

Equality screening and Full Impact Assessment template

Note: Please delete guidance notes (in italics) after completing the form

Name of a policy / procedure / function / project: Fair Access to Care and Fairer Charging	
Date: 1st July 2010	
Carried out by: Keith Evans	
Name	Role
Keith Evans	Lead manager on the consultation on Fair Access to Care and Fairer Charging
Mick Howarth	Head of Service Individual Commissioning (Older People and Disability)

Aims of the policy / procedure / function / project:

Fair Access to Care and Fairer Charging provides the framework within which eligibility to publicly funded social care can be determined and how they are financially assessed to pay for that care. The Council has recently concluded a consultation exercise to amend its policies in respect of Fair Access to Care and Fairer Charging in the following way:

- 1) The Council to confirm that the level of support to meet assessed needs should be that which is required to reduce risks to below the substantial level, not to zero.
- 2) The Council to confirm that assessed needs should be met in the most cost effective way.
- 3) The Council to confirm that the maximum amount the Council will usually expect to pay for a package of care at home will not exceed the cost of purchasing a residential or nursing home placement for meeting that individual's assessed needs.
- 4) The Council to confirm the removal of the charge cap of 90% and apply 100% assessed charge to disposable income
- 5) The Council to initiate a review of its information to the public in respect of:
 - Charges relating to transport
 - Treatment of disability related expenditure and income
 - Financial assessment processes and information flows
- 6) The Council to confirm that it will not charge for carers' services where carers are able to pay for them?
- 7) The Council to undertake a review of its charging policy in the light of personalisation
- 8) The Council to agree that these changes will take effect upon the next review of the service user. Any individual who may find themselves in financial difficulty as a consequence of any change to their package of care and or their assessed charge can appeal to senior managers, with a view to implementing the change over a period of time.

Stakeholders: The consultation has been posted on our web site and correspondence and explanatory material has been sent out to stakeholders. The consultation has taken the form of focus groups which have included Local Involvement Network, Cheshire Centre for Independent Living, Vale Royal Disability Services, Independent Advocacy, Deafness Support Network, Crossroads, Chester Mencap, Older People's Network, West Cheshire Branch of the National Autism Society, Vintage Blacon and our own provider network. We have also written to 500 service users who were selected on a random basis, proportionate to the size of the user group

Considering the purpose of the Equality Impact Assessment process, is the policy (function, procedure etc.) relevant?

Yes

Quick check:

- ✓ *Is the policy (function, procedure etc.) concerned with people?* Yes
- ✓ *Is the policy (function, procedure etc.) outward looking (i.e. community, employees, partners)* Yes
- ✓ *Does the policy (function etc.) involve face to face contact?* Yes
- ✓ *Does it include making decisions based on someone's individual Characteristics, circumstances or needs?* Yes
- ✓ *Is there history of long-established pattern of unequal outcomes? (and do I have enough evidence to prove otherwise?)* Yes
- ✓ *Is the policy (function, procedure ...) likely to have a significant impact on someone's life or wellbeing?* Yes

Exit the process if you answered No to all of the above questions, otherwise please continue.

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
Race <i>(also ethnicity, nationality and associated aspects such as culture and language)</i> Gypsies and Travellers	None	<i>If none, please note in the "Proposed actions" section below and reflect in the Directorate plan</i>
Disability <i>(consider full rainbow of mental and physical impairments: mobility, manual dexterity, speech, hearing, learning, understanding, visual sight, MS, cancer, HIV etc.)</i>	These policies apply to people with a disability and who need a community care assessment and are charged for any subsequent service. The current policy potentially discriminates against older people and the proposed changes will create a fairer and more transparent policy and procedure	The current policy has been inherited by CW&C from the County Council.
Gender <i>(consider associated aspects e.g. safety, single-parenting, caring responsibility, potential for bullying and</i>	None	

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
<i>harassment,</i> Transgender		
Sexual orientation <i>(includes heterosexual, lesbian, gay, bi-sexual)</i>	None	
Age <i>(including all groups - children, young people, working age, elderly)</i>	See above re disability	
Religion and belief <i>(the most common religions include Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Nonconformists)</i>	None	
Rural issues	None	
Socio-economic issues	The changes to Fairer Charging will impact on people who have to pay an assessed charge. Standard charge payer and people who pay no charge will be unaffected	The proposals do allow for some discretion to be exercised by officers if someone is disproportionately affected by the adoption of the new policy
Other <i>(there may be other target groups relevant to your service)</i>		

Is the Policy/Function likely to have an impact on Human Rights?

We all have basic human rights which must be upheld. Human rights are about ensuring Fairness, Respect, Equality, Dignity and Autonomy (FREDA) for everyone. Everyone has the right to enjoy their basic human rights such as right to life and not be treated in an inhuman or degrading manner, protected by the Human Rights Act 1998.

Evidence:

Evidence to support the above answers. Customers' equality data monitoring and how the results inform service provision. Please consider quantitative, qualitative research, national and international evidence, results of any consultations you might have carried out. Please refer to the Equality Monitoring Guidelines on the intranet (or contact the E&D Managers) when considering introducing equality monitoring initiatives.

Proposed actions (to be reflected in the Service plans):

Actions emerging from the "Potential impact on target groups" and the "Evidence" sections in order to address any gaps

Action	Target date	Responsibility
Policy now implemented in accordance with the decision of	Sept 2010	Mick Howarth

the Council's Executive.		

Rating:

In light of the above how would you rate the impact of your policy/function etc. on any of the target groups, for guidance please see footnotes.

	Race	Disability	Gender	Sexual orientation	Age	Religion & belief	Rural Issues	Other
High¹ <i>Please continue below</i>								
Medium² <i>Please exit the process</i>		X			X			
Low³ <i>Please exit the process</i>	X		X	X		X	X	

IMPORTANT!

Only policies (functions, procedures etc.) rated as high have to be fully Impact Assessed. Full Impact Assessment requires consultation with members from the target groups highlighted as being at the receiving end of any potential impact. EIA consultation exercises will be undertaken by relevant service with the help and support of the Research and Intelligence team and Equality and Diversity Officers.

¹ High = significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with service users, general public, employees

² Medium = some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with service users, general public etc. but not urgent

³ Low = almost bordering with non relevance to the EIA process (heavily legislation led - very little discretion exercised, limited public facing aspect)

Full Equality Impact Assessment part:

Affected target group <i>(e.g. people with disabilities)</i>	Race	Disability	Gender	Age	Religion & belief	Rural
Any particular segment within the target group <i>(e.g. people with learning disabilities)</i>						
Specific issues to be a subject of consultation <i>(e.g. how could the Council make its annual financial results understandable to people with learning disabilities, what support needed etc.?)</i> Please contact the Research and Intelligence team: beverley.wilson@cheshirewestandchester.gov.uk						
Outcomes of consultation						
What changes have been made as a result of the consultation outcomes						
Feedback given to the consultees? Yes/No						

Keith Evans

Lead person responsible the EIA

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Approved by Head of Service

Date:

Next review of the EIA, measures put in place, changes:

(high – 1 year, medium – 2 years, low – 3 years)