

Business as usual (BAU) Equality Impact Assessment (EqIA)

1. Business as usual service activity		
Name of the activity being assessed	Adults Commissioning	
Purpose of activity	Business as usual EqIA for adults Commissioning. To be used for all commissioning related activity, projects and procurement exercises.	
Who is the activity intended to benefit?	<p>All Adults who are a resident of North Tyneside and who have an eligible care need as assessed by Adult Social Care. These needs may be associated with a range of thematic service areas, such as: Older People, Physical Disability, Learning Disability Homelessness, Mental Health; or Autism.</p> <p>Adult Social Care will benefit from having people in receipt of the most appropriate services; cost savings (invest-to-save) and value for money; making efficient use of available capacity in the market; having appropriate contracts in place; building on positive working relationships with NHS colleagues and improving joint working.</p>	
Version of EqIA	1	
Date this version created	11/01/2024	
Confidential	no	
Directorate	Health, Education, Care and Safeguarding	
Service	Commissioning- Adults & Older People	
	Name	Service or organisation
Principal author	Craig Nicholson	Commissioning Team
Additional authors		

2. Groups impacted		
Does the project impact upon?		If yes, what is the estimated number impacted and the Level of impact this will have on the group (high, medium, low)?
Service users	yes	<p>There are around 3500 people who are of adults and are currently in receipt of a service commissioned through Adult Social Care.</p> <p>All are potentially impacted.</p>

		The impact could be low, medium or high for individual residents, depending on their individual circumstances.
Carers or family of service users	yes	Carers and family members of those in receipt of a service. All are potentially impacted. The impact could be low, medium or high.
Residents	yes	All are potentially impacted. The impact is more likely to be low but could be medium or high.
Visitors	yes	Visitors would be friends and family members of the service users. Or professionals not employed through Adult Social Care. All are potentially impacted. The impact could be low, medium or high.
Staff	yes	Staff could be those employed through Adult Social Care or those employed by the person's service provider. All are potentially impacted. The impact could be low, medium or high. Low impact. Adult social care staff would not be impacted by the procurement exercise itself. If there was any change in care/support provider then there would be an impact. There could also be a change to the set up of the services on the case management system.
Partner organisations	yes	Current care providers and potential care providers. All are potentially impacted. The impact could be low, medium or high.

3. Evidence gathering and engagement		
	Internal evidence	External evidence
What evidence has been used for this assessment?	<ul style="list-style-type: none"> •Data on numbers and spend; •Advice from relevant departments e.g. 	<ul style="list-style-type: none"> •Feedback from customers, providers and other professionals; published documents and reports;

	procurement and legal and finance	
Have you carried out any engagement in relation to this activity?	no	
If yes of what kind and with whom? If no, why not?		
Is there any information you don't have?	yes	
If yes, why is this information not available?	Up to date and timely performance activity information, dashboards are currently being developed with the Performance Team	

4. Impact on groups with different characteristics			
Legally protected characteristics	Potential positive impact identified	Potential negative impact identified	Description of the potential impact and evidence used in the assessment (mitigations are not included here)
Age	yes	no	All adults for the purpose of this EqIA are aged 18 and over. There is often age criteria linked to different services; different funding streams; registrations etc. Impact will link more specifically to the person(s) and the relevant service.
Disability	yes	no	People with a disability may be aged 18 and over. This criteria may be linked to different services, funding streams, registrations etc. Impact will link more specifically to the person(s) and the relevant service.
Gender reassignment	no	no	This is not a current criteria for those aged 18 and over.

			Impact will link more specifically to the person(s) and the relevant service.
Marriage & civil partnership	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Pregnancy & maternity	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Race	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Religion or belief	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Sex	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Sexual orientation	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Intersectionality	no	no	This is not a current criteria for those aged 18 and over. Impact will link more specifically to the person(s) and the relevant service.
Non-legally protected characteristic			
Carers	yes	no	Carers may live with and may support those who are aged 18

			<p>and over and who have a service commissioned by Adult Social Care. This is not a current criteria for those aged 18 and over.</p> <p>Support may be offered to a carer by way of carer relief (i.e. to give the carer a break in their caring role)</p> <p>Impact will link more specifically to the person(s) and the relevant service.</p>
Socio-economic disadvantage	no	no	<p>This is not a current criteria for those aged 18 and over.</p> <p>Impact will link more specifically to the person(s) and the relevant service.</p>

5. Achievement of the Authority's Public Sector Equality Duty		
Will the activity contribute to any of the following?		If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	yes	This EqIA aims to prevent and eliminate unlawful discrimination, victimisation and harassment by having in place clear arrangements for Adult Social Care provision arranged through the Commissioning Team.
Advance equality of opportunity between people who share a protected characteristic and those who do not	no	This EqIA aims to show that people with a protected characteristic are not treated with any disadvantage in comparison to people without a protected characteristic
Foster good relations between people who share a protected characteristic and those who do not	no	This EqIA aims to show that people with a protected characteristic are not treated with any disadvantage in comparison to people without a protected characteristic

6. Negative impacts		
Potential negative impact	Can it be reduced or removed?	If yes how? If no, why not and what alternative options were considered and not pursued?
	Choose an item.	
	Choose an item.	
	Choose an item.	

7. Action plan				
Actions to gather evidence or information to improve NTC's understanding of the impacts on people with protected characteristics and how best to respond to them	Responsible officer name	Responsible officer service area	Target completion date	Action completed
Dashboards and performance documents will be produced to report on and to analyse data, changes and patterns/trends in relation to all characteristics.			31/03/2025	in progress
			Calendar	Choose an item.
Actions already in place to remove or reduce negative impacts	Responsible officer name	Responsible officer service area	Impact	
			Choose an item.	
			Choose an item.	
			Choose an item.	

Actions that will be taken to remove or reduce negative impacts	Responsible officer name	Responsible officer service area	Impact	Target completion date	Action completed
Prepare relevant documentation as and required to support individual projects, procurement exercises; pilots etc.	Commissioning Managers	Commissioning Team	reduce	31/03/2025	in progress
			Choose an item.	Click or tap to enter a date.	Choose an item.

Actions that will be taken to make the most of any potential positive impact	Responsible officer name	Responsible officer service area	Target Completion Date	Action completed
Prepare relevant documentation as required to support individual projects, procurement exercises; pilots etc.	Commissioning Managers	Commissioning Team	31/03/2025	in progress
			Click or tap to enter a date.	Choose an item.

Actions that will be taken to monitor the equality impact of the activity	Responsible officer name	Responsible officer service area	Target Completion Date	Action completed
Prepare relevant documentation as required to support individual projects, procurement exercises; pilots etc.	Commissioning Managers	Commissioning Team	31/03/2025	in progress
Ongoing dialogue with service providers	Commissioning Managers	Commissioning Team	31/03/2025	in progress

			Click or tap to enter a date.	Choose an item.
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Date review of EqIA to be completed	Responsible officer name	Responsible Officer Service Area
31/03/2025	Craig Nicholson	Commissioning Team

8. Outcome of EqIA	
Outcome	Please explain and evidence why you have reached this conclusion:
Choose an item.	

9. Corporate Equality Group member approval	
Do you agree or disagree with this assessment?	Choose an item.
If disagree, please explain why?	
Name of Corporate Equality Group member	
Date	Click or tap to enter a date.

10. Director/Head of Service approval	
Do you agree or disagree with this assessment?	Choose an item.
If disagree, please explain why?	Free text
Name of Director/Head of Service	Free text
Date	Click or tap to enter a date.

Please return the document to the Author and Corporate Equality Group member.