

Full Equality Impact Assessment Pro- forma (Stage 2)

Group: Care Wellbeing and Learning	Service: Adult Social Care and Independent Living	Section: Directorate	Officer responsible for assessment: Steph Downey
Support officers: Garry Haynes		Completion date: 03/03/2017	
		Review date: 01/09/2017	
(1) Name & purpose of the policy, strategy, function or budget proposal:	<p>Charging and Financial Assessment for Adult Care and Support Services.</p> <p>The Care Act 2014 provides a legal framework for charging for Adult Social Care:</p> <ul style="list-style-type: none"> • Section 14 of the Care Act provides Local Authorities with the power to ask adults to make a contribution for the cost of their social care. • Section 17 of the Care Act allows Local Authorities to carry out a financial assessment to determine the amount a customer can afford to contribute towards the care services they receive. <p>The policy has been designed in line with Care and Support Regulation (Statutory Instruments) and Care and Support Guidance and Annexes issued under the Care Act 2014.</p> <p>There are 3 proposed key changes to the policy:</p> <ul style="list-style-type: none"> • to calculate the adults contribution based on the cost of two carers (when the adult requires this) rather than on one carer in every case as at present; • to remove the maximum weekly amount an adult is required to pay towards their care, which is currently capped at £205. They would be required to pay their full assessed contribution. The maximum amount an adult will pay towards their care is the cost of their care package, and • to reduce the Disability Related Expenditure (DRE), which is to cover additional expenditure an adult may have due to their disability, e.g. speciality clothing, from £20.60 per week to £15.00. 		
(2) Is this new or existing?	New		

<p>(3) Who are the main customer groups affected by this policy, strategy, function or budget proposal and has there been prior consultation undertaken?</p>	<p>Consultation on the policy and the proposed changes took place between 20 September 2016 and 13 December 2016.</p> <p>A presentation on the proposed changes was given at the following stakeholder groups which highlighted the online consultation:</p> <ul style="list-style-type: none"> • Physical Disability and Sensory Impairment Board • Carers Partnership • Autism Steering Group – followed up via e-mail • Learning Disability Partnership Board – via e-mail <p>There are currently 1,269 adults paying for community based care provision who could be impacted by these changes.</p>
<p>(4) What information and data has been analysed to inform this assessment?</p> <p>Have you identified any gaps?</p>	<p>There are currently 1,269 adults paying for community based care provision who could be impacted by these changes.</p> <p>There are specifically 17 adults who will be impacted by the move to charging for 2 carers. The average increase in charge would be £39 per week.</p> <p>33 adults are currently assessed pay the £205 capped maximum contribution. Although this is the cohort of adults who would be impacted 3 have capital of less than £30,000 and therefore may have limited means to pay increased charges for a long period of time before depleting their capital to within the limits. There are 12 adults who have not provided financial information who have agreed to pay the maximum contribution; these adults would be eligible for a financial assessment which may limit the increase in contribution.</p> <p>The reduction in DRE would impact on 913 adults paying for services. Whilst the proposal is to limit the set amount of DRE there remains provision in the policy for an individual assessment to be requested if there is evidence that the DRE is insufficient to cover their individual needs.</p> <p>The amount an adult is required to contribute towards the cost of their care is based on an</p>

assessment of ability to pay and therefore any increases in contributions will be limited to their assessable amount.

Local benchmarking has been undertaken and highlights that there is a mixed approach to the application of a cap on the maximum contribution with 4 out of 7 councils who responded not having a cap for those with the ability to pay. All of the councils that responded charge for 2 carers where this is required. There is a mixed approach to application of the DRE allowance with a number undertaking individual assessment.

(5) Does your analysis indicate a disproportionate impact relating to:

a. Gender (Male/Female/Transgender)

Please describe the nature of any disproportionate impact

The impacts of the proposal are considered to be neutral, although there may be a very small discrepant impact arising from the differing life expectancies of men and women. Any such impact would be unavoidable and would be so small as to be justified by the objectives of the proposal.

b. Race / ethnicity

Please describe the nature of any disproportionate impact

The impacts of the proposal are considered to be neutral

Please indicate what actions will be taken to address impact

c. Disability

Please describe the nature of any disproportionate impact

People with a physical or sensory disability or mental health issues

There may be people who access this service who have a physical or sensory disability or mental health issues. For this reason any increase to payable charges would be considered to have a negative impact.

Please indicate what actions will be taken to address impact

The amount an adult is required to contribute towards the cost of their care is based on an assessment of ability to pay and therefore any increases in contributions will be limited to their assessable amount.

The proposal is considered to represent a reasonable choice as to the allocation of scarce resources, having regard to the inbuilt protections arising from the financial assessment, notwithstanding the disproportionate impact identified.

d. Sexual Orientation

Please describe the nature of any disproportionate impact

The impacts of the proposal are considered to be neutral

Please indicate what actions will be taken to address impact

e. Religion or belief

Please describe the nature of any disproportionate impact

The impacts of the proposal are considered to be neutral

Please indicate what actions will be taken to address impact

f. Age (People of all ages)

Please describe the nature of any disproportionate impact

The impacts of the proposal are considered to be neutral, although there may be a very small discrepant impact arising from the differing

life expectancies of men and women. Any such impact would be unavoidable and would be so small as to be justified by the objectives of the proposal.

Please indicate what actions will be taken to address impact

The amount an adult is required to contribute towards the cost of their care is based on an assessment of ability to pay and therefore any increases in contributions will be limited to their assessable amount.

The proposal is considered to represent a reasonable choice as to the allocation of scarce resources, having regard to the inbuilt protections arising from the financial assessment, notwithstanding the disproportionate impact identified.

g. Marriage and Civil Partnership

Does your analysis indicate the potential to cause discrimination in relation to marriage and civil partnership? If yes, please indicate what actions will be taken to address these.

- The impacts of the proposal are considered to be neutral

h. Pregnancy and Maternity

Does your analysis indicate the potential to cause discrimination in relation to pregnancy and maternity? If yes, please indicate what actions will be taken to address these.

- The impacts of the proposal are considered to be neutral

(6) What ongoing or future monitoring will be put in place to ensure the policy, strategy, function or budget proposal is achieving its stated aims, for all groups equally?

The policy will be reviewed on an annual basis.

SIGNED: Garry Haynes
Completing Officer

SIGNED: Steph Downey
Service Director

SIGNED: Sheila Lock
Interim Strategic Director