

Equality and Safety Impact Assessment

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

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs.

The Council’s Equality and Safety Impact Assessment (ESIA) sets out the equality impact assessment in compliance with the Equality Act 2010 and the public sector equality duty and also includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

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| <p>Name or Brief Description of Proposal</p> | <p>Adult Social Care and Support Planning Policy – the policy is designed to ensure that the tasks of assessment, care and support planning, and review are routinely undertaken in a consistent and transparent manner, which will in turn provide assurance against the following objectives:</p> <ul style="list-style-type: none"> • The adult social care business process is undertaken in a manner that is at all times compliant with the Council’s duties under the Care Act 2014 • Equitable outcomes and fairness in the provision of funded care and support • Sufficient and appropriate regard is given to individual circumstances and personal preference when determining the value of an individual’s personal budget |
| <p>Brief Service Profile (including number of customers)</p> | <p>There are approximately 2,700 adults in Southampton whose social care is whole or partly funded by the council. Carers of people in receipt of funded care may also be affected.</p> |
| <p>Summary of Impact and</p> | <p>The Care Act requires local authorities to provide individuals in receipt of funded adult social care with a personal budget (a sum of</p> |

Issues

money allocated to meet the individual's assessed unmet eligible needs) as part of their care and support plan. There is currently no local policy which provides guidance to be followed by practitioners when calculating the value of an individual's personal budget, and as a result there is a risk of inconsistency within local practice when performing this task, particularly when determining the extent to which the individual's circumstances and personal preferences should influence the cost of meeting the individual's assessed unmet eligible needs. Whilst the Council must always have regard for these factors when determining the most appropriate ways of meeting an individual's assessed unmet eligible needs, leaving this issue unresolved risks a widening disparity in the content of individual support plans, and an inequitable distribution of the finite resources available to the Council for the purpose of meeting the adult social care needs of the local population.

Neither an individual's needs, nor the context in which those needs are met, remains static over time. The level of care required by an individual can both increase and decrease, requiring more or less care to meet those needs, or the type of care required by the individual can fundamentally change. Similarly, as the majority of services required to meet the adult social care needs of the local population are purchased by the Council from the independent and voluntary sectors, the price of these services can both increase or decrease over time as a result of market forces (i.e. changes in the supply and demand for different care service types, wider prevailing economic conditions, innovation in the development of new service models, competitive tendering exercises, etc.).

Because of these factors, a review of an individual's care and support plan may find that the amount of money required to meet an individual's assessed unmet eligible needs has changed, necessitating a re-calculation of the individual's personal budget value. Meeting the assessed unmet eligible needs within the new

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| | <p>personal budget value may require meeting the needs in a different way or by a different service provider. This has always been the case and would not be a consequence of having implemented the policy per se. Rather, the policy is designed to ensure that when the adult social care practitioner is making such considerations, he/ she does so through the application of consistent criteria, and in a manner that is demonstrably transparent for the service user, family members, and advocates.</p> |
| <p>Potential Positive Impacts</p> | <ul style="list-style-type: none"> • Clarity for practitioners, and consistency of practice • Greater assurance of equity in the distribution of resources across the adult social care caseload • Greater assurance of best value in the cost of each care package purchased by the council • Sustainable investment in care and support services and financial balance for the council. |
| <p>Responsible Service Manager</p> | Chris Pelletier |
| <p>Date</p> | 17/05/16 |

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| <p>Approved by Senior Manager</p> | Stephanie Ramsey |
| <p>Signature</p> | |
| <p>Date</p> | 17/05/16 |

Potential Impact

| Impact Assessment | Details of Impact | Possible Solutions & Mitigating Actions |
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| <p>Age</p> | <p>A significant proportion of people on the adult social care caseload are over the age of 65. Young people in transition and young carers approaching the age of 18 may also be affected.</p> | <p>The policy will be subject to 12 week consultation through which the views of affected individuals will be considered. If the policy is subsequently implemented, it will be applied fairly and transparently within the adult social care business process (assessment, support planning,</p> |

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| | | and reviews) with due regard for individual preference and circumstance. |
| Disability | The adult social care caseload includes people with a physical disability, sensory disability, cognitive disability, learning disability, acquired brain injuries, mental health conditions. | The policy will be subject to 12 week consultation through which the views of affected individuals will be considered. If the policy is subsequently implemented, it will be applied fairly and transparently within the adult social care business process (assessment, support planning, and reviews) with due regard for individual preference and circumstance. |
| Gender Reassignment | | |
| Marriage and Civil Partnership | | |
| Pregnancy and Maternity | | |
| Race | | |
| Religion or Belief | | |
| Sex | Carers may be affected by this proposal, the majority of which are female. | The policy will be subject to 12 week consultation through which the views of affected individuals will be considered. If the policy is subsequently implemented, it will be applied fairly and transparently within the adult social care business process (assessment, support planning, and reviews) with due regard for individual preference and circumstance. |
| Sexual Orientation | | |
| Community Safety | | |
| Poverty | | |

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| Other Significant Impacts | | |
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