

EQUALITY IMPACT ANALYSIS FORM

STAGE1: INITIAL EQUALITY IMPACT ANALYSIS

This stage will establish whether a policy, strategy, plan, function or a change initiative (proposed step) is likely to have an adverse or positive impact on human rights or on the grounds of a protected characteristic i.e. race, gender, disability, age, religion or belief, sexual orientation. (Refer to Guidance Document)

Title of Proposed Step	To introduce a charge for the second carer where double handed care is provided
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Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If "yes", summarise evidence from stakeholders, corporate diversity team, research or data:

Following a review of Thurrock Councils non- residential charges in Adult Social Care, it is proposed that where double handed care is provided the council charges for the second carer. Currently the charge is for 1 carer only

The proposed change is within the council's legal and discretionary boundaries, all service users will receive a financial assessment and determination of ability to contribute towards costs of care adheres to Fairer Charging Policies for Home Care and other non-residential Social Services, Guidance for Councils with Social Services Responsibilities

The impacts have been identified under stage 2 Q4

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

Although the change is proposing to introduce a new charge (which will result in increased charges for those that currently make a contribution or are full cost) there is no proposal to reduce, withdraw or change the quality of services provided.

Research was undertaken with other local authorities to ensure that the proposal is realistic and fair

We have completed a consultation and will continue to monitor the potential impact as detailed under stage 2 Q8

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

Yes – see Q4

Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

STAGE 2: FULL EQUALITY IMPACT ANALYSIS

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

Gender

Increases in charges may mean an adverse impact on the ability of people to pay for these services either now and in the future. This would potentially increase pressures on carers and alternative service provision

Increases may affect women, particularly older women disproportionately as they live on average longer and may require services for longer

Race

BME community members often show reluctance to access services, increased charges may compound this issue

Disability

Disabled people could be disadvantaged as they may require higher levels of support and so have to pay increased charges. These charges however may be offset by low income and the council funding in fill

Sexual Orientation

Charges would be universally applied according to policy

Age

As the largest users of services, older people would be affected the most by increases in charges. Older people are potentially more likely to have savings to contribute from their working lives and would therefore be more likely to pay

Religion or Belief

Charges would be universally applied to the policy

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

No

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

A full consultation process has been undertaken on the proposed change.

Any new charges applied adhere to national guidance and policy.

All service users that currently receive a double handed care package have been written to.

Those that are currently paying the full cost towards their care have been offered a review of their income and ensure that they have claimed their full benefit entitlement

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

Q. 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

The following options have been identified at this stage

Seek to ensure assessments and support planning are carried out in a fair, timely and transparent way using consistent process.

Full income assessments will be undertaken by the Councils FAB Team, prior to any change being imposed so that people claim their full benefit entitlement

Staff training and development programmes

Policies and procedures to be made easily accessible to service users

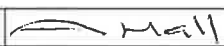
Promote Adult Social Care Feedback Procedure

Engage with appropriate support and user networks to promote information and advice on alternative service provision

Please send the form to The Corporate Diversity Team 3rd Floor Civic Offices or diversity@thurrock.gov.uk. We will complete the administration section and publish the document. The EqIA is not completed unless it is properly published.

Electronic signatures are acceptable

Corporate Diversity Team to complete	
EqIA Meeting Date:	EqIA Publication Date:
EqIA Submitted Date:	EqIA Review Date:

AUTHOR SIGNATURE:	
HEAD OF SERVICE SIGNATURE::	