

## Slough Borough Council

<b>REPORT TO:</b>	Cabinet
<b>DATE:</b>	16th January 2023
<b>SUBJECT:</b>	Procurement of Adult Social Care Shared Lives Service Contract.
<b>CHIEF OFFICER:</b>	Marc Gadsby, Executive Director People (Adults)
<b>CONTACT OFFICER:</b>	Jane Senior – Associate Director People Strategy and Commissioning  Suzanne Binns, Group Manager - People Strategy
<b>WARD(S):</b>	ALL
<b>PORTFOLIO:</b>	Cllr Natasa Pantelic, Social Care and Public Health
<b>KEY DECISION:</b>	YES
<b>EXEMPT:</b>	Part Exempt – Appendix A is exempt as it contains the following category of exempt information as specified in Paragraph 3, Schedule 12A of the Local Government Act 1972, namely: "Information relating to the financial or business affairs of any particular person (including the authority holding that information)"
<b>DECISION SUBJECT TO CALL IN:</b>	YES
<b>APPENDICES:</b>	Appendix 1 – Equalities Impact Assessment Exempt Appendix A - Pricing

### 1 Summary and Recommendations

- 1.1 Shared Lives schemes provide individuals with the opportunity to live in ordinary households of recruited, trained and approved Shared Lives Carers and their families in the community. They provide friendship, support and care in the same way that a relative might and can support people with a range of needs.
- 1.2 Shared Lives carers can offer long term accommodation with care and/or support or short-term support such as short breaks or daytime activities. Shared Lives can also offer an alternative accommodation service, diverting people away from Supported Living or Residential Care.
- 1.3 Shared Lives Schemes are regulated by the Care Quality Commission (**CQC**) for the activity of personal care under the Health and Social Care Act (2008).

- 1.4 Shared Lives often presents a more cost effective and personalised solution; with research showing average net savings from a long-term Shared Lives arrangement per person per year to be £26,000 for people with a learning disability and £8,000 for people with mental ill health.<sup>1</sup>
- 1.5 A desktop review of potential individuals who may benefit from the service indicates up to 5 people could be referred for long term placements during 2023/24 with the number rising to 8 people being supported during 2024/25.
- 1.6 Due to the estimated numbers that would potentially be referred to the service over the next three years, this report recommends the procurement of a single supplier through second stage mini-competition of the ASC Dynamic Purchasing System Lot 21.
- 1.7 The introduction of a Shared Lives Scheme for Slough residents not only brings about an opportunity to improve people's outcomes, but also has the potential to provide better value for money. It is estimated that around £204,000 savings or cost avoidance can be made over a two-year period during 2023/4 and 2024/5.
- 1.8 Whilst the estimated maximum cost of the 3-year contract at £467,000 falls under the £500,000 threshold for Cabinet decision, the procurement was omitted from the forward plan for contracts over £180,000 in the Cabinet Report for April 2022 and approval is therefore being sought from Cabinet to progress this procurement.

## **Recommendations:**

Cabinet is recommended to:

1. Approve commencement of the procurement of a Single Supplier Shared Lives Service from January 2023 through the ASC Dynamic Purchasing System for 3 years at a maximum total cost at today's prices of £467,000 which is made up of £111,000 for year 1, £178,000 for year 2 and £214,000 year 3.
2. Delegate authority to the Executive Director People (Adults), in consultation with Lead Member Social Care and Public Health and the Section 151 Officer, to award the contract to commence in April 2023.
3. Note the pricing scenarios included at Exempt Appendix A

## **Reason:**

To ensure that the council can secure a Shared Lives Service that offers best value as part of the ASC Transformation Programme that is procured properly and safely.

## **Commissioner Review**

*"The Commissioners are content with the report and its recommendations."*

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<sup>1</sup> Investing in Shared Lives, Social Finance Ltd (July 2013)

## 2 Report

### Introductory paragraph

- 2.1 The provision of a good quality Shared Lives Service enables individuals to have greater choice to live or spend time in a family and homely environment rather than receiving more traditional services such as residential care or supported living to meet their assessed and eligible needs; thus, promoting independence, choice and control over how they receive support and how they live their lives.
- 2.2 Shared Lives services also offer a cost-effective alternative to traditional services and enables improved value for money.
- 2.3 The provision of a Shared Lives service meets the following Council priorities and objectives:

#### **Slough Health and Wellbeing Strategy**

Priority Two - Integration – Increasing the proportion of people living independently at home and decreasing the number of people living in care homes.

#### **Slough Corporate Plan 2022-25**

A Council that lives within our means, balances the budget, and delivers best value for taxpayers and service users

An environment that helps residents live more independent, healthier and safer lives.

- 2.4 The development of a Shared Lives Service is part of the ASC Transformation Programme.

### Options considered

2.4 A number of options were considered:

Option	Pros	Cons
<b>Option 1</b> <b>Do nothing and continue with current provision of traditional services</b>	No additional resource required can continue with business-as-usual activity.	Does not align with SBC's ambition to diversify the market and promote a strength-based approach to care and support which Shared Lives can offer.  Potential for improved value for money with associated ASC Transformation Programme reduction in expenditure will not be achieved and alternative cost reduction measures would be required.

<p><b>Option 2</b></p> <p><b>Establish an in-house scheme</b></p>	<p>Greater control over the development of the service</p> <p>Direct links with social work teams to support referrals</p> <p>No management fees to an external organisation</p>	<p>It will take time to establish a brand new service (including CQC Registration (fees), recruitment, training of carers and team) which does not fit with the timetable identified within the ASC Transformation Programme for cost reduction targets.</p> <p>It will require additional resource and recruitment to new posts is already an issue for SBC – additional budget will be needed</p> <p>It does not fit with the direction of travel for SBC to no longer be a direct provider of services</p> <p>Lack of resource and experience associated with Shared Lives delivery</p> <p>Estimated scheme set up cost ranges between £91,000 - £117,000</p> <p>Estimated timescales to be operational between 12 – 18 months</p> <p>This option presents the highest risk in terms of cost and time commitment should the service be unsuccessful in recruiting carers and/or service users.</p>
<p><b>Option 3</b></p> <p><b>Partner with a neighbouring local authority scheme</b></p>	<p>Opportunity to learn from experience and knowledge gained to date</p> <p>Schemes are already established with existing policies and procedures</p>	<p>Less influence as will need to align with existing offer (this would be further reduced if we had a tripartite agreement)</p> <p>Potentially less good value for money as no mini competition</p>

	<p>Existing schemes offer flexibility of support across a range of customer groups</p> <p>Have a good relationship and understand the quality of their service.</p> <p>Potential to partner with another LA thereby sharing admin costs of the LA delivering the service through a tripartite Partnership Agreement</p>	<p>More difficult for effective contract management arrangements</p> <p>Unlikely they have existing capacity – LAs generally have capacity and recruitment issues –</p> <p>They will need to recruit a member of staff before any work could commence as they have no current capacity</p> <p>Timescale to implement would be extended to develop Partnership Agreement and go through partners governance estimate 6 months</p> <p>This option presents a risk in terms of the time required for both LAs and potentially a third LA to agree to a Partnership Agreement (assume will need to go through significant internal governance approvals) and lack of competition.</p>
<p><b>Option 4 Recommended Approach</b></p> <p><b>Commission a single supplier via the DPS for individual call-off arrangement</b></p>	<p>Greater control and influence over how the scheme develops.</p> <p>Ability to direct how the Provider links with operational teams to generate referrals</p> <p>Indicative costs indicate better value for money will be achieved</p> <p>Growth in local provider market can be commissioned through the existing DPS second stage mini competition</p> <p>Can potentially make use of current carer capacity in neighbouring boroughs</p>	<p>Provider may not have an established relationship with LA teams. However, this can be established during mobilisation of the contract.</p> <p>This is the recommended approach as this represents the quickest and best value for money solution</p> <p>It also allows development of knowledge and experience of Shared Lives services allowing a better understanding of future demand, whilst only paying for what is needed on a placement-by-placement basis.</p>

	<p>depending on which scheme they are employed by.</p> <p>In order to bid provider will demonstrate success in delivering quality shared lives services in other areas</p> <p>Procurement and award will be faster and using a registered service, therefore mobilisation should be within shorter timeframe than other options above</p>	
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## Background

- 1.1 Shared Lives schemes provide individuals with the opportunity to live in ordinary households of recruited, trained and approved Shared Lives Carers and their families in the community. They provide friendship, support and care in the same way that a relative might and can support people with a range of needs.
- 1.2 Shared Lives carers can offer long term accommodation with care and/or support or short-term support such as short breaks or daytime activities. Shared Lives can also offer an alternative accommodation service, diverting people away from Supported Living or Residential Care.
- 1.3 Shared Lives Schemes are regulated by the Care Quality Commission (**CQC**) for the activity of personal care under the Health and Social Care Act (2008).
- 1.4 Shared Lives often presents a more cost effective and personalised solution; with research showing average net savings from a long-term Shared Lives arrangement per person per year to be £26,000 for people with a learning disability and £8,000 for people with mental ill health.<sup>2</sup>
- 1.5 A desktop review of potential individuals who may benefit from the service indicates up to 5 people could be referred for long term placements during 2023/24 with the number rising to 8 people being supported during 2024/25.
- 1.6 Due to the estimated numbers that would potentially be referred to the service over the next three years, this report recommends the procurement of a single supplier through second stage mini-competition of the ASC Dynamic Purchasing System Lot 21.
- 1.7 The introduction of a Shared Lives Scheme for Slough residents not only brings about an opportunity to improve people's outcomes, but also has the potential to provide better value for money. It is estimated that around £204,000 savings or cost avoidance can be made over a two-year period during 2023/4 and 2024/5.

<sup>2</sup> Investing in Shared Lives, Social Finance Ltd (July 2013)

### 3. Implications of the Recommendation

#### 3.1 Financial implications

3.1.1 The Council is responsible for procuring a suitable care or support provider and payment of care and support costs to meet assessed and eligible needs under The Care Act 2014.

3.1.2 Shared Lives often presents a more cost effective and personalised solution for individuals than traditional services of residential care and supported living; with research showing average net savings from a long-term Shared Lives arrangement per person per year to be £26,000 for people with a learning disability and £8,000 for people with mental ill health. The indicative annual contract value is outlined in the following table and will be funded from existing budgets in line with demand:-

<sup>3</sup>

	<b>23/24 £000s</b>	<b>24/25 £000s</b>	<b>25/26 £000s</b>	<b>Total £000s</b>
CTPLD	111	111	111	333
MH		67	67	134
Total	111	178	214	467

Comparison of Shared Lives service costs with those of average residential care and supported living weekly costs indicate the potential for cost reduction for those able to benefit from the service and provide improved value for money. Details are set out at Exempt Appendix A.

3.1.3 The People Strategy and Commissioning Team will work with Legal and Procurement Teams to develop an appropriate contract.

3.1.4 This provision is demand-led, potential referrals to the scheme will be discussed during the routine Adult Social Care People and Practice Panel processes. This will provide the necessary scrutiny with prior approval for referral to the service.

3.1.5 Value for money will be tracked via the project delivery board.

3.1.6 Inflationary cost pressures will be included in the budget planning processes and the impact on contract values monitored. If these pressures increase the overall value of the contract a report will be brought to Cabinet with recommendations.

#### 3.2 Legal implications

3.2.1 The Care Act 2014 requires the local authority to meet identified eligible needs as assessed under s9 of the Care Act, and to make appropriate provision to meet those needs. Where this is identified as replacement care, accommodation with care and support, or day activities, then there is a duty placed upon the Council to make that provision.

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<sup>3</sup> Investing in Shared Lives, Social Finance Ltd (July 2013)

3.2.2 The Care Act statutory guidance states that 'high quality, personalised Care and Support can only be achieved where there is a vibrant, responsive market of services available'.

3.2.3 Under section 5 of the Care Act, the local authority has a duty to shape and maintain an efficient and effective market of services for meeting care and support needs in the local area.

3.2.4 The duty applies in relation to services that the local authority commissions directly, but also to other non-commissioned services in its area (including those used by self-funders), universal services and services provided by partners (such as health or charitable services) that together create the marketplace.

3.2.5 The market that is shaped should ensure that any person requiring Care and Support/Support services:

1. Has a variety of providers, supplying a variety of services to choose from;
2. Has a variety of high-quality services to choose from; and
3. Has sufficient information to make an informed decision about how to meet the needs in question.

3.2.6 Use of a properly established Dynamic Purchasing System (DPS) to procure a Shared Lives service is a compliant procurement approach in accordance with both the Council's Contract Procedure Rules and the Public Contracts Regulations 2015.

3.2.7 The DPS must be operated as a completely electronic process and must be open, throughout the period of validity of the DPS, to any economic operator that satisfies the selection criteria

3.2.8 To procure under a DPS, the council must follow the rules of the restricted procedure, which means that any economic operator can submit a request to participate in response to the call for competition by providing the information for qualitative selection requested by the council. The minimum time limit for receipt of requests to participate, where a prior information notice (PIN) is used as a means of calling for competition, is 30 days from the date on which the PIN is sent to the UK e-notification service - Find a Tender.

3.2.9 The council must offer unrestricted and full direct access free of charge to the procurement documents, by means of the internet, on an ongoing basis from the date on which the PIN is sent. This requirement can be satisfied by providing a link to a procurement portal (such as SE Portal) where potential candidates can access the documents.

3.2.10 The council must finalise their evaluation of requests to participate in the DPS, in accordance with the applicable selection criteria, within ten working days following their receipt, and must simultaneously and in writing invite the economic operators which have expressed their interest to confirm their continuing interest and invite the selected candidates to submit their tenders.

3.2.11 The minimum time limit for receipt of tenders must be at least ten days from the date on which the invitation to tender is sent. However, the council may set the time limit for the receipt of tenders by mutual agreement between the council and all selected



candidates, provided that all selected candidates have the same time to prepare and submit their tenders.

3.2.12 Where the council awards a contract under a DPS, there is no compulsory standstill period.

3.2.13 The council must either send a contract award notice within 30 days after the award of each contract based on the DPS or group such notices on a quarterly basis and send the grouped notices within 30 days of the end of each quarter.

3.2.14 HB Public Law can advise as required on the DPS procedural requirements and contract awards and conclusion.

### 3.3 Risk management implications

3.3.1 The recommended option will ensure the mobilisation of a Shared Lives service from the 1<sup>st</sup> April 2023 and allow referrals to the service from 1<sup>st</sup> June 2023. The table below sets out the risks associated with the proposed course of action and the mitigating action.

Risk	Assessment of Risk	Mitigation	Residual Risk
Suppliers do not bid	<p>Medium</p> <p>There is a risk that suppliers will not bid to provide and develop Shared Lives Carer capacity in the local area.</p>	<p>Low</p> <p>Market Engagement with economic operators indicates that there is interest in established schemes in neighbouring areas.</p>	Low
Suppliers bid at rates which are higher than those anticipated, placing a pressure on Adult Social Care budgets.	<p>Medium</p> <p>The market is facing significant economic pressures. This includes increases in national insurance contributions, inflationary pressures and wage competition from other sectors. Shared Lives Services are indicating that they may need to pass on increased payments to Shared Lives Carers for the rises in the cost of living</p>	<p>Approaches to inflationary uplifts will be included within tender documents.</p>	Medium / Low
Providers offering a lower price will result in a lower quality	<p>Medium</p>	<p>Tenders will be required to meet a minimum quality threshold. Failure to meet the threshold will result in a failed bid and exclude them from evaluation on pricing.</p> <p>The Shared Lives contract will contain a clear set of KPIs which will be monitored.</p> <p>Care providers are also monitored by the Council's Quality Assurance team with issues discussed at the Care Governance Board with improvement plans being submitted to ensure that clear turnaround initiatives are implemented, where required.</p>	Low

		A suite of KPIs will be included within contracts and suppliers will be required to report against these.	
<i>All options have two shared risks</i>			
Potential lack of demand	Medium If insufficient individuals are identified the service will likely struggle to retain carers.	The council will provide support in promoting the service to service users and their families.	Medium/Low
Difficulty in recruitment of shared lives carers and additional staffing if required.	Medium Inability to provide a service due to difficulty in recruiting shared lives carers or office staff to meet demand	The council will support the provider in publicising and generating awareness of Shared Lives services as an employment opportunity and career.	

### 3.4 Environmental implications

3.4.1 During the procurement process, potential suppliers will be requested to provide a copy of their environmental impact assessment and impact management measures.

3.4.2 The table below provides examples of environmental impact measures that affect Shared Lives services:

<b>Environmental Impact</b>	<b>Management Measures</b>
Carbon emissions from staff travelling to work and between service user households.	Shared Lives Carers recruitment centred on local residents working from their own homes thus reducing travel to work carbon emission footprint. Promotion of electric powered cars.
Hazardous Waste management	Promotion and support of recycling of household waste packaging. Infection control policies and procedures. Shared Lives Carers trained in infection control and incontinence waste storage and disposal. Use of incontinence waste removal service.
Office and equipment waste management	Use of recycled ink cartridges for printers. Recycle electronic equipment with ethical supplier Reduce paper usage by using electronic alternative methods for communication and recording

### 3.5 Equality implications

3.5.1 The Council has a duty under The Equality Act 2010 to have due regard to need for equality of opportunity and fostering good relations between protected groups and other groups.

The provision of a Shared Lives service is a good example of how a service can embrace those principles. The service will provide the opportunity for people with mental health needs and people with a learning disability to choose to live, or stay, in a family setting within the community and take part in family life, rather than have their care needs met in the more traditional services such as supported living or residential care homes.

This provides the opportunity for increased independence, social inclusion and improved quality of life. The scheme will be available for directly commissioned care by the Council, self-funders and those in receipt of Direct Payments.

An Equalities Impact Assessment is set out at Appendix 1. Providers will be required to set out how they will meet equalities requirements through the tendering process. This includes meeting the diverse cultural and language needs within the borough.

### 3.6 Procurement implications

The following table sets out the options that have been considered in relation to the procurement route and strategy.

The following table sets out the options that have been considered in relation to the procurement route and strategy for the Shared Lives services supply in Slough.

<b>Procurement Strategic Approach</b>	<b>Consideration</b>	<b>Recommended</b>
Use of Suppliers engaged through mini-competition stage on the ASC Dynamic Purchasing System (DPS)	<p>The approach allows for regular refresh of the list of contracted suppliers at any time, as and when required, via advertisement of mini competitions.</p> <p>New suppliers to the local market are engaged through application to join the DPS at any time with the knowledge that there will be opportunity to apply at mini-competition stage for supply contracts.</p> <p>Early engagement with suppliers successful on joining the DPS allows organisations to clearly understand service delivery requirements.</p>	<p>Yes.</p> <p>Offers time efficient and flexibility for refresh of suppliers for generic and specialist services.</p>

Procurement Strategic Approach	Consideration	Recommended
	<p>The DPS also allows a time efficient process for specific specialist services to be procured.</p> <p>There are currently 117 providers registered to bid for call-off Contracts on the DPS, for replacement care including Shared Lives provision. A small number of organisations will be established Shared Lives Services.</p>	
Open-market procurement	This option may increase new providers into this market.	<p>No.</p> <p>The Council has an effective mechanism for driving competition and seeking best value – the Adult Social Care Dynamic Purchasing System.</p> <p>A process for engagement has been undertaken to inform the Shared Lives Schemes service requirements. The timetable for this exercise is compatible with adoption of the DPS contractual mechanism.</p>
Joint Procurement with other neighbouring local authorities/E Berkshire.	Neighbouring boroughs of Bracknell Forest and RBWM are not seeking a procurement of this service type at this time from the external sector.	No.

### Proposed Revised Procurement Timetable

This paper recommends use of the Adult Social Care DPS mechanism for securing a Shared Lives Service single supplier contract required to start 1st April 2023. The below indicative timetable is applicable for this purpose:

<b>Date</b>	<b>Milestone Detail</b>
23/01/2023	Cabinet Approval to commence procurement
25/01/23	Advertisement of Shared Lives mini-competition on DPS for Single Supplier
31/01/23	Clarification questions deadline
02/02/23	Response to clarification questions
15/02/23	Deadline for submission of Method Statements and Pricing
16/01/23-24/02/23	Evaluation of proposals
02/03/23 TER to PRB 17/03/23 CLT 22/03/23 Exec Board	£180,000 - £500,000 Approval process – TER to PRB Board 02/03/2023, CLT 17/03/2023, Executive Board 22/03/23
24/03/23	Decision to award – Executive Director /send contract to legal to progress
24/03/23	Contract Award Notice
28/03/23	Contract execution
01/04/23-31/05/23	Contract mobilisation – recruitment of Shared Lives Carers
01/06/2023	Referrals to service from SW teams

### 3.7 Workforce implications

3.7.1 Not Applicable.

### 3.8 Property implications

3.8.1 Not Applicable.

## 4. Background Papers

None

Appendix 1 – Equalities Impact Assessment

<b>Directorate: People (Adults)</b>	
<b>Service: Commissioning</b>	
<b>Name of Officer/s completing assessment: Suzanne Binns</b>	
<b>Date of Assessment: 29/11/2022</b>	
<b>Name of service/function or policy being assessed: Externally Commissioned Shared Lives Service</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The procurement of a Shared Lives service will develop the local market and extend the choice and availability of services to support the assessed and eligible care needs of adults with assessed and eligible needs under the Care Act 2014. Shared Lives schemes offer the opportunity for adults with learning disabilities or mental health needs to live or stay within a family environment enabling greater levels of independence as opposed to supported living or residential care. This Equality Impact Assessment (EIA) will primarily set out the actions that will be undertaken during the development of the local service, assess and monitor possible effects on residents with protected characteristics. The availability of service will be for directly commissioned care, self-funders and those in receipt of Direct Payments.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The Shared lives Service will be provided by an external economic operator across the borough. Commissioning arrangements are managed through the Council’s People Strategy and Commissioning Team. A project delivery board will oversee the mobilisation of the contract.</p>
3.	<p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>There are 10 protected characteristics:</p> <ol style="list-style-type: none"> <li>1. Age including younger and older people</li> <li>2. Disability</li> <li>3. Gender reassignment</li> <li>4. Pregnancy and maternity - No Impact</li> </ol>

	<p>5. Race including ethnic or national origins, colour or nationality  6. Religion or belief including lack of belief  7. Sex  8. Sexual orientation  9. Marriage/civil partnerships No Impact  10. Carers protected by association</p> <p>Individuals in receipt of Shared Lives services may have one or more protected characteristics. It is a requirement that the provider delivering the Shared Lives service have appropriate equalities' policies in place.</p> <p>All providers bidding for the Shared Lives service will be required to be registered with the Care Quality Commission. The Care Quality Commission standards set out that services must be able to meet specific cultural, language and spiritual/religious needs through personalisation of the care and support plan. The Shared Lives service matches service recipients with appropriate shared lives carers.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Shared Lives services enable individuals to live more independently in a family home setting as opposed to moving to alternative supported living or residential care accommodation. This supports increased participation in the community and a better quality of life.</p> <p>Shared Lives services also prevents the need for more expensive and sometimes less satisfactory care settings.</p> <p>Active market shaping in Slough means there are suppliers who have experience specific to the demographic of the borough. E.g., Culture and language, complex care needs, etc.</p> <p>The competitive procurement process will include evaluation of the proposed operational method statements in relation to meeting the needs of Slough's culturally diverse community and related service requirements such as language needs. There are specific challenges in identifying male carers and this will be identified in the ITT documentation.</p>



5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so, then are any particular groups affected more than others and why?</p> <p>It will be important that any cultural requirements are addressed through the tendering process. There may be a need to promote recruitment of shared lives carers who have rooms suitable for adaptation for meeting physical mobility needs.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g., survey results, customer complaints, monitoring data etc.).</p> <p>Data will be collected during the mobilisation of the contract and through contract monitoring and contract management processes. Actions will be taken to address any shortfalls.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g., have the staff forums/unions/ community groups been involved?</p> <p>In progress, Slough's co-production network and Peer Mentor groups will be engaged in the planning for the development of the service. This work will take place in January 2023.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Ensuring sufficient supply of appropriate Shared Lives services which meet the assessed needs of the population will have a positive impact upon community relations and provide greater choice for service users.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example, what plans, if any, will be put in place to reduce the impact?</p> <p>Any negative impacts will be addressed through the tender exercise, assessment of provider responses and during the mobilisation of the contract and through contract monitoring and contract management processes. Actions will be taken to address any shortfalls.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p>

	<p>KPIs developed in partnership with stakeholders and providers will be actively managed through contract management. These include service user protected characteristic profile monitoring, and reasons for unavailability of staffing/referral declination/matching.</p>
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<p><b>What course of action does this EIA suggest you take? More than one of the following may apply</b></p>	<p>✓</p>
<p><b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken</p>	
<p><b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments would remove the barriers identified? (Complete action plan).</p>	
<p><b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).</p> <p><b>Equality Impact Assessment</b></p> <p>The Council is seeking to procure a single supplier to provide a Shared Lives Carer service and recruit Shared Lives Carers in Slough and the neighbouring local authority areas. People with learning disabilities or people with mental health needs will be referred to the scheme for a variety of services including long-term accommodation, short-breaks, and day opportunities.</p> <p>Currently there is only one person with learning disabilities from Slough receiving services from a Shared Lives Scheme. This procurement would enable more people with learning disabilities or mental health needs to benefit from this service.</p> <p>The scheme would provide greater choice for individuals and enable individuals to benefit from living or staying in a family setting and take part in family life, rather than have their needs met in the more traditional services such as supported living or residential care provision.</p> <p>There may be challenges in relation to recruiting shared lives carers who are able to accommodate individuals with mobility needs due to the family home not having the required adaptations.</p> <p>There may be challenges in relation to general recruitment of shared lives carers due to the lack of spare bedrooms within family homes.</p> <p>The Council will work with the successful provider to help promote the Shared Lives Scheme and the Shared Lives Carer positions as a career with benefits for those who are caring for their families at home, or for those who no longer have their family at home but would like to work from home in the care sector to support others to remain as independent as possible, or gain life skills.</p>	<p>✓</p>

The provider will be contractually required to fulfil their duties in accordance with The Equality Act 2010.

The Council will monitor:

- the number of people taking up the offer of a Shared Lives Service.
- the recruitment of Shared Lives carers who can be matched with people wishing to make use of the shared lives service
- the protected characteristics of individuals referred to the service, and the recruitment and training of shared lives carers who can meet the needs of people with specific language and/or communication requirements.

**Outcome 4: Stop and rethink** the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).