



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. AS10 Overnight Care	Proposal: Increase in income arising from proposed changes to the Non Residential Charging Policy
Volumes (number of customers) and profile	A snapshot of service users at August 2012 which was undertaken to consider the impact of the proposals showed 71 individuals living in Extra Care Sheltered Housing and 35 individuals living in their own homes received this service. This includes people with disabilities and illnesses, those with mental health issues and people with learning disabilities. 18 individuals in Extra Care would be affected of whom 7 currently contribute at the maximum rate. The annual increase in contributions would range from £91.68 to £1,334.78, with the average increase being £1,182.06.
Staffing and budget	Not applicable.
Summary of impact and Issues	Individuals receiving overnight care at home or in Extra Care Housing will be asked to contribute towards the costs of the service.
Potential Positive Impact	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.

Responsible Service Manager : C. Valentine	
Date: 10.01.13	
Approval by Senior Manager	
Name:	C. Valentine
Signature:	
Date:	10.01.13

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 in Extra Care highlighted that they had not understood they would be liable for these costs and that this would have a detrimental impact on their income and that they should therefore only be charged when they use the service.</p>	<p>No one will ever be asked to pay more than they are assessed as being able to afford. Contributions are based on the individual's income and expenditure.</p> <p>Specific disability related expenses can be taken account of in financial assessment.</p> <p>Individual circumstances can be taken into account and a decision made to reduce or waive contributions in exceptional circumstances where there are welfare reasons for doing so.</p> <p>No one will be left with an income of less than 25% above government set minimum income levels (the level of income which is required to meet all day to day and occasional living expenses). This is in recognition that social care service users are likely to have higher expenditure than other citizen groups.</p> <p>Individuals make the decision to move to Extra Care to ensure help is therefore at hand in case of emergency. It would be inequitable to charge those who have a need for hands on care when all tenants are benefiting from the service.</p>
Disability	Social care users have critical or substantial needs generally associated	Individuals will contribute based on the individual

	<p>with their disability</p> <p>Some individuals may be required to contribute more</p>	<p>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>
Sex	<p>More users of social care are female.</p> <p>Some individuals may be required to contribute more.</p> <p>Individuals in Extra Care highlighted that they had not understood they would be liable for these costs and that this would have a detrimental impact on their income and that they should therefore only be charged when they use the service.</p>	<p>No one will ever be asked to pay more than they are assessed as being able to afford. Contributions are based on the individual's income and expenditure.</p> <p>Specific disability related expenses can be taken account of in financial assessment.</p> <p>Individual circumstances can be taken into account and a decision made to reduce or waive contributions in exceptional circumstances where there are welfare reasons for doing so.</p> <p>No one will be left with an income of less than 25% above government set minimum income levels (the level of income which is required to meet all day to day and occasional living expenses). This is in recognition that social care service users are likely to have higher expenditure than other citizen groups.</p> <p>Individuals make the decision to move to Extra Care to ensure help is therefore at</p>

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Race	No impact	
Religion/ Belief	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and maternity	No impact	
Gender reassignme nt	No impact	
Community Safety	No impact	
Sexual Orientation	No impact	
Poverty	<p>Many users of social care services are on fixed incomes such as pensions and disability benefits.</p> <p>Some individuals will require to contribute more.</p> <p>Individuals in Extra Care highlighted that they had not understood they would be liable for these costs and that this would have a detrimental impact on their income and that they should therefore only be charged when they use the service.</p>	<p>No one will ever be asked to pay more than they are assessed as being able to afford. Contributions are based on the individual's income and expenditure.</p> <p>Specific disability related expenses can be taken account of in financial assessment.</p> <p>Individual circumstances can be taken into account and a decision made to reduce or waive contributions in exceptional circumstances where there are welfare reasons for doing so.</p> <p>No one will be left with an income of less than 25% above government set</p>

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Staff	No impact	