

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA589389694

Submitted: 06 March 2024 14:36 PM

Executive summary

Title of policy / decision: Annual Adult Social Care Fees and Charges Uplift for 2024/25

Policy / decision type: Executive Director Decision (EDD)

Overview of policy / decision: Adult social care charges are reviewed annually with the decision setting out the 2024/25 charges to clients. The charges for Home Care and Night Waking are uplifted in line with the average fees paid to providers and the anticipated increases to these rates in 2024/25 whilst Day Care by the anticipated increases to the rates in 2024/25. The rate for the Shared Lives service is increased in line with the uplift given to hosts and Night Sleeping is not being uplifted.

What outcome(s) are you hoping to achieve?: The collection of client contributions towards services they receive ensures we are able to provide support to more vulnerable adults, whilst working with providers to procure quality services at an affordable cost. This uplift will adjust the Adult Social Care Fees and Charges so that they reflect the anticipated costs and inflationary assumptions currently built into the draft budget, so that these increased costs incurred by the Council are reflected in client contributions.

Executive Director responsible for policy / decision: Nick Presmeg (Adult Social Care)

Cabinet Member responsible for policy / decision: Cllr John Spence (Health, Adult Social Care and ICS Integration)

Is this a new policy / decision or a change to an existing one?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: These services are generally only available to people with disabilities or people suffering from a medical condition and that a significant proportion of service users are older people. However, the impact of this annual activity is considered neutral / low since the charge is capped at the service user's assessed financial ability to pay.

The services received are based on an assessment of need, and the need criteria will not change as a result of this decision. A separate financial assessment is carried out for each service user, and the service user will only contribute the value deemed affordable to them in that assessment. Service users' charges may therefore not increase at all following a financial reassessment for 2024/25, which would incorporate the uplifted rates.

Will this policy / decision impact on:

Service users: Yes

Employees: No

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Health: Promoting independence

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Negative

Extent of impact: Low

Disability - learning disability

Nature of impact: Negative

Extent of impact: Low

Disability - mental health issues

Nature of impact: Negative

Extent of impact: Low

Disability - physical impairment

Nature of impact: Negative

Extent of impact: Low

Disability - sensory impairment

Nature of impact: Negative

Extent of impact: Low

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions will be undertaken to mitigate negative impacts, including timescales?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions have already been taken to mitigate any negative impacts?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Residents of Harlow

Nature of impact: Negative

Extent of impact: Low

Residents of Jaywick and Clacton

Nature of impact: Negative

Extent of impact: Low

Residents of Harwich

Nature of impact: Negative

Extent of impact: Low

Residents of Basildon (Town) housing estates

Nature of impact: Negative

Extent of impact: Low

Residents of Canvey Island

Nature of impact: Negative

Extent of impact: Low

Residents of Colchester (Town) - Housing Estates

Nature of impact: Negative

Extent of impact: Low

Residents of Rural North of the Braintree District

Nature of impact: Negative

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions will be undertaken to mitigate negative impacts, including timescales?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions have already been taken to mitigate any negative impacts?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: Negative

Extent of impact: Low

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: Negative

Extent of impact: Low

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: Negative

Extent of impact: Low

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: Negative

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

Any impact to Army Veterans is mitigated by the exclusion of their war pension as part of the financial assessment process where the Council receive a grant from Government to mitigate the loss of income.

What actions will be undertaken to mitigate negative impacts, including timescales?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions have already been taken to mitigate any negative impacts?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Negative

Extent of impact: Low

People living in rural or isolated areas

Nature of impact: Negative

Extent of impact: Low

People living in coastal areas

Nature of impact: Negative

Extent of impact: Low

People living in urban areas

Nature of impact: Negative

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions will be undertaken to mitigate negative impacts, including timescales?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

What actions have already been taken to mitigate any negative impacts?: Whilst the fees and charges for a number of services are being increased individuals the service charge is capped at the individual's assessed financial ability to pay. The Council has attempted to mitigate any hardship as a result of changes to Adult Social Care charges as part of the Social Care Charges decision (FP/574/08/16).

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Charging for non-residential adult social services does not impact any of the above statements.

What actions have already been taken to mitigate any negative impacts?: no negative impacts are expected.

Crime & Disorder

Crime and disorder

Nature of impact: None

The misuse of drugs, alcohol and other substances

Nature of impact: None

Re-offending

Nature of impact: None

Serious violence

Nature of impact: None

Rationale for assessment, including data used to assess the impact:

Decision does not relate to these statements

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

What actions have already been taken to mitigate any negative impacts?:

Decision does not relate to these statements

How could you strengthen any positive impact(s)?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 23/02/2024

Name of person completing the ECIA: Steven Warren

Email address of person completing the ECIA: steven.warren@essex.gov.uk

Your function: Corporate Services

Your service area: Finance

Your team: Adults Finance Team

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: Adult Social Care

Service area:

Team:

Email address of Head of Service: helen.chittock@essex.gov.uk