

Full Equality Impact Assessment Record

Section 1:

Service:

Adult Social Care

Title of strategy, policy or service:

Fairer Contributions

Officers involved in the EQIA:

Natalie Batcock
Steering group members

Type of strategy, policy or service (delete below as appropriate):

Existing:

New/proposed:

Changing/Update/ revision

Q1 – What is the aim of your strategy, policy, project or service?

Review the Fairer Contributions policy, taking on board a range of options as outlined in 'Fairer Contributions Workstreams January 2014'. Ensure any revised policy is fair and equitable as far as possible, through a meaningful understanding of the impacts of any changes both on local residents receiving care and on relevant stakeholders within the Borough.

Q2 – Who is it going to benefit and how? If this is a changing function state who will be affected or no longer benefit

- Borough of Poole will potentially benefit from large savings in spending following scrutiny of current charges and policies
- The aim is for any revisions to provide more equitability for residents of Poole receiving care
- Some residents' contributions will increase as changes are made to the way in which disability related expenditure is assessed, home care costs are calculated and invoiced, and if the cap on care for full charge payers is removed
- Attendees of day centres may need to pay more for meals
- Provide clarity for officers currently involved in administration of Fairer Contributions, either on the frontline, as managers or as policy makers

Q3 – What outcomes do you want to achieve?

- Savings in overall spend related to Fairer Contributions and charging
- Reduction in subsidy to day centres for meals

- Clarity around Fairer Contributions/charging policies
- Equitability and fairness in relation to charges for disability related expenditure

Q4 – Are there barriers to doing this?

- Service users are being consulted on changes. Some may not want changes to take place and may challenge
- Increased prices of day centre meals may result in fewer older people taking up the offer of a meal, hence failing to reduce the overall difference between income and expenditure of this service
- Potential for creation of contradictory eligibility criteria for some Borough of Poole services aimed at the same user group
- Difficulties in changing the Care First recording system in relation to hourly care costs

Q5 – How will you put this into practice?

- Evaluation of proposals within sub-groups will help to decide which proposals are taken forward for consultation with service users
- Any changes to policy or charging will involve effective communication with service users as well as Borough of Poole staff
- Proposals will need to be approved by the council’s decision making process (including a full Council decision)
- Current procedures will be amended accordingly to reflect changes to policy and staff trained as necessary

Section 2: Information gathering and judging impact

Q6 - What existing information and data do you have?

- Care First records – those receiving care packages from the Borough of Poole
- Breakdown of items paid for, both in terms of weekly and annual value, under ‘Disability Related Expenditure’
- Outline of options proposed that may allow Borough of Poole to make necessary savings (from Efficiencies team)
- Current procedure for staff carrying out financial assessments
- Government guidance on policy creation around Fairer Contributions and charging
- Impact assessment (financial) of introducing new DRE model
- Policies of other local authorities in relation to DRE, day centre meals charging
- Breakdown of SU groups where there is multiple impact

Q7- What does this tell us about the likely impact on different groups?

Age Age breakdown shows that the largest service user group is of pension age. Of these, most are registered as having a physical disability. This group will therefore have the largest number of service users affected by changes.

Disability Physical Disability is by far the largest service user group of Adult Social Care contributions and fairer charging schemes. Clients receiving care packages from the Borough of Poole are classed as either ‘substantial’ or ‘critical’ under FACs criteria. Disability type and

severity varies widely within these two groups, and includes those with a learning disability.

Gender reassignment No direct impact on this group

Pregnancy and maternity No direct impact on this group

Race No direct impact on this group

Sex Gender breakdown shows that of approximately 1200 clients in January 2014, 749 were female, 451 were male. It is therefore likely that female clients will be disproportionately impacted by changes to how contributions are calculated and any charges introduced for care related services

Religion or belief No direct impact on this group

Sexual orientation No direct impact on this group

Socially excluded groups Those with a disability are more likely to be socially excluded and vulnerable.

Q8 - Is there any potential for direct or indirect discrimination? Yes / No

If yes, please use the action plan below to say how this will be mitigated

Section 3: Action planning

Issue	Objective/ Intended outcome	SMART action	Performance Target	Lead	Deadline
General equality issues	Equitability of treatment achieved for all those service users impacted by changes.	Impacts of changes on all service user groups assessed and evaluated robustly to ensure that there are no unintended consequences on this group. Any negative consequences for service users are mitigated.	Policy reflects equitability for all service user groups Plans are in place to mitigate any perceived negative consequences of changes	N Batcock	10.02.15
Age	Ensure any impacts on service users of pension age are mitigated where possible	Carry out robust impact analysis of effects of any proposed changes on this group in particular.	As above	N Batcock	10.02.15
Disability	Ensure any impacts on service users with a physical disability in particular, and also of pension age are mitigated where possible	Carry out robust impact analysis of effects of any proposed changes on this group in particular.	As above	N Batcock	10.02.15
Gender reassignment	N/A				
Pregnancy and maternity	N/A				
Race	N/A				
Religion or belief	N/A				
Sex	As above				
Sexual orientation	N/A				
Socially excluded groups	Ensure that the impact on any socially excluded service users is understood and mitigated. Ensure that no one service user group is affected proportionately more than another	Impacts of changes on this group assessed and evaluated robustly to ensure that there are no unintended consequences on this group. Any negative consequences for service users are mitigated.	Policy reflects secure understanding of impacts of changes on this user group Procedures are in place within financial assessment process to ensure that unintended consequences or other impacts are mitigated	N. Batcock	10.02.15

EQIA approved by: David Vitty

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Contact number: 01202 261132

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