

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.

<b>Portfolio Reference No.</b> <b>AS10</b>	<b>Proposal:</b> Increase in income arising from changes to the Non Residential Care Charging Policy.
<b>Volumes (numbers of customers) and Profile</b>	A snapshot of service users at August 2012 which was undertaken to consider the impact of the proposals prior to public consultation showed 313 individuals would be affected by this proposal.  This includes people with disabilities and illnesses, those with mental health issues, people with learning disabilities and people with substance misuse problems.
<b>Staffing and budget</b>	Not applicable
<b>Summary of Impact and Issues</b>	Individuals who have over £23250 in capital and savings excluding the home they currently live in will be expected to commission their own services.
<b>Potential Positive Impacts</b>	Supports the development of personalised approach to the delivery of social care.  Ensures the policy meets revised Department of Health guidance.  Ensures equitable treatment of those receiving social care.

<b>Responsible Service Manager</b>	<u>C. Valentine</u>
<b>Date</b>	<u>10.01.13</u>

<b>Approval by Senior Manager</b>	
<b>Name:</b>	<u>C. Valentine</u>
<b>Signature</b>	
<b>Date</b>	<u>10.01.13</u>

## Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
<p><b>Age</b></p>	<p>The majority of social care users are over 65.</p> <p>Individuals may need to find support to make the arrangements for their care.</p> <p>Consultation responses indicated that asking individuals with over £23,250 to commission their own services would place an inappropriate pressure on family carers.</p> <p>Consultation responses highlighted that the proposals could result in family carers taking more responsibility in the longer term impacting on their own well being and leading to the collapse of family care arrangements.</p>	<p>Should the proposal to ask those with over £23,250 to commission their own services be agreed the Council will continue to have a duty to assess of all those who appear to have social care needs and to offer advise and support in setting up arrangements.</p> <p>Individuals with over the proposed capital threshold who do not have the capacity to make their own arrangements and who do not have family carers will continue to have their care arrangement made by the Council.</p> <p>As more people make their own care arrangement through the use of individual budgets the Council is developing services such as Care with Confidence to support this and these can also be accessed by those who are funding their own care should the proposal that those with over £23,250 should commission their own services be accepted.</p> <p>Work will be undertaken in 2013/2014 to help those who currently have services arranged by the Council and who meet the capital thresholds to set up their own</p>

		<p>arrangements.</p> <p>Carers needs can be assessed at any time and service arranged directly for the carer. It is proposed that services which are directly provided to the carer should be free of charge.</p>
<p><b>Disability</b></p>	<p>Social care users have critical or substantial need generally associated with their disability.</p> <p>Individuals may need to find support to make the arrangements for their care.</p> <p>Consultation responses indicated that asking individuals with over £23,250 to commission their own services would place an inappropriate pressure on family carers.</p> <p>Consultation responses highlighted that the proposals could result in family carers taking more responsibility in the longer term impacting on their own well being and leading to the collapse of family care arrangements.</p>	<p>Should the proposal to ask those with over £23,250 to commission their own services be agreed the Council will continue to have a duty to assess of all those who appear to have social care needs and to offer advise and support in setting up arrangements.</p> <p>Individuals with over the proposed capital threshold who do not have the capacity to make their own arrangements and who do not have family carers will continue to have their care arrangement made by the Council.</p> <p>As more people make their own care arrangement through the use of individual budgets the Council is developing services such as Care with Confidence to support this and these can also be accessed by those who are funding their own care should the proposal that those with over £23,250 should commission their own</p>

		<p>services be accepted.</p> <p>Work will be undertaken in 2013/2014 to help those who currently have services arranged by the Council and who meet the capital thresholds to set up their own arrangements.</p> <p>Carers needs can be assessed at any time and service arranged directly for the carer. It is proposed that services which are directly provided to the carer should be free of charge.</p>
<p><b>Sex</b></p>	<p>More users of social care are female.</p> <p>Individuals may need to find support to make the arrangements for their care.</p> <p>Consultation responses indicated that asking individuals with over £23,250 to commission their own services would place an inappropriate pressure on family carers.</p> <p>Consultation responses highlighted that the proposals could result in family carers taking more responsibility in the longer term impacting on their own well being and leading to the collapse of family care arrangements.</p>	<p>Should the proposal to ask those with over £23,250 to commission their own services be agreed the Council will continue to have a duty to assess of all those who appear to have social care needs and to offer advise and support in setting up arrangements.</p> <p>Individuals with over the proposed capital threshold who do not have the capacity to make their own arrangements and who do not have family carers will continue to have their care arrangement made by the Council.</p> <p>As more people make their own care arrangement through the use of individual budgets the Council is developing services such as Care</p>

		<p>with Confidence to support this and these can also be accessed by those who are funding their own care should the proposal that those with over £23,250 should commission their own services be accepted.</p> <p>Work will be undertaken in 2013/2014 to help those who currently have services arranged by the Council and who meet the capital thresholds to set up their own arrangements.</p> <p>Carers needs can be assessed at any time and service arranged directly for the carer. It is proposed that services which are directly provided to the carer should be free of charge.</p>
<b>Race</b>		
<b>Religion or Belief</b>		
<b>Marriage and Civil Partnership</b>		
<b>Pregnancy and Maternity</b>		
<b>Gender Reassignment</b>		
<b>Community Safety</b>		
<b>Sexual Orientation</b>		

<b>Poverty</b>		
<b>Staff</b>		