of the inhabitants of their area will be commensurate with the expenditure to be incurred”.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
Carers	<p>The specification for services which will constitute the direct contract award is under development with the Partnership to be delivered within a financial envelope of £1,114,548.50 with a further £19,000 from the ICB for 24/25 being under review.</p> <p>All parties recognise the need for effectiveness and efficiency and to find best value in delivery of services.</p> <p>Given that costs have increased and that the core grant programme is now closed, there is a likely impact that some services will need to be reprioritised or redesigned to fit within this new envelope. This may mean changing the way support is offered or reducing some services for carers, for example, respite support which was previously funded via grant.</p> <p>The Carers Partnership has an excellent track record of generating external funding from other grants and donations. However, there is no guarantee of future success in the current climate, especially given the end of grant which had supported the capacity to seek external funding.</p>

C.2) Describe any **POSITIVE** impacts (actual or potential)

Equality Group	Impact on this group and actions you need to take
Carers	The proposal to directly award carers support services for 18 months will ensure a range of services for carers continue for this period. It also provides some certainty over the direct award period.

D) Conclusions

The clear impact of the proposal to directly award an 18-month contract for carers services to the Hillingdon Carers Partnership at a value of £1,114,548.50 with a further £19k from the ICB for 24/25 being under review will be to ensure continuity of important carers support services, via a proven and effective delivery partnership.

Whilst we are aware of the excellent track record the partnership has in being able to lever in external funding to support services, the climate for raising support externally continues to be challenging and past record is no guarantee of future success.

The financial envelope should provide some scope for the partnership to incorporate core cost overheads although, the end of the grant programme means that overall, there will be a reduction in financial support available to Carers Trust Hillingdon and to Harlington Hospice. This is likely to have a knock-on effect on support for the wider services under the direct award contract and may lead to changes in the way support is offered and a possible reduction in some services.

The specification for the direct award contract will set out the Council’s anticipated outcomes for carers support and will be developed with the partnership before being finalised. Within that specification decisions on which services will be delivered, how and when will be for the management and trustees of the member charities.

Signed and dated:.....25th August 2023

Name and position:... ..Sarah Baker.....