

Equality Impact Assessment Toolkit (December 2023)

Section 1: Your details

EIA Lead Officer: Bridget Hollingsworth – Head of Integrated Services

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Head of Section: Jayne Marshall – Interim Assistant Director, Strategic Commissioning and Integrated Services

Chief Officer: Graham Hodkinson – Director of Care and Health

Directorate: Care and Health

Date: 13/12/23

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. Since then and following a procurement exercise for the delivery of a PA register it is recommended that the procurement of a new model is approved.

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 Committee – 23.01.2024

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** (increased recruitment opportunities and increased access to Community, Voluntary and Faith 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 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 the model will provide increased employment opportunities for local people. | | Bridget Hollingsworth - Head of Integrated Services | | |
| Direct Payment Recipients | Positive – it is anticipated that the recommended model 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 | <ul style="list-style-type: none"> • DP recipients and those interested in DP’s. • PA’s looking for work and to advertise availability. • Self-funders. | Neutral – No direct community impacts at this stage. | Bridget Hollingsworth - Head of Integrated Services | Ongoing | N/A |
| All protected characteristics – phase 2 | Market testing regarding expression of interest and benchmarking criteria | Equality implications will be part of the commissioning and review process and we | Bridget Hollingsworth - Head of | Ongoing | N/A |

| | | | | | |
|--|--|--|---------------------|--|--|
| | | will expect any partner agency to have the correct policies and practices in place and to provide a non-discriminatory and accessible service. | Integrated Services | | |
|--|--|--|---------------------|--|--|

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 service will give DP recipients the ability to use a Direct Payment flexibly and have greater access to PAs.

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.

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 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 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 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 via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**