

EQUALITY IMPACT ASSESSMENT
Proposals considered in July 2012

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 City Council’s Equality Impact Assessments (EIA) 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.

Portfolio Reference No. AS1	Proposal: Increase in Extra Care housing for provision for older people with mental health needs
Volumes (number of customers) and profile	8 older people with mental health needs
Staffing and budget	Not applicable
Summary of impact and Issues	The proposal will offer extra care sheltered housing to 8 individuals as an alternative to residential care
Potential Positive Impact	This approach will promote independence, allowing the individuals to continue to live in their own home in the community. In addition, the charges for non-residential care may leave an individual with more disposable income.

Responsible Service Manager :	
Date:	
Approval by Senior Manager	
Name:	Carol Valentine
Signature:	Carol Valentine
Date:	26.9.12

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	All of the individuals affected will be of pensionable age	This will have a positive impact-promoting independence and allowing the individuals to continue to live in the community
Disability	The individuals are likely to be affected by disability	This will have a positive impact-promoting independence and allowing the individuals to continue to live in the community
Gender	There will be a higher proportion of women affected	This will have a positive impact-promoting independence and allowing the individuals to continue to live in the community
Race	No impact	
Religion/ Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and maternity	No impact	
Gender reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	The charges for non-residential care may leave an individual with more disposable income.	
Staff	No impact	

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Portfolio Reference No. AS2	Review use of Social Care transfer funding allocated via NHS
Brief service outline	The investment supports a range of initiatives within SCC, health services independent and t voluntary sector.
Staffing and budget	In 2010/11 the Department of Health allocated funding to PCTs to transfer to local authorities to support health and social care joint working. This was a time limited investment to act as a catalyst for change, resulting in a sustainable system beyond 2012/13. The focus of the funding was on re-ablement, winter pressures and spend on social care services which also benefit health outcomes. The aim was to encourage greater integration between health and social care at the local level, resulting in better care and outcomes for people needing support or treatment at a lower cost of provision overall. The funding stream to support Health and Social care Joint Working is £3.105 million for transfer from SCPCT to Southampton City Council. The funding has been used to develop a range of sustainable transformational initiatives, several of which were planned to end funding from March 2013.
Summary of impact and Issues	The expectations were that the various funding streams would be used to invest in enhancements in social care, over and above the existing service provision, that would both improve the quality of patient outcomes and enable efficiencies within the NHS and Local Authority. The use of the funding allocation had to be in the context of a whole system plan and the current Joint Strategic Needs Assessment. It was to be used to secure savings in areas such as length of stay and non-elective admissions. The funding was not intended to be used to be used in traditional areas that do not also contribute to transformational or sustainable change. The funding allocation also included an element for post discharge support and re-ablement services. There was consultation with a range of providers, review of best practice

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	<p>and analysis of need to determine the allocation of investment. The priorities were informed by the JSNA and both the SCC Business and SC PCT Operating plans. The detailed breakdown of spend was formalised in a Section 256 agreement.</p> <p>Reduction in investment could impact on areas that had been identified as outcomes from the range of initiatives.</p>
<p>Potential Positive Impact</p>	<p>Impact has been on system transformation to support admission avoidance and maximise independence:</p> <ul style="list-style-type: none"> • Care closer to home - aims to help a people return to their own homes with support before making a life changing decision to go into residential care. To support transition from hospital to own home and work to help regain ability and confidence to help individuals to judge whether they can continue to live at home • Emergency intensive support/increase rapid response - Investment in crisis response teams and other preventative services to avoid unnecessary admission to hospital; • Further investment in re-ablement services, to help people regain their independence and reduce the need for ongoing care. • Increased therapy to maximise independence • Development telehealth/telecare - adaptations and telecare • Increase prevention and education, especially to residential /nursing homes • Increase pace of roll out of personalisation and direct payments – including market management and peer support development Increase • Adult mental health home treatment pilot - reduced use of beds, shift to community support <p>Outcomes identified are:</p> <ul style="list-style-type: none"> • Reduction in cost of social care packages • Reduction in admissions and readmissions, including reduction in admissions from nursing homes and increase in ambulance non conveyance • Reduction in delayed discharges, especially those related to equipment and increase in numbers accessing telecare/telehealth • Reduction in falls • Widening of peer and community/voluntary sector support • Increase in number of people with RAS and reduction in number of block contracts • Increased number of carers assessed & supported:

Responsible Service Manager :	
Date:	
Approval by Senior Manager Stephanie Ramsey	
Name:	Stephanie Ramsey
Date:	24 th October 2012

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POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	<p>Positive impact: Use of the TG will enable provider services to continue to provide services which enable people to stay in their own environment.</p> <p>Some new approaches being developed which may be used to develop services for older people in the future – eg Peer support</p> <p>Negative impact: Use of the grant to maintain current services will reduce the opportunities to test out other approaches to address the needs of older people</p> <p>Focus on internal provision reduces choice.</p>	<p>Continue work on roll out of DP's to enable people to have a wider choice in what care they receive and how it is provided.</p> <p>This includes market development and application of PD's to internal provider services</p>
Disability	<p>Positive impact: Maintains current services for people who meet eligibility</p> <p>Some new approaches being developed which may be used to develop services for older people in the future – eg Peer support</p> <p>Negative impact: Reduced opportunities to test out other approaches to addressing needs of people with PD</p>	<p>Look for opportunities to develop new approaches within current services and contracts.</p> <p>Further roll out of DP's to enhance choice and control</p> <p>Continue to spent some element of the TG on new approaches</p>
Gender	No specific impact	
Race	No specific impact but focus on maintaining current services and internal provision may impact on those communities who are not currently accessing our services – there is some evidence that BME communities are under-represented in our services.	<p>Look for opportunities to develop new approaches within current services and contracts.</p> <p>Further roll out of DP's to enhance choice and control</p> <p>Continue to spent some element of the TG on new approaches</p>
Religion/ Belief	No specific impact but focus on maintaining current services and internal provision may impact on those communities who are not currently accessing our services – there is some evidence that BME communities are under-represented in our services.	<p>Look for opportunities to develop new approaches within current services and contracts.</p> <p>Further roll out of DP's to enhance choice and control</p> <p>Continue to spent some element of the TG on new approaches</p>
Marriage and Civil Partnership	No specific impact	
Pregnancy and maternity	No specific impact	

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Gender reassignment	Focusing on maintaining current services and internal provision reduces choice and this may impact negatively on people who experience discrimination and who prefer a wider choice in where and how to access services	Look for opportunities to develop new approaches within current services and contracts. Further roll out of DP's to enhance choice and control Continue to spent some element of the TG on new approaches
Community Safety	No specific impact	
Sexual Orientation	Focusing on maintaining current services and internal provision reduces choice and this may impact negatively on people who experience discrimination and who prefer a wider choice in where and how to access services	Look for opportunities to develop new approaches within current services and contracts. Further roll out of DP's to enhance choice and control Continue to spent some element of the TG on new approaches
Poverty	A focus on maintaining current service provision and eligibility reduces the opportunity to invest in service developments which impact on poverty – eg getting people with disabilities back into work. This may be compounded by the fact that the current spending plan is being developed alongside other national changes such as the changes to the benefits system, this may result in more people experiencing poverty, which impacts negatively on health and wellbeing.	Look for opportunities to work with other to address this issue both within and outside the city council. Maintain services which address employment where possible Pursue other funding streams where possible.
Staff	Proposals protect the posts of SCC staff and main partners.	

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Portfolio Reference No. AS3	Full review of current reablement services to inform future commissioning – covering quality, eligibility, productivity and funding sources.
Volumes (number of customers) and profile	Current service supports 120 people at any one time for up to six weeks following admission to hospital or a change in circumstances. The total budget is £2.1m of which this saving represents approximately 30% or approximately 38 people at any one time. Customers are adults over the age of 18 who have critical or substantial needs or who have suffered deterioration in their condition which could benefit from support to maximise their capabilities. However, because the proposal enables the council to utilise NHS transfer monies to achieve the outcomes required in the criteria for the use of these monies and release core SCC funding, the service will not be reduced. The service will be expanded only if further NHS controlled reablement funding is provided.
Staffing and budget	The service consists of: 70 FTE carers 15.7 FTE care coordinators 4 FTE business support officers. The service currently provides an additional 3 care coordinators and 7 night time carers on fixed term contracts to provide over night care for up to 8 people at any one time.
Summary of impact and Issues	The only impact will be that the service will not expand unless addition NHS controlled money is provided. There will be no loss of the current service.
Potential Positive Impact	The positive impact of reducing the demand on long term care needs and improving quality of life by maximising individual capability will continue at its current level.

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Responsible Service Manager : Jane Woodward	
Date: 18/9/12	
Approval by Senior Manager: Jane Brentor	
Name:	
Signature:	
Date:	

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POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	The majority of the service is provided to people over 65 who will continue to receive the current level of provision	
Disability	The majority of the service is provided to people with some form of disability who will continue to receive the current level of provision	
Gender	Slightly more women than men receive this service mostly due to the still longer life span of women but they will continue to receive the current level of service	
Race	The service is provided equally to people of all races	
Religion/ Belief	All beliefs and religion are respected and a culturally appropriate service is and will continue to be provided	
Marriage and Civil Partnership	No impact	
Pregnancy and maternity	The service is very rarely provided to pregnant women but could and will continue to be available if required	
Gender reassignment	No impact – staff all have diversity training and have recently accessed information to inform them of issues associated with gender reassignment	
Community Safety	No impact	
Sexual Orientation	The service is provided equally to people of each sexual orientation	
Poverty	The service is not charged for	
Staff	No staff will be affected.	

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Portfolio Reference No. AS5	Reprovision of non personal/non time restricted tasks e.g. shopping, from existing domiciliary care providers to a volunteer service
Volumes (number of customers) and profile	There could be an impact upon approximately 600 clients who are currently receiving Domiciliary Care packages. The majority of these will be older residents.
Staffing and budget	Impact would be on the Domiciliary care provider as fewer hours may be commissioned. This model would need time to develop and so savings would be phased. £30k is estimated for 2012/3 with further £35k the year after.
Summary of impact and Issues	Shopping and other similar non personal tasks are currently included as part of a care package provided by a personal carer. The estimate is that this is about 1 hour of a package of care. The proposal is to develop an alternative scheme to provide this element of a package. This may be a combination of solutions such as: <ul style="list-style-type: none"> • befriending options where , if an order and delivery is made then volunteer can visit/put away/check on/chat to the “client”. • Building on local infrastructure such as Timebank where available
Potential Positive Impact	The outcome would be that these elements of a care package can be provided at a lower rate. The client would still receive their shopping.

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Responsible Service Manager : tbc	
Date: 7/11/12	
Approval by Senior Manager Stephanie Ramsey	
Name:	Stephanie Ramsey
Signature:	
Date:	7/11/12

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	<p>Positive impact : Continue to provide services which enable people to stay in their own environment. New models being developed which may widen the market for people to use their Personal budgets on Increased range of contact for potentially isolated clients</p> <p>Negative impact: Clients having a range of providers rather than one Domiciliary care provider. this could be confusing and potentially lead to duplication The time commissioned from the new provider may not be sufficient to complete the whole task - there may be loss of efficiencies in having 2 carers</p>	Continue work on roll out of Direct Payments to enable people to have a wider choice in what care they receive and how it is provided. Clients could then develop their own solutions for non-personal care elements
Disability	<p>Positive impact: Maintains current services for people who meet eligibility New models being developed which may widen the market for people to use their Personal budgets on</p> <p>Negative impact: Clients having a range of providers rather than one Domiciliary care provider. this could be confusing and potentially lead to duplication The time commissioned from the new provider may not be sufficient to complete the whole task - there may be loss of efficiencies in having 2 carers</p>	Continue work on roll out of Direct Payments to enable people to have a wider choice in what care they receive and how it is provided. Clients could then develop their own solutions for non-personal care elements
Gender	No specific impact	
Race	<p>Positive impact: Developing a service that is culturally appropriate and allow opportunity for shopping to be undertaken in local/community shops.</p>	Ensuring that models developed and services commissioned are aware of the need to eliminate discrimination, advance equality of opportunity, and

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	<p>Negative Impact Les flexibility in the service provided, especially if dependent upon volunteers who may not be aware of cultural and faith issues</p>	foster good relations between different people carrying out their activities.
Religion/ Belief	As above	As above
Marriage and Civil Partnership	No specific impact	
Pregnancy and maternity	No specific impact	
Gender reassignment	This may impact negatively on people who experience discrimination and who prefer a wider choice in where and how to access services	As above
Community Safety	No specific impact	
Sexual Orientation	This may impact negatively on people who experience discrimination and who prefer a wider choice in where and how to access services	As above
Poverty	Clients will still be receiving a shopping, or other non personal task, regardless of income	
Staff	No direct impact on SCC staff. Possibility for Domiciliary care providers.	

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Portfolio Reference No. AS7	Learning Disability Development Fund
Volumes (number of customers) and profile	<p>The Government’s white paper “Valuing People” set up nationwide Partnership Boards with an associated budget called LDDF. Their remit was to make local services inclusive of people with learning disabilities of all ages, and need. The boards were set up with people with learning disabilities as active participants alongside local councillors, family carers and relevant professionals.</p> <p>In the last 10 years the Board has voted annually how the money is spent based on local priorities and Government objectives. It has set up new schemes with other professionals as a result of listening to what local customers wanted. The work funded by LDDF has included work with transport providers, development of the Safer Places scheme, development of the LD Housing Strategy, supporting adults with learning disabilities into paid work, and setting up and continuing to fund Person Centred Planning (PCP).</p> <p>The money is used to support both current service users, both adult and those in transition but also those who are seen as vulnerable in the community.</p> <p>It has supported preventive work but also allowed for the trialling of projects which are then taken on as important ways for the city to work with its customers.</p>
Staffing and budget	Total budget yearly is £174,300. The majority of this is currently spent on staffing costs. Posts are within the council and also with in the third sector. Proposals will reduce funding by £15,000 in 2013/14
Summary of impact and issues	In 2013/14 reduction of the budget will have a minor impact. We will work with colleagues in Economic division (City Limits) to support schools delivering opportunities for young people to have work experience.

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	<p>We will relook at the running costs of the LDPB this will mean looking at venues costs (which are currently going to 3rd sector income). Current work by post holders will remain viable. An agenda item will be put on the LDDF to communicate how the budget works.</p>
Potential Positive Impact	

Responsible Service Manager : Kate Dench	
Date: 2/10/12	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	The board supports people of all ages who are residents of Southampton.	It is possible that City Limits will be able to pick up working more closely with special schools.
Disability	The service focuses on people with any level of learning disability and as such also includes those with complex needs. This group may include those with autism, mental health issues, physical needs and issues addressed with getting older	It is hoped to continue to provide advocacy, support to family carers, PCP and the role of the VPIM within the budgets. This will enable work to be done to identify new partnership for working and achieving goals
Gender	The board supports people of both sexes. Residents reflect the local population.	No specific action to be taken. Ability to access remains equal across the sexes
Race	The Board supports people of all races	It is hoped to continue work into all the different ethnic groups as this is seen as an important part of the Board's work .To raise the profile of the needs of people with a learning disability
Religion/ Belief	The Board supports people of all religions and beliefs	No specific action to be taken, work will continue to enhance the partnerships with other faith communities that have been made
Marriage and Civil Partnership	The Board supports both married, unmarried and those in Civil Partnerships	No specific action to be taken. Ability to access is not affected.
Pregnancy and maternity	The board has prioritised working with parents who have a learning disability	No specific action to be taken. There are ongoing links to these services looking at the needs of parents who have a learning disability. Via the advocacy work
Gender reassignment	People who have had their gender reassigned or those pre-operation etc can use the service	No specific action to be taken.
Community Safety	This is an important priority for the Board, via hate crime, safe places and work with the criminal justice system	No specific action to be taken. The VPIM will continue to work in partnership with the police and advocacy to promote these services and pick up issues as they are raised.
Sexual Orientation	The Board supports people of all sexual orientations	No specific action to be taken.

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Poverty	Many of the Board members with a learning disability receive benefits. The board has held meetings to understand the impact of benefit changes on the wider community and also respond to government strategies. It therefore acts as a place to receive information and feed this on to the appropriate service	No specific action to be taken
Staff	It is anticipated that there will be no impact to the current levels of staffing and that the payment to service users to attend meetings will continue.	No action anticipated

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EIA No:
AS10
AS11

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Portfolio Reference No. AS10 AS11	Increase in income arising from proposed changes to the Non Residential Charging Policy Increase in income from clients due to increase in benefits.
Volumes (number of customers) and profile	In August 2012 2109 individuals were being charged for non residential care. This includes people with disabilities and illnesses, those with mental health issues, people with learning disabilities and people with substance misuse problems. There are a range of proposed changes to the NRC Charging Policy which affect individuals in different ways. The impact of each proposal will be assessed in detail as more information is gathered during the consultation process.
Staffing and budget	Not applicable
Summary of impact and Issues	The proposal would potentially increase contributions towards the cost of social care services for those who are assessed as being able to contribute more. The impact of each proposal will be assessed in detail as more information is gathered during the consultation process.
Potential Positive Impact	Supports the development of personalised approach to delivery of social care Ensures the policy meets revised Dept of Health guidance Ensures equitable treatment of those receiving social care

Responsible Service Manager :	
Date:	
Approval by Senior Manager	
Name:	
Signature:	
Date:	

Draft Equality Impact Assessment:

POTENTIAL IMPACT		
Group	Details of impact	Possible Solutions/ Mitigating Actions
Age	The majority of social care users are over 65	Individuals will contribute based on the individual assessment of their means No one will be left with an income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need.
Disability	Social care users have critical or substantial needs generally associated with their disability	Individuals will contribute based on the individual assessment of their means No one will be left with an income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need
Gender	More users of social care are female	Individuals will contribute based on the individual assessment of their means No one will be left with an income of less than DWP minimum income guarantee plus 25% Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need
Race	No impact	
Religion/ Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and maternity	No impact	
Gender reassignment	No impact	
Community Safety	No impact	

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Sexual Orientation	No impact	
Poverty	Many users of social care services are on fixed incomes such as pensions and disability benefits	<p>Whilst the changes are being proposed at the same time as potential impacts of changes to benefits and housing benefit are being proposed the way contributions are calculated will take these changes into account</p> <p>Individuals will contribute based on the individual assessment of their means</p> <p>No one will be left with an income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Staff	No impact	

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Portfolio Reference No. AS 10a AS 11a	<p>Review Adult Social Care Non residential Charging Policy To ratify a number of areas of current practice and make minor adjustments to the policy to ensure it supports personalisation.</p> <p>These changes include;</p> <ul style="list-style-type: none"> - To change the title of the policy to Non Residential Contributions Policy - To ratify the current arrangements to offer weekly Individual Budget sums - To ratify the reviewed and unchanged Disability Related Expenditure Guidance - To agree when charges will be made for one off service provision - To ratify the existing approach to annualising the contributions made for day services - To ratify the current approach of asking those on guardianship to contribute towards the costs of their services - To ratify the current approach of taking account of funding gaps in Independent Living Fund payments into account when calculating contributions - To ratify the current approach to charging for respite care - To agree a threshold below which individuals will not be asked to contribute towards the costs of their services - To agree a revised approach to working with those who have debt at the point of financial assessment - To agree to backdating of contributions for those who have had a change of income and who have not informed the service of this
Volumes (numbers of customers) and Profile	<p>In August 2012 2109 individuals were being charged for non residential care. This includes people with disabilities and illnesses, those with mental health issues, people with learning disabilities and people with substance misuse problems. There are a range of</p>

	proposed changes to the NRC Charging Policy which affect individuals in different ways. The impact of each proposal will be assessed in detail as more information is gathered during the consultation process
Staffing and budget	
Summary of Impact and Issues	There are a range of proposed changes to the NRC Charging Policy which affect individuals in different ways. The impact of each proposal will be assessed in detail as more information is gathered during the consultation process. The majority of changes will not impact on individual contributions towards their services
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The majority of social care users are over 65</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need.</p>
Disability	<p>Social care users have critical or substantial need generally associated with their disability.</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need.</p>
Gender	<p>More users of social care are female</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Race	No impact	
Religion or Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy	No impact	

and Maternity		
Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Many individuals who receive social care support are on fixed incomes such as pensions or state benefits</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments</p>
Staff	No impact	

WORK IN PROGRESS

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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 City Council’s Equality Impact Assessments (EIA) 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.

Portfolio Reference No. AS10b AS11b	Review non-residential Charging Policy To charge up to full cost for 2 carer packages
Volumes (numbers of customers) and Profile	At August 2012 105 individuals received a 2-carer and 1 individual received a 3-carer package. 24 of these individuals would be affected. Note Due to the nature of the customer group there will be changes to those receiving social care support throughout the year. The information above provides a snapshot of those affected in August
Staffing and budget	
Summary of Impact and Issues	Some individuals who are assessed as being able to do so will pay more for their services
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The majority of social care users are over 65</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Disability	<p>Many individuals who receive social care support are affected by disability</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Gender	<p>More users of social care are female</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Race	No impact	

Religion or Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Many individuals who receive social care support are on fixed incomes such as pensions or state benefits</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments</p>
Staff	No impact	

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 City Council’s Equality Impact Assessments (EIA) 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.

Portfolio Reference No. AS10c AS11c	Proposal: Review of non residential charging policy for adult social care. Individuals who have over £23,250 in capital and savings, excluding the home they currently live in, will be expected to commission their own services.
Volumes (numbers of customers) and Profile	At August 2012 313 individuals receiving non residential care would be affected. Note Due to the nature of the customer group there will be changes to those receiving social care support throughout the year. The information above provides a snapshot of those affected in August
Staffing and budget	
Summary of Impact and Issues	Individuals would be expected to commission their own services, in the same way that they currently are required to under national residential services guidance
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures equity and fairness
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	The majority of social care users are over 65	All individuals will continue to be entitled to a social care assessment and will be supported to consider the care arrangements required to meet their needs. Care with Confidence website and advice and information services are available to provide support.
Disability	Social care users have critical or substantial need generally associated with their disability.	All individuals will continue to be entitled to a social care assessment and will be supported to consider the care arrangements required to meet their needs. Care with Confidence website and advice and information services are available to provide support.
Gender	More users of social care are female	All individuals will continue to be entitled to a social care assessment and will be supported to consider the care arrangements required to meet their needs. Care with Confidence website and advice and information services are available to provide support.
Race	No impact	
Religion or Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	No impact	
Staff	No impact	

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 City Council's Equality Impact Assessments (EIA) 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.

Portfolio Reference No. AS10d AS11d	Proposal: Review of non residential care charging policy for adult social care To take 100% of net disposable income into account when determining individual contributions to care
Volumes (numbers of customers) and Profile	At August 2012 2,109 individuals were contributing towards the costs of their care, 798 of these would be affected Note Due to the nature of the customer group there will be changes to those receiving social care support throughout the year. The information above provides a snapshot of those affected in August
Staffing and budget	
Summary of Impact and Issues	Some individuals who are assessed as being able to do so will pay more for their services
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The majority of social care users are over 65</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Disability	<p>Social care users have critical or substantial need generally associated with their disability.</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Gender	<p>More users of social care are female</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Race	No impact	
Religion or	No impact	

Belief		
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Many individuals who receive social care support are on fixed incomes such as pensions or state benefits</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments</p>
Staff	No impact	

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 City Council’s Equality Impact Assessments (EIA) 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.

Portfolio Reference No. AS10e AS11e	Review of non residential care charging policy for adult social care To charge up to the actual cost of provision of domiciliary care and day care To phase the changes to charges fro day care over 2 years
Volumes (numbers of customers) and Profile	At August 2012 724 individuals who received the above services would be affected
Staffing and budget	
Summary of Impact and Issues	Some individuals who are assessed as being able to do so will pay more for their services
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The majority of social care users are over 65</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need.</p> <p>Changes for day care will be phased over 2 years to minimise the impact</p>
Disability	<p>Social care users have critical or substantial need generally associated with their disability.</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Changes for day care will be phased over 2 years to minimise the impact</p>
Gender	<p>More users of social care are female</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Changes for day care will be phased over 2 years to minimise the impact</p>
Race	No impact	
Religion or Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	

Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Social care users have critical or substantial need generally associated with their disability.</p> <p>- Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Changes for day care will be phased over 2 years to minimise the impact</p> <p>Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments</p>
Staff	No impact	

WORK IN PROGRESS

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.

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Portfolio Reference No. AS10f AS11f	Proposal: Review of non residential care charging policy for adult social care To remove the current rent allowance given to a small number of individuals with a learning disability
Volumes (numbers of customers) and Profile	At August 2012 92 individuals would be affected Note Due to the nature of the customer group there will be changes to those receiving social care support throughout the year. The information above provides a snapshot of those affected in August
Staffing and budget	
Summary of Impact and Issues	Some individuals who are assessed as being able to do so will pay more for their services
Potential Positive Impacts	Supports the development of personalised service provision in adult social care Ensures policy fits with national guidance Ensures equity and fairness Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments
Responsible Service Manager	Carol Valentine
Date	28.9.12

Approval by Senior Manager	
Name:	Carol Valentine
Signature	
Date	28.9.12

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
Age	No impact	
Disability	<p>The allowance is only given to proportion of individuals with a learning disability who are receiving social care services</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p>
Gender	No impact	
Race	No impact	
Religion or Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Gender Reassignment	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Many individuals who receive social care support are on fixed incomes such as pensions or state benefits</p> <p>Some individuals may be required to contribute more</p>	<p>Individuals will contribute based on assessment of their income and ability to contribute</p> <p>No one will be left with disposable income of less than DWP minimum income guarantee plus 25%</p> <p>Anyone who feels they have to refuse care because of the impact of the additional cost will be assessed and support provided to meet eligible need</p> <p>Potential impact of changes to housing and state benefits will be taken into account in individual financial assessments.</p>
Staff	No impact	