

Report Title:	Inclusion of Learning Disability (LD) Supported Living Block Contract into existing Optalis Contract for Services.
Contains Confidential or Exempt Information	No - Part I
Cabinet Member:	Councillor Carroll, Cabinet Member for Adult Social Care, Children's Services, Health and Mental Health
Meeting and Date:	Cabinet 27 <sup>th</sup> January 2022
Responsible Officer(s):	Hilary Hall – Executive Director Adults, Health and Housing Lynne Lidster – Head of Commissioning - People
Wards affected:	All

## **REPORT SUMMARY**

This report requests that Cabinet ratify the decision of the Royal Borough of Windsor and Maidenhead Optalis Commissioning Board made on 23<sup>rd</sup> July 2021; that the contract for provision of supported living services, for approximately 70 adults, with a learning disability, currently provided by a third party (Dimensions Group) should be included into the existing contract for services between the borough and Optalis signed on 30<sup>th</sup> March 2017. The proposal would be effective from the day after the expiration of the existing contract between the borough and Dimensions and would therefore commence from 1<sup>st</sup> April 2022.

This proposal will provide greater opportunities for integrating services for people with a learning disability and links to the range of work to be delivered through the Adult Social Care Strategic Plan. There would be no additional costs to the Royal Borough in this proposal and staff working within the existing contract, if eligible and in scope for TUPE, would transfer across into Optalis, therefore ensuring consistency and continuity for people currently being supported.

The proposal supports the objective within the Corporate Plan 2021-2026; “Thriving Communities – where families and individuals are empowered to achieve their ambitions and fulfil their potential”. The proposal enables the existing Optalis community and building-based day support for people with a learning disability to be integrated with this supported living service. This presents service improvement opportunities for the individuals in receipt of the service to achieve their ambitions and fulfil their potential to the greatest possible measure once the whole service becomes integrated after April 2022.

## 1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Cabinet notes the report and:

- i) *Ratifies the decision reached by the Royal Borough of Windsor and Maidenhead Optalis Commissioning Board on 23<sup>rd</sup> July 2021: - to include the contract for supported living for people with a learning disability, into the existing contract for services between the Royal Borough and Optalis, with effect from 1<sup>st</sup> April 2022 when the contract with the current provider has expired.*

## 2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

### Options

Table 1: Options arising from this report

Option	Comments
<p>Include the provision of supported living services for people with a learning disability within the existing contract with Optalis, effective from 1<sup>st</sup> April 2022, as set out in the contract for services dated 30th March 2017. Optalis have confirmed that they are able to deliver the services within the Council's existing budget. Under the procurement rules laid out in the Public Contracts Regulations 2015, the Council may award any such contracts to Optalis under what is known as the "Teckal exemption".</p> <p><b>This is the recommended option</b></p>	<p>This option was endorsed by the Royal Borough of Windsor and Maidenhead Optalis Commissioning Board on 23rd July 2021. Optalis already provides day services, respite care and community-based support to people with a learning disability across the borough. The existing contract for services between the borough and Optalis dated 30th March 2017 anticipated the future incorporation of the supported living service into the Optalis contract. The expiration of the contract with the existing provider on 31<sup>st</sup> March 2022 provides the opportunity to bring this service into Optalis, at minimal or no disruption to individuals supported through the contract and at no additional cost to the Council.</p>
<p>Conduct an open market tender exercise.</p> <p><b>This is not the recommended option.</b></p>	<p>This would require inviting the provider market to submit proposals based on quality and price. Based on market intelligence the tender exercise would be highly likely to result in the borough paying a higher hourly rate than the existing budget / funding envelope.</p>

Option	Comments
<p data-bbox="295 138 454 174">Do nothing</p> <p data-bbox="295 210 861 246"><b>This is not the recommended option.</b></p>	<p data-bbox="901 138 1385 609">The existing contract with the current provider, which commenced in 2015, has been extended already with no further provision for extension within the terms of the contract or the Council's procurement regulations. It would therefore be in contravention of the Council's procurement policies if the existing contract were to continue beyond the current expiration date of 31<sup>st</sup> March 2022.</p>

- 2.1 The current contract between the Royal Borough and Dimensions, provides for 1:1 and group care and support for approximately 70 adults with learning disabilities and / or autism, aged over 18, living in a number of “supported living” settings across the borough. The contract expires on 31<sup>st</sup> March 2022 and having commenced in 2015, has now reached the end of any possible extension options with the existing provider, without being in contravention of the Council's procurement rules.
- 2.2 Under the “Teckal exemption” the Royal Borough is able to award contracts for services to its jointly owned Local Authority Trading Company, Optalis, without recourse to a formal tender procedure. As a Teckal company and provider of first choice for the borough, with Care Quality Commission ratings of “Good” for provider services, Optalis’ Provider Services were invited to put forward a proposal to the borough commissioners, to deliver the supported living service, when the current contract expires. Optalis already provides high quality day services, respite services and community-based opportunities for people with a learning disability across the borough; the significant majority of whom are the same people supported under the supported living contract.
- 2.3 At the borough’s Optalis Commissioning Board meeting on 23rd July 2021; the Board agreed that the contract referred to in 2.1 above, should be included into the existing Contract for Services signed on 30th March 2017 under the Teckal exemptions afforded to a Local Authority Trading Company. The proposal would be effective from the day after the expiration of the existing contract between the borough and Dimensions and would therefore commence from 1st April 2022.
- 2.4 The proposal gives the Council options and opportunities to design and deliver a more integrated service for people with a learning disability, by enabling the existing Optalis community and day service-based support for people with a learning disability to be integrated with the supported living service - which is largely provided for the same cohort of people. This, in turn, presents service improvement opportunities for the individuals, as well as the likelihood of re-modelling/re-designing the overall service in the future, once the new supported living provider is operational, in April 2022.

- 2.5 In reports to Cabinet on 27<sup>th</sup> October 2016 and 15 December 2016, a full business case for the delivery of the Royal Borough’s Adult Services in partnership with Wokingham Borough Council through Optalis Limited, was developed and approved by the Council. Within the original business case, it was anticipated that block contracts for community-based learning disability services, would be transferred at a later date, to be determined by contract and performance with the possibility that some services would be transferred to become an Optalis provided service. This included the services contracted to Dimensions. The proposal in this report is therefore consistent with this original strategic approach and anticipated direction of travel for Optalis services.
- 2.6 The borough’s Adult Social Care Strategic Plan (2021-2024) sets out the vision for adult social care, “to enable people in the Royal Borough of Windsor and Maidenhead to live independent and fulfilled lives”. The key principles underpinning the vision are:
- Prevention – embedding prevention to avoid crisis and loss of independence
  - Community – Investing in communities and their assets and connecting individuals to them
  - Choice – shaping solutions around outcomes that matter to individual people
  - Values – treating everyone with compassion, respect and dignity
- 2.7 The proposal is consistent with these principles and will ensure minimum disruption in service provision for the people supported in the contract. The Royal Borough has requested that Dimensions work with Optalis to agree a programme of engagement and communications with people receiving the service, their families and staff working within the contract and joint statements will be released at regular intervals. In line with the principle of choice outlined above, individuals are entitled to request a Direct Payment and arrange their own care and support, should this be their preference.

**3. KEY IMPLICATIONS**

- 3.1 Based on the recommendation in the report, the key implications are as follows:

**Table 1: Key Implications**

<b>Outcome</b>	<b>Unmet</b>	<b>Met</b>	<b>Exceeded</b>	<b>Significantly Exceeded</b>	<b>Date of delivery</b>
Existing contract with 3 <sup>rd</sup> party ends on 31 <sup>st</sup> March 2022	Contract continues beyond 31 <sup>st</sup> March and is therefore in contravention of procurement rules as has	31 <sup>st</sup> March 2022.	N/A	N/A	1 <sup>st</sup> April 2022

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
	exceeded all possible extension options already				
Service is awarded to Optalis within the terms of the contract for Service dated 30 <sup>th</sup> March 2017 between the borough and Optalis	No service or provision in place on 1 <sup>st</sup> April 2022 to provide care and support to individuals. Breaches statutory obligation of the Council under the 2014 Care Act to meet eligible care needs of individuals	Optalis commence service 1 <sup>st</sup> April 2022	N/A	N/A	1 <sup>st</sup> April 2022

#### 4. FINANCIAL DETAILS / VALUE FOR MONEY

- 4.1 There are no financial implications arising from this proposal as Optalis have confirmed they are able to deliver the service from April 2022 within the existing budget.

#### 5. LEGAL IMPLICATIONS

- 5.1 The council must comply with the Care Act 2014 which states that local authorities must meet eligible social care needs following a care act assessment and a financial assessment. It also states that people must have choice and control over the services they receive.
- 5.2 In providing services to people under the Care Act 2014 the council must ensure that services meet the needs of people who are eligible and that there are a range of services available so that people have choice and control. Although the proposal in this report does not change the care provision for individuals, people will still have the option of taking a direct payment and arranging their own support for themselves or their family member.
- 5.3 The Council also has other legal obligations, including the Equality Act 2010 under which the Public Sector Equality Duty arises. When considering changes to service provision, Cabinet should have due regard to the Public Sector Equalities Duty. To have due regard means that in making decisions it must consciously consider the need to do the things set out in the general equality

duty: eliminate discrimination, advance equality of opportunity and foster good relations.

- 5.4 An Equality Impact Screening Assessment has been carried out to demonstrate that decision makers are fully aware of the impact that changes may have on those with protected characteristics in line with the Equality Act 2010. The screening document can be found at Appendix 1 to this report.
- 5.5 Consultation with the Head of Law has taken place to ensure the proposal meets the Public Contracts Regulations 2015 (PCR 2015). Advice is as set out in the paragraph below.
- 5.6 The Council is satisfied that its arrangements with Optalis Limited satisfy the requirements set out in Regulation 12 of PCR2015. There is no private capital participation in Optalis Limited; it is wholly owned by The Royal Borough of Windsor and Maidenhead and Wokingham Borough Council. There is a governance structure in place whereby the council exerts control over Optalis Limited in the same way that it would exert control over one of the Council's internal departments and there are measures in place to ensure that no more than 19.99% of the total average turnover of Optalis Limited shall derive from activities undertaken for any person other than the Royal Borough of Windsor and Maidenhead or Wokingham Borough Council.

## 6. RISK MANAGEMENT

**Table 1: Impact of risk and mitigation**

<b>Risk</b>	<b>Level of uncontrolled risk</b>	<b>Controls</b>	<b>Level of controlled risk</b>
The existing provider may refuse to engage with the new provider and/or challenge the decision not to go to tender.	Medium	Work closely and continually with the outgoing provider and Optalis to ensure a comprehensive communications plan is agreed and delivered, ensuring individuals receiving the service, their families and staff are fully aware of the proposed course of action. Enforce contractual obligations regarding co-operation on contract termination and TUPE clauses within the existing contract between the council and the existing provider.	Low

Delivery of the recommendation may not be implemented by 31 <sup>st</sup> March 2022	Medium	Commissioners to work with the procurement team and legal team to ensure key timelines are followed.	Low
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## 7. POTENTIAL IMPACTS

- 7.1 Equalities. Equality Impact Assessments are published on the [council's website](#). The Equality Act 2010 places a statutory duty on the council to ensure that when considering any new or reviewed strategy, policy, plan, project, service or procedure the impacts on particular groups, including those within the workforce and customer/public groups, have been considered. An EQIA has been completed for this proposal entitled LD Supported Living EQIA.
- 7.2 Climate change/sustainability. The proposals are unlikely to adversely impact on the Council's sustainability and climate change initiatives. By integrating the workforce into one employer (Optalis) there may be opportunities to improve working practices and implement changes resulting in lower carbon footprints for staff (e.g., looking at how staff travel between sites etc). Further work would be undertaken once the contract is included within the Optalis portfolio.
- 7.3 Data Protection/GDPR. Optalis will undertake a Data Protection Impact Assessment as part of their due diligence work associated with the transfer of the service.
- 7.4 Staff currently employed within the existing contract that qualify as being in scope within the Transfer of Undertakings (Protection of Employment) regulations (TUPE) will automatically be transferred into the new provider when the current contract expires. The existing contract terms and conditions require the existing provider to work with the new provider to furnish them with all necessary information relating to the transfer.

## 8. CONSULTATION

- 8.1 Optalis have prepared a series of statements and communications which will be jointly released by Optalis and the outgoing provider, assuring people receiving the service, that the service delivery to the individuals should remain the same and there should be minimal disruption to them. The council and Optalis have already informed individuals in receipt of the service by letter and through individual discussion where appropriate, that the current contract is expiring and that all steps are being taken to continue their care and support without interruption or disruption.
- 8.2 Working with the outgoing provider, Optalis have prepared a series of communications which will be jointly released by Optalis and the outgoing provider during January, assuring people receiving the service, their families and the staff group, that the service delivery to the individuals should remain the same and there should be minimal disruption to them. The Council and Optalis have already informed individuals in receipt of the service by letter and through individual discussion where appropriate, that the current contract is expiring and that all steps are being taken to continue their care and support without

interruption or disruption. Meetings have been set up for people, carers and families in January.

8.3

## 9. TIMETABLE FOR IMPLEMENTATION

9.1 Implementation date if not called in: 1<sup>st</sup> April 2022. The full implementation stages are set out in table 2 below.

**Table 2: Implementation timetable**

<b>Date</b>	<b>Details</b>
27 <sup>th</sup> January 2022	Cabinet approves the decision to award the contract to Optalis effective from 1 <sup>st</sup> April 2022 and to incorporate the service within the existing Contract for Services between RBWM and Optalis dated 30 <sup>th</sup> March 2017.
January 2022 – March 2022	A full communications plan is implemented, for residents, their families and existing staff, including easy read material; meetings; drop-in sessions etc. Details of all support plans etc are provided by the current provider to Optalis.
January 2022	TUPE information is shared between the current provider and Optalis.
January 2022	Schedule of services is drawn up between the borough and Optalis detailing the services to be provided.
February 2022	A variation to the contract dated 30 <sup>th</sup> March 2017 between the borough and Optalis is issued and signed by both parties.
March 2022	Preparation for handover; decommissioning of the existing contract with the current provider.
1 <sup>st</sup> April 2022	Service and relevant personnel transfer to Optalis.

## 10. APPENDICES

10.1 This report is supported by 1 appendix:

- Appendix 1 – Equality Impact Assessment – Learning Disability Supported Living Service

## 11. BACKGROUND DOCUMENTS

11.1 None

## 12. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officers (or deputy)</i>			
Adele Taylor	Executive Director of Resources/S151 Officer	16/11/21	25/11/21
Emma Duncan	Deputy Director of Law and Strategy / Monitoring Officer	16/11/21	18/11/21
<i>Deputies:</i>			
Andrew Vallance	Head of Finance (Deputy S151 Officer)	16/11/21	25/11/21
Elaine Browne	Head of Law (Deputy Monitoring Officer)	16/11/21	18/11/21
Karen Shepherd	Head of Governance (Deputy Monitoring Officer)	16/11/21	19/11/21
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Duncan Sharkey	Chief Executive	16/11/21	
Andrew Durrant	Executive Director of Place	16/11/21	17/11/21
Kevin McDaniel	Executive Director of Children's Services	16/11/21	
Hilary Hall	Executive Director of Adults, Health and Housing	15/11/21	16/11/21
<i>Heads of Service (where relevant)</i>			
<i>External (where relevant)</i>			
David Birch	Chief Executive Officer, Optalis Ltd	16/11/21	18/11/21

Confirmation relevant Cabinet Member(s) consulted Cllr Carroll	Cabinet Member for Adult Social Care, Children's Services, Health and Mental Health	Yes
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## REPORT HISTORY

Decision type:	Urgency item?	To follow item?
Key decision First entered into the Cabinet Forward Plan: 28 <sup>th</sup> October 2021	No	No

Report Author: Lynne Lidster, Head of Commissioning – People 07554 459628



# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

### Essential information

Items to be assessed: (please mark 'x')

Strategy		Plan		Project		Service procedure	x
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Responsible officer	Lynne Lidster	Service area	People Commissioning	Directorate	Adults Health and Commissioning
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Stage 1: EqIA Screening (mandatory)	Date created: 25/10/2021	Stage 2 : Full assessment (if applicable)	Date created : xx/xx/xxxx
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Approved by Head of Service / Overseeing group/body / Project Sponsor:

*"I am satisfied that an equality impact has been undertaken adequately."*

Signed by (print): LYNNE LIDSTER

Dated: 25/10/2021

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

EqlA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

### Guidance notes

#### What is an EqlA and why do we need to do it?

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advancing equality of opportunity between those with 'protected characteristics' and those without them.
- Fostering good relations between those with 'protected characteristics' and those without them.

EqlAs are a systematic way of taking equal opportunities into consideration when making a decision, and should be conducted when there is a new or reviewed strategy, policy, plan, project, service or procedure in order to determine whether there will likely be a detrimental and/or disproportionate impact on particular groups, including those within the workforce and customer/public groups. All completed EqlA Screenings are required to be publicly available on the council's website once they have been signed off by the relevant Head of Service or Strategic/Policy/Operational Group or Project Sponsor.

#### What are the "protected characteristics" under the law?

The following are protected characteristics under the Equality Act 2010: age; disability (including physical, learning and mental health conditions); gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

#### What's the process for conducting an EqlA?

The process for conducting an EqlA is set out at the end of this document. In brief, a Screening Assessment should be conducted for every new or reviewed strategy, policy, plan, project, service or procedure and the outcome of the Screening Assessment will indicate whether a Full Assessment should be undertaken.

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

### **Openness and transparency**

RBWM has a 'Specific Duty' to publish information about people affected by our policies and practices. Your completed assessment should be sent to the Strategy & Performance Team for publication to the RBWM website once it has been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. If your proposals are being made to Cabinet or any other Committee, please append a copy of your completed Screening or Full Assessment to your report.

### **Enforcement**

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

### **Stage 1 : Screening (Mandatory)**

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

**1.1 What is the overall aim of your proposed strategy/policy/project etc and what are its key objectives?**

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

The overall aim of the proposal is to transfer the Learning Disability Supported Living contract from the existing provider to Optalis, when the current contract expires on 31<sup>st</sup> March 2022.

Under the “Teckal exemption” the borough is able to award contracts for services to its own Local Authority Trading Company, Optalis, without recourse to a formal tender procedure.

Under the current contract, the provider supports approximately 70 adults with a learning disability and or autism, in various properties across the borough. The current contract with the existing provider commenced in 2015 and has reached the end of all possible extension options. It will expire on 31<sup>st</sup> March 2022.

As a Teckal company and provider of first choice for the borough, with Care Quality Commission ratings of “Good” for provider services, Optalis’ Provider Services were invited to put forward a proposal to the borough commissioners, to deliver the supported living service for the borough, when the current contract expires.

At the Commissioning Board meeting of 23rd July 2021; the Board agreed that the contract for supported living services should be included into the existing contract for services signed on 30th March 2017 under the Teckal exemptions afforded to a Local Authority Trading Company. The proposal would be effective from the day after the expiration of the existing supported living services contract and would therefore commence from 1st April 2022.

Optalis already provide high quality day services, respite services and community-based opportunities for people with a learning disability across the borough the significant majority of whom are the same people supported under the supported living services contract.

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

The proposal will build on the opportunities already identified within the borough's Adult Social Care Strategic Plan, to provide a more flexible and person-centred range of support options to people with a learning disability across the borough.

**1.2 What evidence is available to suggest that your proposal could have an impact on people (including staff and customers) with protected characteristics? Consider each of the protected characteristics in turn and identify whether your proposal is Relevant or Not Relevant to that characteristic. If Relevant, please assess the level of impact as either High / Medium / Low and whether the impact is Positive (i.e. contributes to promoting equality or improving relations within an equality group) or Negative (i.e. could disadvantage them). Please document your evidence for each assessment you make, including a justification of why you may have identified the proposal as "Not Relevant".**

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

Protected characteristics	Relevance	Level	Positive/negative	Evidence
<b>Age</b>	Relevant	High	Positive	<p>Optalis already works with the people currently supported through the existing contract (Community Team for People with a Learning Disability) and provides a number of complementary services to support these individuals (day services, respite services and community-based support).</p> <p>Some of the people supported are older age adults and by taking on the services within this contract, Optalis will be able to deliver the staffing complement and rotas within one company, ensuring that the staffing mix of care and support delivered both in the individual's home and the community is more closely tailored in accordance with older people's wishes and expectations. This is therefore likely to positively impact on this equality group.</p>
<b>Disability</b>	Relevant	High	Positive	<p>Optalis already works with the people currently supported through the existing contract (Community Team for People with a Learning Disability) and provides a number of complementary services to support these individuals (day services, respite services and community-based support).</p> <p>By taking on this service, Optalis will be able to deliver a bespoke staffing complement for both home based support and community support, tailored to the needs and aspirations of the individual. This is therefore likely to positively impact on this equality group.</p>

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

<b>Gender re-assignment</b>	Relevant	Medium	Positive	<p>The service supports adults from aged 18 to 65+ and could include people within this protected characteristic. The single employer staff team providing home based and community-based support will be able to offer a more person-centred approach, ensuring they can offer people within this protected group the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>The proposal is therefore likely to positively impact on this group.</p>
<b>Marriage/civil partnership</b>	Relevant	Medium	Positive	<p>The service supports adults from aged 18 to 65+ and could include people within this protected characteristic. The single employer staff team providing home based and community-based support will be able to offer a more person-centred approach, ensuring they can offer people within this protected group the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>The proposal is therefore likely to positively impact on this group.</p>
<b>Pregnancy and maternity</b>	Relevant	Medium	Positive	<p>The service supports adults from aged 18 to 65+ and could include people within this protected characteristic. The single employer staff team providing home based and community based support will be able to offer a more person-centred approach, ensuring they can offer people within this protected group the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>The proposal is therefore likely to positively impact on this group.</p>

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

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<b>Race</b>	Relevant	Medium	Positive	<p>Some people might wish to make choices on how they are supported based on their race. The single employer staff team providing home based and community-based support will be able to offer within this protected group a more person-centred approach, ensuring they can offer people the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>This proposal is therefore likely to positively impact on this group.</p>
<b>Religion and belief</b>	Relevant	Medium	Positive	<p>Some people might wish to make choices based on their religion or belief. The single employer staff team providing home based and community-based support will be able to offer within this protected group a more person-centred approach, ensuring they can offer people the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>This proposal is therefore likely to positively impact on this group.</p>
<b>Sex</b>	Relevant	Medium	Positive	<p>The single employer staff team providing home based and community-based support will be able to offer a more person-centred approach, ensuring they can offer people the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>This proposal is therefore likely to positively impact on this group.</p>

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

<b>Sexual orientation</b>	Relevant	Medium	Positive	<p>Some people might wish to make choices based on their sexual orientation. The single employer staff team providing home based and community-based support will be able to offer a more person-centred approach, ensuring they can offer people the opportunity to live their lives in the way they choose. People will also be offered a Direct Payment, should they wish to source their own care and support options.</p> <p>This proposal is therefore likely to positively impact on this group.</p>
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**Outcome, action and public reporting**

## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### EQUALITY IMPACT ASSESSMENT

EqIA : Incorporate Contract for Supported Living Services currently provided through third party into contract with Optalis, effective from 1<sup>st</sup> April 2022 on expiry of existing contract.

Screening Assessment Outcome	Yes / No / Not at this stage	Further Action Required / Action to be taken	Responsible Officer and / or Lead Strategic Group	Timescale for Resolution of negative impact / Delivery of positive impact
<b>Was a significant level of negative impact identified?</b>	Not at this stage			
<b>Does the strategy, policy, plan etc require amendment to have a positive impact?</b>	Not at this stage			

If you answered **yes** to either / both of the questions above a Full Assessment is advisable and so please proceed to Stage 2. If you answered “No” or “Not at this Stage” to either / both of the questions above please consider any next steps that may be taken (e.g. monitor future impacts as part of implementation, re-screen the project at its next delivery milestone etc).