

## Equality Impact Assessment Form

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### 1. Document Control

#### 1. Control Details

Title:	Fees and Charging- Adult Social Care
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Strategic Budget EIA: Y/N	Y
Exempt from publication Y/N	N

#### 2. Document Amendment Record

Version	Author	Date	Approved
1	Linda Sellars	02/09/19	

#### 3. Contributors/Reviewers

Name	Position	Date



**4. Glossary of Terms**

Term	Description
“Fairer Charging”	This is national guidance which states the levels of savings/ income people must have before they are charged for Adult Social Care services
Personal Budget	The way in which people are provided support with their social care outcomes , this can be taken as a Direct Payment , a commissioned service , a services provided directly by the council or a combination of the above
Full cost recovery	The cost of the service to the council
Homecare	Support provided in a person’s home which will include personal care
Care, Support and Enablement	Support provided to people who live within their home to support with social connectivity
Additional Carer’s	When a person requires support from 2 or more carers

**[screentip-sectionB](#)**

**2. Assessment**

**1. Brief description of proposal / policy / service being assessed**

Implementation of increases to fees and charges for Adult Social Care. This will result in citizens who are financially able contributing more towards the full cost of their personal budget.

This policy change does amount to full cost recovery. Day Care will increase from £20 to between £30 - £150 per day and transport to Day Centres will increase from £16 to £20 per return journey. Those citizens requiring support from more than one carer to complete a task will be charged for both carers.

It is important to note that the Fairer Charging policy ensures that citizens only pay for Council care services if they can afford to do

so and that many citizens' care is fully subsidised by the Council as they have been assessed as being unable, financially, to contribute towards the cost of their care. Increasing charges for those who can afford to pay will support long term sustainability of the services.

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### **2. Information used to analyse the effects on equality:**

Feedback from changes to citizen contributions in November 2012, February 2015 , April 2018 and 2019 ContrOCC data. Local cost modelling has been undertaken linked to actual costs and inflation; national research and guidance.

Permission was sought and agreed to consult with all citizens receiving, Additional Carers, Transport, Day Care or a combination of both to ask them to complete a survey to express their views. The proposal consulted on consisted of a move to full cost for the below services which currently remain subsidised

- Homecare/ Care Support and Enablement (outreach) /Personal Assistant hours – Additional carers ( This is when a citizen requires more than 1 carer to complete a task)
- Transport up to £20 per journey
- Day Care between £30 - £150

The period of consultation was between the 14<sup>th</sup> June to the 24<sup>th</sup> July and responses to the survey have now been collated. 949 citizens/ family / carer's were consultation letters, 371 surveys were completed.

- 85% of respondents 'strongly agreed/ agreed' that the system Nottingham City Council operates should be fair to everyone. 5% of respondents 'strongly disagreed / disagreed
- 47% strongly agreed/ agreed that bringing in a system where everyone is asked to contribute towards the cost of their total care package (instead of different amounts for different things) is simpler and easier to understand. 35% disagreed/ strongly disagreed
- 31% agreed that the following is the right thing to do as the funding budget reduces, the council would like to ask citizens to increase their contribution to full cost if they are assessed as being able to do so. 52% disagreed/ strongly disagreed

**3. Impacts and Actions:**

<u><a href="#">screentip-sectionD</a></u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

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**How different groups could be affected**  
(Summary of impacts)

The following impacts have been identified:-

- The proposals would not have an impact on citizens who are assessed as being financially unable to contribute to the cost of their care.
- 3389 citizens will not be affected
- This policy will affect 138 citizens who currently use day care or a combination of day care and transport , and /or receive support from an additional carer.

Of these

- 30 citizens will see an increase not more than £20 *every 4 weeks*
- 21 citizens will see an increase between £20.01 to £50 *every 4 weeks*
- 29 citizens will see an increase between £50.01 to £100 *every 4 weeks*
- 24 citizens will see an increase between £100.01 to £200 *every 4 weeks*
- 11 citizens will see an increase between £200.01 to £500 *every 4 weeks*

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**Details of actions to reduce negative or increase positive impact**  
(or why action isn't possible)

**1 Actions will need to be uploaded on Covalent.**

The Fairer Charging Guidance is used when assessing a citizen's ability to pay and the guidance includes a number of safeguards against the negative impacts of citizens being required to contribute towards the cost of their care (for example taking into account household disability related expenditure).

Consultation has taken place with relevant stakeholders and steps were taken to ensure disabled citizens and citizens whose first language is not English were not disadvantaged in the consultation process. Individual consultation letters were set to affected citizens or their invoicee and a helpline operated which a number of citizens utilised

As part of the consultation all citizens were made aware of their right to a financial assessment and the offering of support to find alternative more cost effective support. 64 citizens took up this offer.

As part of the implementation of this policy all citizens / and or invoicee who are directly impacted will be written too , the letter will include a helpline telephone number which will operate Monday to Friday for 3 weeks.

The format of the letter will use "plain English" with the option of citizens contacting the helpline to request information in either different languages or formats.

<ul style="list-style-type: none"> <li>○ 23 citizens will see an increase of over £500 <i>every 4 weeks</i></li> </ul> <ul style="list-style-type: none"> <li>●Based on the profile of the citizens affected (those receiving social care support from the Council who are assessed as able to pay for all or part of this service), the people who would be affected as a result of needing to contribute more are statistically more likely to be disabled, older, and/or female citizens as these groups are over-represented in the adult social care user population.</li> <li>●However, charging is always subject to a Fairer Charging assessment of what individuals may be able to contribute, so the policy will not result in people no longer being able to receive the social care services they currently receive. If the increase meant that citizens could no longer afford services, they would be entitled to a financial assessment (or reassessment) that would ensure their needs are still met and that they only contribute the amount they can afford.</li> <li>●This proposal aims to promote equality by ensuring all groups are asked to contribute in the same way towards the cost of the services they receive.</li> <li>●A number of citizens may choose to cancel part or all of their social care support which could increase isolation or pressure on informal carers .</li> </ul>	
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**4. Outcome(s) of equality impact assessment:**

<input type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input checked="" type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

**5. Arrangements for future monitoring of equality impact of this proposal / policy / service:**

This assessment will be updated with additional analysis once the decision is made to proceed to consultation.

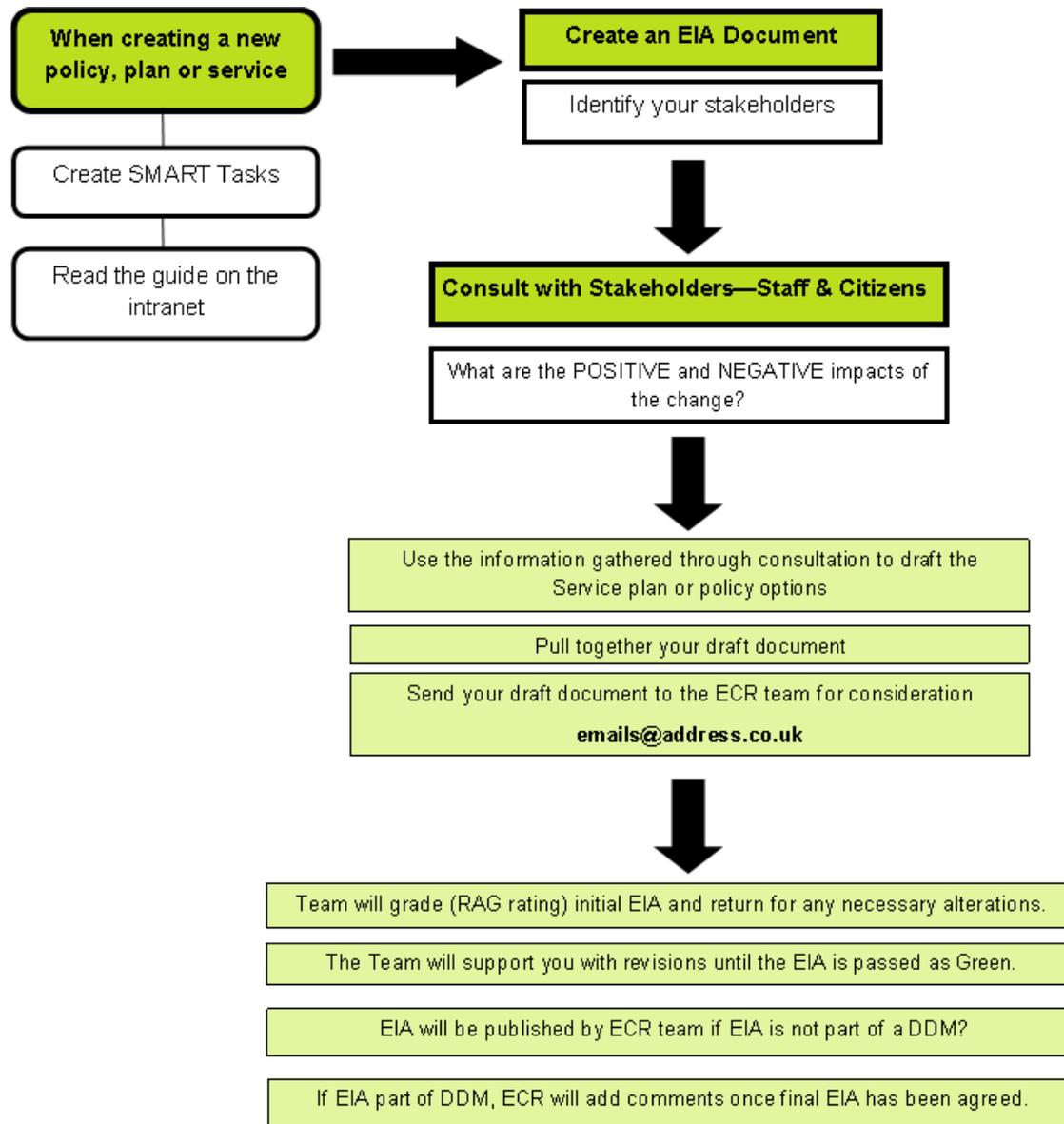
- Beyond this the EIA will be reviewed when and if the citizen contribution policy is reviewed.
- The Adult Assessment service periodically works with the Council's Disability Involvement Group to review the impact of policies and services.

**6. Approved by (manager signature) and Date sent to equality team for publishing:**

<b>Approving Manager:</b> The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	<b>Date sent for scrutiny:</b> Send document or Link to: <a href="mailto:equalityanddiversityteam@nottinghamcity.gov.uk">equalityanddiversityteam@nottinghamcity.gov.uk</a>
<b>SRO Approval: Linda Sellars</b> <a href="mailto:linda.sellars@nottinghamcity.gov.uk">linda.sellars@nottinghamcity.gov.uk</a>	<b>Date of final approval: 16<sup>th</sup> September 2019</b>

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.



**KEY**  
EIA— Equality Impact Assessment  
ECR— Equality & Community Relations Team  
DDM—Delegated Decision Making