

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.	Proposal: Increase in income arising from changes to the Non Residential Care Charging Policy
Volumes (numbers of customers) and Profile	A snapshot of service users at August 2012 which was undertaken to consider the impact of the proposals prior to public consultation showed no individuals receiving domiciliary care would be affected and of the 527 individuals receiving day services 203 are affected. This includes people with disabilities and illnesses, those with mental health issues, people with learning disabilities and people with substance misuse problems. The range of annual contributions increase would be between £7.50 and £2,166 with the average being £595.
Staffing and budget	Not applicable.
Summary of Impact and Issues	Requiring a contribution of up to the full cost of the day care and domiciliary care services for those who are assessed as able to pay.
Potential Positive Impacts	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	<u>C Valentine</u>
Date	<u>10.01.13</u>

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

Potential Impact

Group	Details of Impact	Possible Solutions & Mitigating Actions
<p>Age</p>	<p>The majority of social care users are over 65.</p> <p>Some individuals may be required to contribute more.</p> <p>Consultation responses suggested that this could result in some individuals only accessing care when they are at crisis point leading to higher use of residential care. The proposals were therefore felt to be counter intuitive to the prevention and health and well being agenda of the Council.</p> <p>Consultation responses suggested that paying full cost of day services would result in individuals not accessing the services, destabilising care arrangements, reducing carer support and destabilising day service provision.</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>No one will ever be asked to pay more than they are assessed as being able to afford. Contributions are based on the individuals 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 are welfare reasons for doing so.</p> <p>It was recognised during the consultation that to ask those who can afford to do so to pay the full economic cost of day service would represent a significant increase in contributions which could lead to reduced use of the service, impacting on the stability of care plans and increasing strain on carers. In addition the Council is reviewing the provision of day services to allow personalised approaches. This is like to change the model of provision and reduce the costs. For these reasons the proposal has been amended to suggest increasing costs over 2 years with the cost for</p>

		<p>2013/2014 to be £22 which is a 50% increase in the current maximum charge.</p> <p>Carers needs can be assessed at any time and services arranged directly for the carer. It is proposed that services which are directly provided to the carer should be free of charge.</p> <p>If the Council does not take forward the proposals to increase income, other service reductions which would impact on residents would require to be considered, such as the restriction of social care support to those with critical needs.</p>
<p>Disability</p>	<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>Consultation responses suggested that this could result in some individuals only accessing care when they are at crisis point leading to higher use of residential care. The proposals were therefore felt to be counter intuitive to the prevention and health and well being agenda of the Council.</p> <p>Consultation responses suggested that paying full cost of day services would result in individuals not accessing the services, destabilising care arrangements, reducing carer</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 individuals 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 are welfare reasons for doing so.</p> <p>It was recognised during the consultation that to</p>

	<p>support and destabilising day service provision.</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>ask those who can afford to do so to pay the full economic cost of day service would represent a significant increase in contributions which could lead to reduced use of the service, impacting on the stability of care plans and increasing strain on carers. In addition the Council is reviewing the provision of day services to allow personalised approaches. This is like to change the model of provision and reduce the costs. For these reasons the proposal has been amended to suggest increasing costs over 2 years with the cost for 2013/2014 to be £22 which is a 50% increase in the current maximum charge.</p> <p>Carers needs can be assessed at any time and services arranged directly for the carer. It is proposed that services which are directly provided to the carer should be free of charge.</p> <p>If the Council does not take forward the proposals to increase income, other service reductions which would impact on residents would require to be considered, such as the restriction of social care support to those with critical needs.</p>
Sex	More users of social care are	No one will ever be asked to pay more than they are

	<p>female.</p> <p>Some individuals may be required to contribute more.</p> <p>Consultation responses suggested that this could result in some individuals only accessing care when they are at crisis point leading to higher use of residential care. The proposals were therefore felt to be counter intuitive to the prevention and health and well being agenda of the Council.</p> <p>Consultation responses suggested that paying full cost of day services would result in individuals not accessing the services, destabilising care arrangements, reducing carer support and destabilising day service provision.</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>assessed as being able to afford. Contributions are based on the individuals 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 are welfare reasons for doing so.</p> <p>It was recognised during the consultation that to ask those who can afford to do so to pay the full economic cost of day service would represent a significant increase in contributions which could lead to reduced use of the service, impacting on the stability of care plans and increasing strain on carers. In addition the Council is reviewing the provision of day services to allow personalised approaches. This is like to change the model of provision and reduce the costs. For these reasons the proposal has been amended to suggest increasing costs over 2 years with the cost for 2013/2014 to be £22 which is a 50% increase in the current maximum charge.</p> <p>Carers needs can be</p>
--	--	--

		<p>assessed at any time and services arranged directly for the carer. It is proposed that services which are directly provided to the carer should be free of charge.</p> <p>If the Council does not take forward the proposals to increase income, other service reductions which would impact on residents would require to be considered, such as the restriction of social care support to those with critical needs.</p>
Race		
Religion or Belief		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Gender Reassignment		
Community Safety		
Sexual Orientation		
Poverty	<p>Many users of social care services are on fixed incomes such as pensions and disability benefits.</p> <p>Some individuals may be required to contribute more.</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</p>

	<p>Consultation responses suggested that this could result in some individuals only accessing care when they are at crisis point leading to higher use of residential care. The proposals were therefore felt to be counter intuitive to the prevention and health and well being agenda of the Council.</p> <p>Consultation responses suggested that paying full cost of day services would result in individuals not accessing the services, destabilising care arrangements, reducing carer support and destabilising day service provision.</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>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 are welfare reasons for doing so.</p> <p>It was recognised during the consultation that to ask those who can afford to do so to pay the full economic cost of day service would represent a significant increase in contributions which could lead to reduced use of the service, impacting on the stability of care plans and increasing strain on carers. In addition the Council is reviewing the provision of day services to allow personalised approaches. This is like to change the model of provision and reduce the costs. For these reasons the proposal has been amended to suggest increasing costs over 2 years with the cost for 2013/2014 to be £22 which is a 50% increase in the current maximum charge.</p> <p>Carers needs can be assessed at any time and services arranged directly for the carer. It is proposed that services which are directly provided to the carer</p>
--	---	---

		<p>should be free of charge.</p> <p>If the Council does not take forward the proposals to increase income, other service reductions which would impact on residents would require to be considered, such as the restriction of social care support to those with critical needs.</p>
Staff		