

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 proposed changed to Non Residential 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 consultation showed 108 individuals received the allowance. This includes people with learning disabilities. 61 of whom would contribute towards their care for the first time. The average additional contribution would be £1,639 with the minimum contribution being £245 and the maximum £2,085.
Staffing and budget	Not applicable
Summary of Impact and Issues	To remove the current rent allowance given to a small number of individuals with a learning disability.
Potential Positive Impacts	<ul style="list-style-type: none"> - Supports the development of personalised approach to the deliver 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
Age		
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>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 wellbeing agenda of the Council.</p> <p>Consultation responses indicated that the removal of the rent allowance for a small group of younger disabled people living in family homes would have a significant impact on the quality of life of this group.</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 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 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>The Council as a whole is committed to addressing prevention and health and well being agendas through all of its services.</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</p>

		<p>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		
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>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</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</p>

	<p>being agenda of the Council.</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>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>The Council as a whole is committed to addressing prevention and health and well being agendas through all of its services.</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>
Staff		