



Equality Impact Assessment (EIA) Report

Name of policy/ proposal/ service being assessed:	Adult Social Care – Eligibility and charging/contributions
Department and Section:	People Directorate
Name of lead officer and others completing this assessment:	Anna Grainger - Head of Adult Social Care Reform
Contact telephone numbers:	01572 758281
Date EIA assessment completed:	11/07/2013

Step 1: Defining the policy/ procedure/ function/ service

Using the information gathered within the Equality Questionnaire, you should begin this full EIA by defining and outlining its scope. The EIA should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in the Equality, Diversity and Human Rights Strategy of Leicestershire County Council.

<p>What are the main aims, purpose and objectives of the policy/ procedure/ function/ service? How will they be achieved?</p>
<p>The main purpose is to ensure a fair rate of contributions for care in line with national guidance on fairer charging and with the following:</p> <ul style="list-style-type: none"> • Align the contributions policy with personal budgets including direct payments • Reduce subsidies for services • Change the charges to reflect a more accurate cost for the service subject to financial assessment • Introduce a financial assessment for day services • Introduce a financial assessment for access allowances • Align the charges fairly • To ensure that the Council makes best use of available resources to provide services into the future.
<p>What are the main activities relating to this policy/ procedure/ function/ service and distinguish who is likely to benefit from these activities.</p> <p>Adult Social Care Support is mainly provided to vulnerable people who meet the eligibility criteria. These are often people with a disability or people who are at risk from abuse. The bulk of support packages are provided to people over 65.</p>

What outcomes are expected?

The proposal is to ensure a fair contribution for those who can afford to pay to contribute towards their support. Thus the charging policy is based on who meets the financial thresholds and applied equally regardless of the protected characteristics under the Equality legislation.

Step 2: Potential Impact

Use the table below to specify if any service users or staff who identify with any of the 'protected characteristics' below will be affected by the policy/ procedure/ service you are proposing (indicate all that apply) and describe why and what barriers these individuals or groups may face.

Who is affected and what barriers may these individuals or groups face?

Age

The majority of service users are over 65. They may have reduced incomes due to being of pensionable age or have become widowed, losing a joint income. As age increases they are more prone to a dementia related illness and the ensuing difficulties arising from this. In order to support an increasingly older population into the future it is proposed that the new charges will increase the income for Rutland County Council.

Mitigation: The proposals apply equally to all groups and there appear to be no adverse impacts relating to protected characteristics. If any did arise these would be countered by charging following the national guidance, carer support remaining free of financial assessment, re-ablement support and prevention support being available. Assessments of individual service users would take place to determine if there were any risk factors. Service users would be offered a benefits check at assessment to maximise their income. A sample of service users who have lost social care support, and been directed to other support, following implementation of the changes would take place by the end of December 2013 and be presented to Cabinet.

Disability

People with a disability will be some of the main users of social care support. They face societal barriers such as discrimination, barriers to communication, physical barriers to access facilities and may have a reduced income.

Mitigation: The proposals apply equally to all groups and there appear to be no adverse impacts relating to protected characteristics. If any did arise these would be countered by charging following the national guidance, carer support remaining free of financial assessment, re-ablement support and prevention support being available. Assessments of individual service users would take place to determine if there were any risk factors. Service users would be offered a benefits check at assessment to increase their income. A sample of service users who have lost social care support, and been directed to other support, following implementation of the changes would take place by the end of December 2013 and be presented to Cabinet.

Gender Reassignment	People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group.
Marriage and Civil Partnership	People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group.
Pregnancy and Maternity	People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group.
Race	<p>People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group. There may be additional communication barriers, the consultation was offered in different formats though no one requested this.</p> <p>Mitigation: The proposals apply equally to all groups and there appear to be no adverse impacts relating to protected characteristics. If any did arise these would be countered by charging following the national guidance, carer support remaining free of financial assessment, re-ablement support and prevention support being available. Assessments of individual service users would take place to determine if there were any risk factors. Service users would be offered a benefits check at assessment to increase their income. A sample of service users who have lost social care support, and been directed to other support, following implementation of the changes would take place by the end of December 2013 and be presented to Cabinet.</p>
Religion or Belief	People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group.
Sex	People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group.
Sexual Orientation	People may face discrimination. There is no indication that the policies directly discriminate or adversely impact against this group.
Other groups e.g. rural isolation, deprivation, health inequality	Rutland is rural and must consider the isolation of rural communities – these are addressed with the prevention support. Health inequalities are addressed within the public health role within the local authority.
Community Cohesion	

Step 3: Data Collection & Evidence

In relation to your related findings in ‘Step Two’ are your presumptions on these barriers based on any existing research, data evidence or other information?

What evidence, research, data and other information do you have which will be relevant to this EIA?
What does this information / data tell you about each of the diverse groups?

The consultation asked respondents if they belonged to any of the diverse groups and the responses reflected the population of Rutland in distribution of diverse groups.

Equalities feedback from consultation:

Not everyone who responded completed the equalities section and some questioned why this was relevant – it was explained that this related to the Equalities impact assessment in the information and presentation. Therefore the numbers do not always total the number of respondents to the consultation.

The consultation was one way of establishing the impact on people with protected characteristics. The responses did not demonstrate an adverse impact to anyone with protected characteristics. The proposal to charge for the second carer was thought by some to affect people with disabilities more than other groups. This would be countered by the application of the charging policy to those affected – this would be applied fairly. It would also be countered by the balance that if the council does not charge those who are considered as being able to afford to pay to increase income to the council, it is possible that the council cannot meet the needs of this group into the future.

Gender:

49 66% female
98 33.1% male
1 0.7% other (1 person responded that their gender was not the same as at birth).

Disability:

88 59.5% considered themselves to have a disability
60 40.5% did not consider themselves to have a disability

Language:

131 people responded that English was their language preference and 2 as other languages. The questionnaire was offered in other languages and formats but no one requested these. Easy read questionnaires and presentations were available for people with learning disabilities.

Ethnicity:

The majority 94.8% considered themselves White – English/Welsh/Scottish/British/Northern Irish
1.3% White – Irish
0.6% White other European
0.6% mixed dual heritage White and Black Caribbean
0.6% Black/African/Caribbean or Black British- Caribbean
1.9% other – 1 White English, White Gypsy, Roma
1 Prefer not to say as it is irrelevant
1 Polish/Italian Parents

Faith

83.7% Christian
12.2% Atheist/none
2.4% other – 2 not relevant 1 Protestant

Caring responsibilities:

29 considered themselves to have caring responsibilities for a relative and 4 for another person
16 people had childcare responsibilities

Age

16-25 1 person
26-39 14 people
40-64 45 people
65 – 80 39 people
Over 80 44 people

Marital status

0 in civil partnership
75 married
30 single
7 cohabiting
25 other (mostly stating widowed)

Sexual orientation

105 heterosexual/straight
1 gay man
4 stated other

The majority of responses did not demonstrate an equalities impact but were about dissatisfaction or a financial impact.

**What further research, data or evidence may be required to fill any gaps in your understanding of the potential or known affects of the policy?
Have you considered carrying out new data or research?**

A review will be carried out of a random sample of people affected by the end of December 2013 to analyse if there has been an adverse impact and report to Cabinet. A further Equality Impact Assessment screening tool will be carried out at this point also.

Step 4: Consultation and Involvement

When considering how you to consult and involve people as part of the proposed policy/ procedure/ function/ service, it is important to think about the service users and staff who may be affected as part of the proposal.

Have you consulted on this policy/ procedure/ function or service?

Outline any consultation and the outcomes of the consultation in relation to this EIA.

A 12 week consultation was held which included meetings and questionnaires with information available in different formats. The outcomes of the Equality Act implications are detailed in step 3 above.

Do any of the barriers you identified *actually* exist based on this consultation?

Are there any other considerations which will be impacted?

There are no actual barriers identified at present. This will be reviewed prior to December 2013.

Step 5: Mitigating and assessing the impact

In relation to any research, data, consultation and information you have reviewed and/or carried out as part of this EIA, it is now essential to assess the impact of the policy/ procedure/ function/ service and distinguish whether a particular group could be affected differently in either a negative or positive way?

Do you consider that there is an adverse impact or discrimination, or the potential for either, please outline below and state whether it is justifiable or legitimate and give your reasons for this.

There are no actual barriers identified

N.B.

a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

b) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

What can be done to change the policy/ procedure/ function/ service to mitigate any adverse impact?

Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs that you have identified can be addressed

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Rutland County Council's responsibilities in relation to equality, diversity and human rights.

The charging and eligibility recommendations did not identify any barriers. The recommendations appear to make the charges fairly apply across all adult service user groups.

The Council will meet its responsibilities to meet the needs of people with disabilities into the future if it charges people who can afford to pay for services a fair price for care. The rights and future needs of this group are being safeguarded by applying charges and eligibility in line with national guidance and most other local authorities.

Step 7: Monitoring, evaluation & review of your policy/ procedure / service change

How will you monitor the impact and effectiveness of the new policy/ procedure/ service change and what monitoring systems will you put in place to monitor this and to promote equality of opportunity and make positive improvements?

A review will be carried out of a random sample of people affected by the end of December 2013 to analyse if there has been an adverse impact and report to Cabinet. A further Equality Impact Assessment screening tool will be carried out at this point also.

How will the recommendations of this assessment be built into wider planning and review processes?

It will contribute to the future review by the end of December 2013

Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when

1st Authorised Signature (EIA Lead): Date:

2nd Authorised Signature (Member of DMT): Date:

Once completed and authorised, please save a copy of this form on the shared drive: <S:\Equality & Diversity\EIA>