

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #434

**1.0****Screening Information****Project Name**

Adult Social Care – Charging Review

**Name of Project Sponsor**

Mark Fitton

**Name of Project Manager**

Corrine Paton

**Name of Project Lead**

Corrine Paton

**Please give a brief description of the project**

Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

**Data Protection screening result**

Will require a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Does not need a full impact assessment

## 1.1 Background and Purpose

### Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Background: Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

The purpose of the project is to:

- Change the assessment for Respite/Replacement care to a non-residential service in order to eliminate potential unfairness and make it clearer for service users
- Charge for both carers, when two carers are required to attend a home care visit (double handed care).
- Carry out a consultation on the proposals outlined in the project outcomes section, and bring back a final recommendation to Cabinet once the Consultation is completed

### Upload Business Case or Support documents

No files uploaded

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

If the changes are agreed at cabinet, and implemented, the following activities will be required to deliver the project outcomes:

- Amendments to operational guidance, policies, process and practices to deliver the changes to the assessment approach for Respite/Replacement care to a non-residential service
- Amendments to operational guidance, policies, process and practices to facilitate charging for both carers, when two carers are required to attend a home care visit (double handed care).
- Carry out a consultation on the proposals outlined in the project outcomes section, and bring back an options appraisal and final recommendations to Cabinet once the Consultation is completed.

### Project Outcomes

Briefly summarise what the project will achieve.

If the changes are agreed at cabinet, and implemented, the following benefits will be realised:

- Will be able to use the Online Financial Assessment (OFA) for all assessments
- Reduction in assessments being carried out by the Care Contribution Assessment team
- Fairer system of assessments as Direct Payments and Non-direct payments clients will be assessed the same way – Care Act Compliant
- Clients would have one uplift letter at present receive 2 uplift letters if have non-res and replacement care
- Social workers will not have to request a financial assessment when a client who is already having a non-residential service requires replacement care

### Is the project a new function/service or does it relate to an existing Council function/service?

Existing

### Was consultation carried out on this project?

No

## 1.2 Responsibility

### Directorate/Organisation

People

### Service Area

Adult Social Care

## 1.3 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

December 2023

## 1.4 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

Yes

### An overarching screening has already been carried out for the following areas:

Data Protection

Equality and Public Health

Environmental Sustainability

### What was the conclusion?

A requirement to complete a Data Protection and Equality and Public Health Impact Assessment

### Upload previous impact assessment documents if available

[Project Screening Adult Social Care – Charging Review completed 29.11.2022.pdf](#)

## 2 Organisations Involved

### Please identify the organisation(s) involved:

Worcestershire County Council

### Details of contributors to this assessment:

<b>Name</b>	Corrine Paton
<b>Job title</b>	Care Contribution Assessment Team Manager • Financial Operational Services
<b>Email address</b>	cpaton@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

### Please identify group(s) involved:

Service User

Carers

Staff

## 3.1 Information and evidence reviewed

### What information and evidence have you reviewed to help inform this assessment? \*

Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users. Comparison with other local authorities has been completed to understand their approach to charging policy or adults receiving care and support.

## 3.2 Summary of engagement or consultation undertaken

### Who and how have you engaged, or why do you believe engagement is not required? \*

Consultation will be conducted following agreement at Cabinet, providing the recommendations are approved, after 2 February 2023. Consultation and engagement will be conducted with internal and external key stakeholders including, but not limited to partners such as Worcestershire Association of Carers, residents in Worcestershire in receipt of Adult Social Care provision and recipients of Direct Payments.

## 3.3 Summary of relevant findings

### Please summarise your relevant findings. \*

Not applicable as consultation not conducted yet.

## 4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

### Age

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices are in accordance with the Care Act 2014 to ensure that services are provided equitably, regardless of the identity and protected characteristics of clients.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them.

For Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. The people accessing this service are predominantly those who are disabled, or aged over 65. The changes therefore, will have an increased negative impact financially for those disabled clients, or those who are over 65 and/or have limited mobility that use these service. Whilst we cannot mitigate and stop this impact, we can offer signposting to external organisations who may be able to support or guide individuals through this financial change, and any challenges occurring through financial difficulty; in addition to support from the Direct Payment team and Social Care teams.

### Disability

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices are in accordance with the Care Act 2014 to ensure that services are provided equitably, regardless of the identity and protected characteristics of clients.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct

payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them.

For Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. The people accessing this service are predominantly those who are disabled, or aged over 65. The changes therefore, will have an increased negative impact financially for those disabled clients, or those who are over 65 and/or have limited mobility that use these service. Whilst we cannot mitigate and stop this impact, we can offer signposting to external organisations who may be able to support or guide individuals through this financial change, and any challenges occurring through financial difficulty; in addition to support from the Direct Payment team and Social Care teams.

### Gender reassignment

Potential positive impact selected Potential neutral impact selected Potential negative impact selected

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of gender reassignment, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### Marriage and civil partnerships

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of marriage and civil partnerships, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### Pregnancy and maternity

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of pregnancy and maternity, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### Race including travelling communities

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

Keep it Green, Keep it on the Screen

**A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.**

**There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of race including traveling communities, and services will be provided equitably, regardless of the identity and protected characteristics of clients.**

### **Religion and belief**

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### **Explanation of your reasoning:**

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of religion and belief, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### **Sex**

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### **Explanation of your reasoning:**

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of sex, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### **Sexual orientation**

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### **Explanation of your reasoning:**

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of sexual orientation , and services will be provided equitably, regardless of the identity and protected characteristics of clients.

## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential positive impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not.

### Health inequalities

Potential positive impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not.

### Social and economic

Potential positive impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not.

### Physical health

Potential neutral impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

### Mental health and wellbeing

Potential neutral impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not. Subject to financial assessment, the proposed change will enable us to pass on the cost of the services to service user and as such increase the council's revenue in relevant cases.

### Access to services

Potential positive impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not. Subject to financial assessment, the proposed change will enable us to pass on the cost of the services to service user and as such increase the council's revenue in relevant cases.

## 6 Actions to mitigate potential negative impacts

<b>Risk identified</b>	Consultation could result in negative impacts upon reputation and the ability to deliver the change if it is unpopular.
<b>Actions required to reduce/eliminate negative impact</b>	Agreement from Cabinet to proceed with project at a meeting currently scheduled for 2 February 2023.  Financial audit and review of Adult Social Care provision to understand the negative impacts and agree next steps to understand the need of the service user in accordance with the Care Act 2014, phased approach commencing new service users with effect from 1 April 2023, and then reviews of existing service users will occur after that.
<b>Who will lead this action</b>	Corrine Paton
<b>Timeframe</b>	March 2024

### How will you monitor these actions?

Financial audit and review of adult service provision to understand any negative impacts and agree next steps with carers to understand need in accordance with the Care Act 2014

## 7 When will you review this equality and public health estimate(EPHIA)?

Following consultation and depending on the outcome of the consultation it may be necessary to review prior to implementation; in addition to prior to project closure and handover to BAU.

## 8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.



## 8 Application Details

### Last Updated Date Time

22/12/2022 09:17:53

### Screening Submitted Date Time

29/11/2022 11:55:09

### Last Reopened Date Time

22/12/2022 09:14:20

### Full Impact Submitted Date Time

22/12/2022 09:17:53

### Approved/Rejected Date Time

No Date Recorded

### Current User Dashboard Request Status

Submitted

## 9.0 People with access to the original screening

[Amanda Dunn \(adunn2@worcestershire.gov.uk\)](mailto:adunn2@worcestershire.gov.uk)

[Charles Huntington \(CHuntington@worcestershire.gov.uk\)](mailto:CHuntington@worcestershire.gov.uk)

[Corrine Paton \(cpaton@worcestershire.gov.uk\)](mailto:cpaton@worcestershire.gov.uk)

## 9.1 People with access to this equality and public health assessment

[Amanda Dunn \(adunn2@worcestershire.gov.uk\)](mailto:adunn2@worcestershire.gov.uk)

[Charles Huntington \(CHuntington@worcestershire.gov.uk\)](mailto:CHuntington@worcestershire.gov.uk)

[Corrine Paton \(cpaton@worcestershire.gov.uk\)](mailto:cpaton@worcestershire.gov.uk)

## 10 Direct Questions