

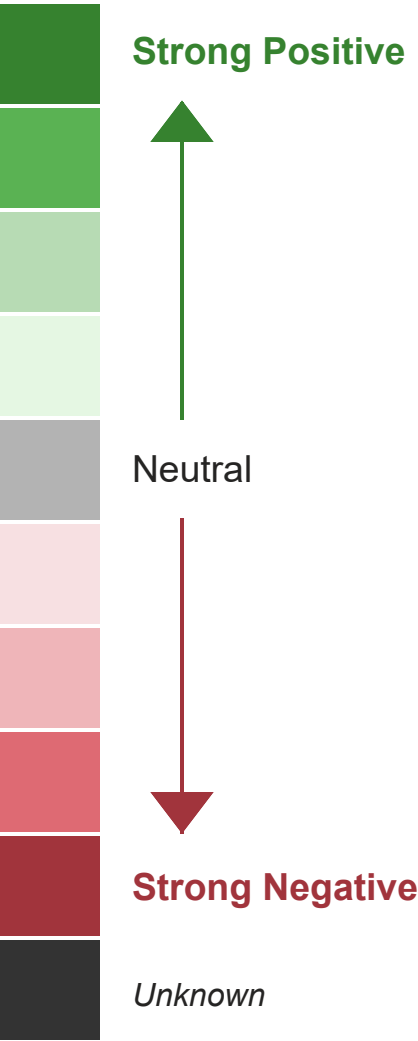
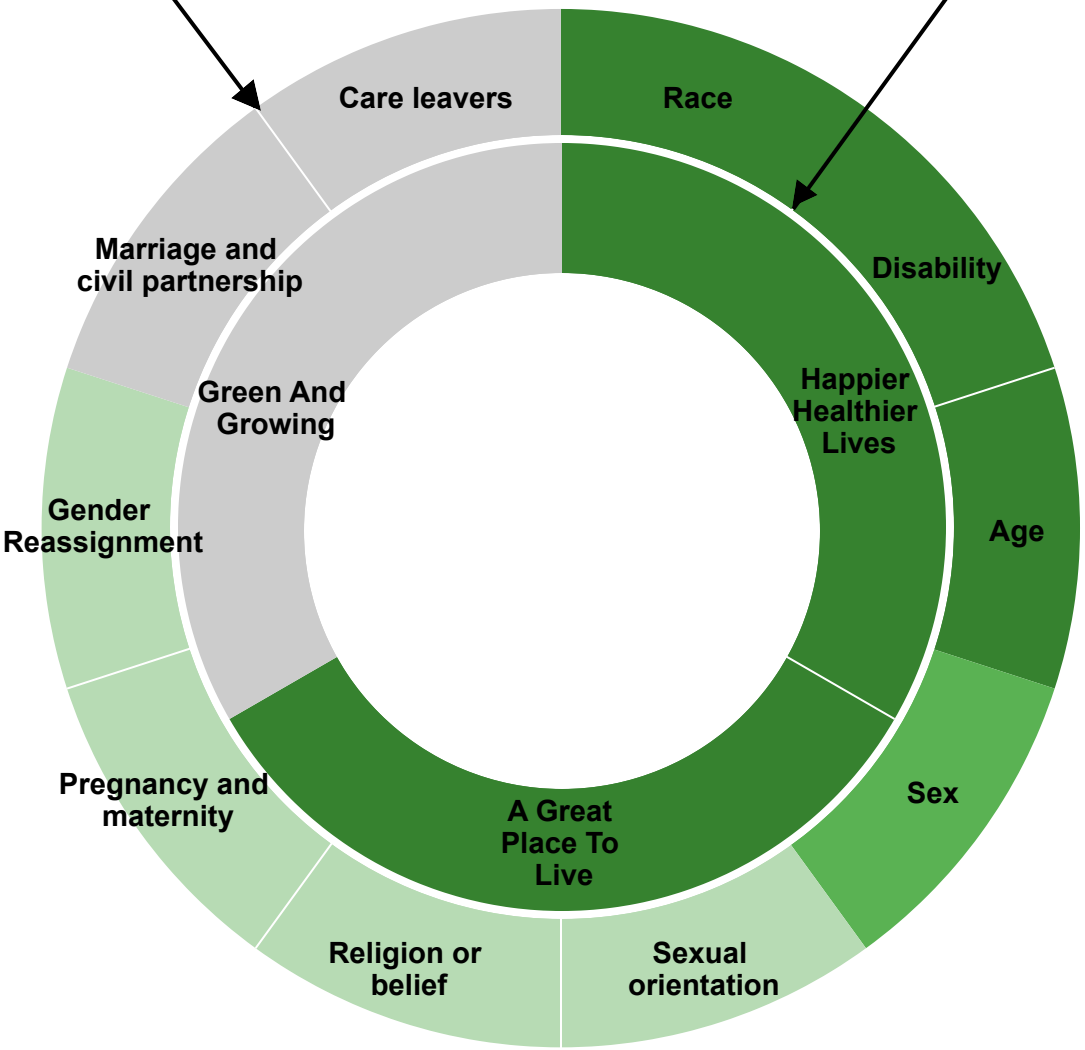
Care at Home and Extra Care Support Tender

completed/last updated by Ayshia Akhtar on 06/08/2025

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| Portfolio | |
| Adults, Health and Wellbeing | |
| Directorate | |
| People | |
| Service/Team | |
| Adult Social Care | |
| Is this IA related to a Budget Reduction proposal? | No |

Equality Characteristics

Our Mission



Equality Characteristics

| Category | Impact | Likely | Duration | Impact Score ▲ | Comment |
|--------------------------------|-------------------|-------------|------------|-------------------|---|
| Care leavers | Neutral | Possible | Short Term | 0 | Minimal direct impact, though there may be workforce opportunities for care leavers through contracts. |
| Marriage and civil partnership | Neutral | Possible | Long Term | 0 | No direct impact anticipated, though providers must uphold equal treatment and anti-discrimination. |
| Gender Reassignment | Moderate Positive | Possible | Long Term | 2 | Though numbers may be small, providers must ensure respectful, inclusive care practices for all individuals. |
| Pregnancy and maternity | Moderate Positive | Possible | Long Term | 2 | Relevant mostly to the workforce. Providers must ensure to support pregnant staff and uphold H&S regulations. |
| Religion or belief | Moderate Positive | Possible | Long Term | 2 | Providers should accommodate religious practices or belief in care routines, meal planning, and communication. |
| Sexual orientation | Moderate Positive | Possible | Long Term | 2 | Services must be inclusive and supportive of LGBTQ+ individuals, with zero tolerance for discrimination. |
| Sex | Moderate Positive | Very Likely | Long Term | 4 | Service users may prefer same-sex care based on religious or cultural practices or a personal preference. Providers must be flexible and supportive of personal dignity through diverse staffing. |
| Age | Strong Positive | Very Likely | Long Term | 8 | Older adults are the primary service users of care services. The proposed retender ensures that continuity, quality, and accessibility of care to avoid any negative impact. |
| Disability | Strong Positive | Very Likely | Long Term | 8 | Many recipients of care services have disabilities. New provider(s) must deliver inclusive, accessible, person-centred care to individuals. |
| Race | Strong Positive | Very Likely | Long Term | 8 | Care must be culturally competent, particularly in diverse communities. Language support and dietary awareness are key |

Our Mission / Corporate Priorities

| Category | Impact | Likely | Duration | Impact Score | Comment |
|-------------------------|-----------------|-------------|-----------|--------------|--|
| Green And Growing | Neutral | Possible | Long Term | 0 | Indirect opportunity to include sustainability in service delivery (e.g., reduce travel, use eco-friendly products). |
| A Great Place To Live | Strong Positive | Very Likely | Long Term | 8 | Retendering supports independent living and community stability. |
| Happier Healthier Lives | Strong Positive | Very Likely | Long Term | 8 | Improved quality of home care directly impacts health, safety, and wellbeing of residents. |