

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) 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.

<p>Name or Brief Description of Proposal</p>	<p>HASC 14: Cost-effective care and efficient routes to market.</p> <p>This proposal includes the recommendation for a policy to be developed which sets guidance for practitioners when establishing the value of a personal budget.</p>
<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 Issues</p>	<p>An over-arching principle of the policy is that where an individual’s unmet eligible needs are capable of being met in two or more ways, the council will favour the most cost effective given the circumstances of the individual and with regard for their preferences.</p> <p>It would make clear, however, that the preferences of an individual will be considered but they will not necessarily determine the design of the individual care package as the council’s obligations under the Care Act must also be balanced with its Duty to Best Value.</p> <p>There is no local policy at present which provides guidance to practitioners for determining the value of a personal budget and the extent to which service user choice may produce a financial consequence for the council in the form of a care package that costs more than the council would normally expect to pay for care of a particular type.</p> <p>Because of this, and because the cost of a care package is a function of a number of influences (i.e. level/ type of</p>

	<p>need, market forces, etc.) it is not currently possible to precisely define the number of care packages where service user preference has determined the design of a care package that costs more than the council would normally expect to pay.</p> <p>This may only be determined on a case by case basis through a review of each client's care package in a manner that is compliant with the terms of the policy were it to be implemented.</p>
Potential Positive Impacts	<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.
Responsible Service Manager	Chris Pelletier
Date	08/01/15

Approved by Senior Manager	Stephanie Ramsey
Date	08/01/15

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	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.	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.
Disability	The adult social care caseload includes people with a physical disability, sensory disability, cognitive disability, learning disability, acquired brain	The policy will be subject to 12 week consultation through which the views of affected individuals will be considered. If the policy is

	injuries, mental health conditions.	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	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or Belief	No identified negative impacts.	N/A
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	No identified negative impacts.	N/A
Community Safety	No identified negative impacts.	N/A
Poverty	No identified negative impacts.	N/A
Other Significant Impacts	No identified negative impacts.	N/A