

Equality Impact Assessment Toolkit

Section 1: Your details

EIA lead Officer: Jayne Marshall – Interim Assistant Director, Strategic Commissioning and Integrated Services

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Head of Section: Jayne Marshall

Chief Officer: Graham Hodkinson – Director of Adult Care & Health

Directorate: Adult Care & Health

Date: 2nd February 2024

Section 2: What Council proposal is being assessed?

OUTCOME OF ANNUAL RATES AND FEES ENGAGEMENT

The Council undertakes a fee setting engagement exercise on an annual basis where rates and fees proposals are consulted upon with the community care market, this exercise ran between 27 November 2023 and 17 December 2023.

The service areas that the rates and fees cover are Residential and Nursing care, Supported Living, Extra Care, Care and Support at Home, Direct Payments, Shared Lives and Specialist residential placements.

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
5 March 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)

- X **Services**
- The workforce**
- X **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 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. We encourage services to consider the impact on those who serve and who have served in the armed forces and their families, in accordance with the Armed Forces Covenant

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
All Protected Characteristics	Positive - Under the Care Act 2014 the Council has a duty to promote diversity (choice) and quality in the care and support provider market. The purpose is to produce a sustainable and diverse range of care and support providers to deliver good quality, innovative and cost-effective services, and support and promote the well-being of every person with need of care and support. The Council must also have regard to the sustainability of the market	N/A	Jayne Marshall	For the lifespan of the exercise	None
All Protected Characteristics	Positive – The proposal continues to support the Real Living Wage for the Community Care Market, the impact of this would mean that frontline community care market staff would have to revert to National Minimum	N/A	Jayne Marshall	For the lifespan of the exercise	None

	Wage levels as a minimum, which could have a negative impact on recruitment and retention in the sector, and financial risks to individuals working in the sector				
All protected characteristics	Negative – We recognise that some people may need information in different languages or formats and that this may become a barrier to participation	Information can be provided in different languages and formats upon request and within a reasonable timeframe.	Jayne Marshall	For the lifespan of the exercise	Call off contract through Procurement

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

Local Authorities are obliged to identify those with care and support needs in their area, identify what needs require prioritising and then encourage provider competition, while monitoring the quality of the services provided. In addition, the Council has a duty to assure provision is of a good quality to meet needs.

Individual provision is monitored as part of a care plan. Providers are monitored according to their contract and national minimum requirements.

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

N/A

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

A community care market engagement exercise took place between 27th November 2023 – 17th December 2023.

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:

Please see Section 5

(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?**