

Proposal for Officer Options for Savings - Equality Impact Assessment Template (Oct 2012)

Section 1: Your details

EIA lead Officer: Sandra Thomas

Email address: Sandrathomas@wirral.gov.uk

Head of Section: Chris Beyga

Chief Officer: Graham Hodgkinson

Department: Adult Social Services

Date: 1 March 2013

Section 2: What Council proposal is being assessed?

Revision of Resource Allocation System within Adult Social Care -

A robust Resource Allocation System (RAS) is critical to ensuring that Personal Budgets and self directed support is delivered within the current funding envelope and that funds are allocated in a fair and transparent way, which enables people to meet their eligible needs.

Adjustments need to be made to improve the effectiveness of the current method of allocating resources whilst ensuring the right balance between affordability and meeting service user needs. The proposal is to explore alternative models.

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

Yes / No If 'yes' please state which meeting and what date

Yes

Health & Wellbeing Overview & Scrutiny Committee 13 March 2013

Cabinet 14 March 2013

Audit & Risk Management Committee 19 March 2013

Please add hyperlink to where your EIA is/will be published on the Council's website (see your Departmental Equality Group Chair for appropriate hyperlink)

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:

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 and People with Disabilities	<p>Positive - The RAS is the assessment methodology by which resources are allocated to meet the needs of those eligible for social care services. The proposal will ensure that there is a closer match between and individual's Indicative Budget allocation and their assessed need.</p> <p>Negative – The proposal to review the current allocation method may lead to a reduction in funding for some individuals.</p>	It will be necessary to closely monitor the impact to ensure that assessed needs are being met, and if necessary make adjustments to funding allocations.	Chris Beyga	September 2013	The proposal will offer a more robust and sustainable model of resource allocation.

<p>People who are Socio-Economically Disadvantaged</p>	<p>Negative – The RAS process is undertaken independent of wealth or socio-economic processes. However, as the Local Authority predominately provides Adult Social Care services and resources to those who cannot afford to purchase them independently changes to the current model may impact more on lower socio-economic groups.</p>	<p>It will be necessary to closely monitor the impact to ensure that assessed needs are being met, and if necessary make adjustments to funding allocations.</p>	<p>Chris Beyga</p>	<p>September 2013</p>	<p>The proposal will offer a more robust and sustainable model of resource allocation.</p>
<p>Adult Social Services Workforce (Assessment & Care Management)</p>	<p>An alternative model of funding would require changes to current practice. This could have a Positive impact for staff in terms of simplifying or improving existing business processes. It may also have a Negative impact as staff may not have experience of the alternative model of funding.</p>	<p>Ensure that staff receive the required levels of training. Ensure that procedures are in place. Work closely with staff to manage the changes and monitor impact.</p>	<p>Chris Beyga</p>	<p>September 2013</p>	<p>The proposal will offer a more robust and sustainable model of resource allocation.</p>

Section 4a: Where and how will the above actions be monitored?

Through Quality Assurance Panel, Performance Surgeries, Departmental Budget monitoring processes.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process?

Financial evaluations of the current model and information provided by other Local Authorities as to models in operation.

Section 6: 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:

The proposal at this stage is to explore other options

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

Section 7: 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 8: 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 6 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**