



Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: M Price

Email address: malprice@wirral.gov.uk

Head of Section: Stephen Rowley

Chief Officer: Graham Hodkinson

Department: Adult Social Services

Date: 09.10.12

Section 2: What Council proposal is being assessed?

Options and recommendations with regard to fees paid by the Council to independent sector residential and nursing homes.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes If 'yes' please state which meeting and what date

Cabinet 18 October 2012.....

Please add hyperlink to where your EIA is/will be published on the Council's website

.....

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services** ✓
- The workforce** ✓
- Communities** ✓
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation ✓
- Advances equality of opportunity ✓
- Fosters good relations between groups of people ✓

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Older People	Positive – The proposed increase in fees represents additional investment in market to ensure that that the demand for residential based care can be met by a stable Market.				
Older People	Positive – Establishes clearly the usual terms and conditions of the Council with a single set of fees so that service users, their families and home owners understand the market.				
Older People	Positive – Short Term and Respite Care The proposed increase in fees will make the provision of respite more attractive to home owners.				

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Older People	<p>Positive - New Service users requiring Residential or Nursing home care At present 36% of homes have indicated that they charge a top up. However the increase in fees has the potential to increase the number of homes operating at the Councils standard rate.</p>				
Older People	<p>Negative – Existing DASS funded Service users that have been paid for under the old contract at the 2010/2011 fee level will be paid at the lower 2012/2013 after termination of the old contract. Based on current practice these homes are most likely to pass the difference in fees onto a third party. The risk of homes serving notice on service users is low due to the importance of keeping up occupancy levels.</p>	<p>Write directly to all the service users and families that have been supported under the old contract and provide advice.</p> <p>The increase in 2012/2013 fee levels will net off the impact of the old contract being terminated.</p> <p>Make available a list and map of all the homes where the standard rate is accepted and no third party payments are charged</p>	M Price	December 2012	
Older People	<p>Negative – Self funding Service Users that subsequently qualify for DASS funding may be adversely affected where the home involved does not accept the local authority fees. Funding arrangements are examined on an individual basis and may involve third party payments. The risk of needing to relocate to alternative accommodation is low.</p>	<p>Develop guidance for self funders and their families to explain the options available to them and the choices of accommodations legislation.</p>	M Price	December 2012	

Section 5a: Where and how will the above actions be monitored?

Capacity in the Market is monitored in the Quality Assurance Team
Homes are asked on a regular basis to confirm any additional charges they levy. Taking responsibility to pay and recover third party top ups from April 2013 will increase market intelligence in this area.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Negative impacts have been identified

Section 6: What research / data / information have you used in support of this process?

Internal Market Intelligence re Top ups and market capacity.
Experience of current practice

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

No

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why: A revised EIA will be submitted to Cabinet on 29 November giving further consideration to the likely response to the proposed fees.

We cannot consult the public on what fee levels should be.

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published** (section 2b)
- b) **Include any potential positive impacts as well as negative impacts?** (section 5)
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**