

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Market Position Statement – Care and Support Services for the Ageing Population, 2019 – 2022
Brief Service Profile (including number of customers)	
<p>Market Position Statement (MPS) is a document, produced predominantly by local authorities, to inform the provider market of the future purchasing plans relating to social care and upcoming opportunities for joint working. In case of Southampton, the document will outline plans and vision on behalf of Southampton City Council and Southampton City Clinical Commissioning Group. The publication will encourage a dialogue between the provider market and both of the organisations via the Integrated Commissioning Unit (ICU) to consider how services can be developed to meet future need.</p> <p>The publication will look at the needs of older people or people whose needs relate to ageing. This may include people with a wide range of needs, which relate to frailty, mobility, physical disabilities, dementia, mental health as well as learning disabilities.</p> <p>The 2011 Census recorded 30,800 residents in Southampton aged over 65 years. Currently, over 14% of the city’s residents are 65 or over, and this is expected to rise to 22% by 2022. A significant number have been diagnosed with dementia, or other long term conditions. This is suggesting an increase in demand for those requiring support with activities of daily living.</p>	
Summary of Impact and Issues	
<p>The purpose of this document is to stimulate growth in relevant areas of the market; this will include attracting investment into the city and growing capacity in the local care market. The MPS seeks to address the gaps in the provision and encourage a more sustainable approach to market</p>	

management. All impacts envisaged are positive, as they encourage the growth of the local supply for care services. We envisage that as a result of the ICU's market management efforts the city will be able to access a range of required placements, including more complex care (both residential and nursing placements). In addition, the city intends to develop more housing with care provision, which in the long term will reduce SCC's reliance on residential and nursing care, and help people maintain their independence. A number of quality assurance work streams detailed in the MPS will also improve the quality of the care delivered locally, and address the challenges facing the sector in the next few years (e.g. issues relating to workforce).

Potential Positive Impacts

A number of positive impacts will include increasing the local supply of complex residential and nursing care placements, developing more capacity in the housing with care market, addressing the gaps in the local provision, improving the experience and quality of care.

Responsible Service Manager	Chris Pelletier
Date	29/05/2019
Approved by Senior Manager	Stephanie Ramsey
Date	29/05/2019

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The demand will be predominantly for those over 65 years but this is not exclusively the criteria. Younger adults will be included as part of the commissioned services, if their needs are similar of those of older people and if they would benefit from similar services.	The purpose of the market shaping initiatives detailed in the MPS will seek to grow the capacity in the local market for care for older people. We are also looking at ways in which all commissioned services can be inclusive, and be able to accommodate people with a range of other needs. It is envisaged that Potters Court, a new

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		housing with care scheme currently in development, will not be age restricted. We will be appraising the benefits of this approach and consider if this should be replicated in future schemes.
Disability	It is likely that a number of people in this client group will have a disability, relating either to their physical or mental conditions.	Inclusivity will be promoted as a part of the service design, this will include flexibility of support and increased staff awareness and training around additional needs. Housing with care will be specifically designed to better meet the needs of people with disabilities and dementia. We would also like to grow capacity in the market for people with most complex needs, a number of which will have a disability.
Gender Reassignment	No negative impacts identified	
Marriage and Civil Partnership	Provision will need to be able to offer shared as well as single rooms/facilities. No negative impacts identified	Needs assessment will include consideration of requirement for shared facilities
Pregnancy and Maternity	Not applicable	
Race	Commissioning plans relate to all people with needs over the age of 65 (in some instances younger), therefore any services commissioned should be representative of the city's population.	Standard equality and diversity policies and principles will be applied to enable an inclusive mix of people in the services and when planning future services.
Religion or Belief	Commissioning plans relate to all people with needs over the age of 65 (in some instances younger), therefore any services commissioned should be representative of the city's	Standard equality and diversity policies and principles will be applied to enable an inclusive mix of people in the services.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	population.	
Sex	Services commissioned will cater to the needs of all sexes.	No specific impacts identified.
Sexual Orientation	Commissioning plans relate to all people with needs over the age of 65 (in some instances younger), therefore any services commissioned should be representative of the city's population.	Standard equality and diversity policies and principles will be applied to enable an inclusive mix of people in the services.
Community Safety		It is likely that the regeneration programmes which include housing with care will have positive impacts on the community by expanding the service offer available in the area. Regeneration initiatives on the whole tend to have positive impacts on local areas, this includes economic development, improved safety and better and safer design of local areas.
Poverty	<p>Publicly-funded clients are likely to have limited ability to access services outside of locally commissioned care provision, which may reduce their choice around options available to them</p> <p>By expanding on the availability of housing with care accommodation and providing a more robust tenure mix, SCC and SCCCg will be able to offer greater choice to people looking for suitable care options. This will be particularly relevant to capital depleters.</p>	<p>The aim of the document is to develop a strategic direction to ensure that any services purchased or developed as a part of the ICU's commissioning efforts provide good quality, safe and affordable care options for everyone in line with people's expectations.</p> <p>Over the coming years, the ICU will be seeking to develop a more robust picture of the local self-funding market, to ensure compliance with duties under the Care Act, and to better understand how changes to this segment</p>

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		<p>of the market may be affecting the local supply of publicly-funded care.</p> <p>SCC plans to expand on tenure types available as a part of our housing with care provision. This is likely to increase choice for people looking for appropriate care options for when they get older.</p>
<p>Health & Wellbeing</p>	<p>People's health and wellbeing can be compromised if their environment and/or the care delivered is not suitable to meet their needs.</p>	<p>The MPS promotes person-centred approach to care and places special importance on prevention, early intervention, and community-based solutions to care. This will have positive impacts on people's wellbeing and health.</p> <p>The ICU is seeking to increase the supply of housing with care to enable more people access appropriate housing as they get older, and prevent unnecessary moves into residential care. A broader distribution of housing with care will enable a number of residents to stay within their local communities once their ordinary housing becomes unsuitable.</p> <p>The ICU aims to develop more nursing and complex residential care capacity in the city which will enable people to sustain their local links for longer.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts	No negative impacts identified	

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