

# Equality Impact Assessment Toolkit

## (May 2023)

### Section 1: Your details

**EIA Lead Officer:** Bridget Hollingsworth – Head of Integrated Services

**Email address:** bridgethollingsworth@wirral.gov.uk

**Head of Section:** Jason Oxley – Assistant Director of Care and Health, and Commissioning for People

**Chief Officer:** Graham Hodgkinson – Director of Care and Health

**Directorate:** Care and Health

**Date:** 09/05/2023

### Section 2: What Council proposal is being assessed?

**Direct Payments Review** - It is a statutory duty as defined by the Care Act 2014, to offer a person a Direct Payment as a cash alternative to a directly commissioned care and support service where a person has been assessed as having eligible needs. This applies both to carers and people in need of care and support. The regulations of the Children Act 1989 also place a duty on Local Authorities to offer a Direct Payment to disabled children. The review of Direct Payments was presented to committee on 29 November 2022 and approval was given to explore how a Personal Assistant (PA) register could best be delivered with the intention of increasing the numbers of people, carers and families choosing to use a Direct payment.

This is a developing proposal and this assessment may be amended as the project progresses. Committee is recommended to approve progression to phase 2 of the project.

**Section 2a: Will this EIA be submitted to a Committee meeting?**

**Yes / No**

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

Adult Social Care and Public Health – 13 June 2023

**Hyperlink to where your EIA is/will be published on the Council's website**

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

**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 [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

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

**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.**

Personal Assistants	Positive – it is anticipated register will deliver the functionality necessary to enable PAs to source employment opportunities and to advertise their availability.		Bridget Hollingsworth - Head of Integrated Services		Circa 27,000
Direct Payment Recipients	Positive – it is anticipated that the PA register will enable DP recipients to match the skills of the PA to their eligible needs which may enable people with Care Act eligible needs and their carers to gain employment, return to or enter education and enable people to remain at home for as long as possible.		Bridget Hollingsworth - Head of Integrated Services	Ongoing	
All protected characteristics – phase 1	Consultation with organisations regarding a possible PA register which can be accessed by: <ul style="list-style-type: none"><li>• DP recipients and those interested in DP's.</li><li>• PA's looking for work and to advertise availability.</li><li>• Self-funders.</li></ul>	Neutral – No direct community impacts at this stage. The needs of those using, or prospectively using the service will be a consideration within this phase to ensure the service will be as accessible as possible	Bridget Hollingsworth - Head of Integrated Services	Ongoing	N/A
All protected	Market testing regarding expression of	Neutral – No direct	Bridget	Ongoing	N/A

characteristics – phase 2	interest and benchmarking criteria	community impacts at this stage. The needs of those using, or prospectively using the service will be a consideration within this phase to ensure the service will be as accessible as possible.	Hollingsworth - Head of Integrated Services		
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**Section 4a:     Where and how will the above actions be monitored?**

Actions will be monitored via the contract monitoring process and feedback from people with lived experience. Equality implications will be considered at all phases.

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

The register will give DP recipients the ability to use a Direct Payment flexibly and have greater access to PAs. This is a developing proposal and equality impacts will be considered as the project progresses.

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

Local, regional, and national Adult Social Care Outcomes Data.  
Research into models operated within other Councils.  
Performance data as it relates to the Section 75 agreement with Wirral Community Health and Care NHS Foundation Trust and the Cheshire and Wirral NHS Foundation Trust.  
Consultation and market testing with accredited organisations.

**Section 6:       Are you intending to carry out any consultation with regard to this Council proposal?**

~~Yes~~ / No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

Active ongoing engagement with people with lived experience, providers of health and social care and the voluntary sector.

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@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 [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to 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 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

## **Section 8:      Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**