



Equality Impact Assessment Decreasing the level of subsidy for Social Care charges

Directorate	Adult and Local Services
Unit/Team	Adult Social Care
Director Responsible for EIA	Richard Parry
Service EIA or Proposal	Proposal

Aims of the EIA

Purpose of the EIA	To identify if the proposal to decrease the level of subsidy for social care charges for adults 18+ has any adverse impact on any of the following protected characteristics:- Ethnicity, Age, Gender, including transgender, Disability and health and wellbeing, Sexual Orientation, Age, Marital Status, Religion/Belief, Socio Economic, Community Cohesion
Scope of the EIA: <ul style="list-style-type: none"> • One directorate • Cross directorate • Outsourced organisation 	One Directorate

National Direction and Challenges

In late 2010, the Department of Health (DoH) published 'A Vision for Adult Social Care' setting out a new direction for Adult Social Care in which personalised services and outcomes take centre stage for individuals and their carers. The vision states that the government 'want professionals to have freedom from local authority procedures and be able to work more closely with people who use services'. The vision for a modern system of social care is built on seven principles; personalisation, prevention, partnership, plurality, protection, productivity and people. This is supported by the partnership agreement 'Think Local, Act Personal' made up of the Association of Directors of Adult Social Services, the Local Government Association and the Department of Health. The agreement makes a commitment to real change in adult social care; "Our goal is for people to have better lives through more choice and control over the support they use: often referred to as "personalisation". We represent a wide range of organisations - from people who use services and carers, to the providers of services and representatives from central and local government".

A real challenge for Adult Social Care in Cumbria relates to the scale of the national deficit and the resultant austerity measures. This has had a direct impact on the money available to Cumbria County Council which has led to the requirement to identify savings across the whole council, including Adult Social Care. This impact of this will influence the way we work in the foreseeable future, however it also provides opportunities to meet the needs of individuals in different ways taking account of emerging government policy, shrinking budgets and rising expectations.

The majority of the £2.8m revenue saving the council still has to make this year will come from internal changes to how we do business. These will not achieve the full £2.8m saving meaning some changes to services are also being proposed.

Phase I: Gathering information

List examples of background information that you think are **relevant**. If carrying out an assessment of a proposal this section should include the data used to establish whether the proposal has an impact.

Type of information	Findings
<p>Proposal – decreasing the level of subsidy for social care charges</p>	<p>The Council funds services such as day care and home care for eligible people. The numbers of older people, and therefore demand for services, in Cumbria are increasing. Services that the Council provides are generally paid for by a combination of a Council subsidy through Personal Budgets and individuals through a personal contribution to the cost of the service, although the amount that people pay, if anything, depends on personal circumstances. People with the lowest level of income have the greatest level of subsidy and pay the least (if anything). People with greater income still receive a subsidy from the Council.</p> <p>Decreasing the subsidy that the Council provides to those who are more able to pay, would enable the Council to maintain investment in prevention and reablement services for all vulnerable adults. These services are provided free and can prevent people needing health or social care services.</p> <p>This change will also assist the Council to maintain eligibility criteria for those who need social care services. The approach means that Council resources are most focused on those least able to contribute themselves.</p> <p>Personal contributions are calculated on an individual basis and are means tested. As a consequence, some people will make no contribution to the cost of the services that they receive because they have a low income. The staff who undertake this calculation also look to make sure that people are claiming all the benefits to which they are entitled.</p>

Increase Per Week	2012/13	2013/14	2014/15
	80%	90%	100%
no charge	1503	1503	1503
no increase	1465	1480	1509
£0.01 - £5.00	425	528	534
£5.01 - £10.00	476	463	432
£10.01 - £15.00	178	273	270
£15.01 - £20.00	229	215	151
£20.01 - £25.00	141	104	101
£25.01 - £30.00	61	41	110
£30.01 - £35.00	80	24	21
£35.01 - £40.00	38	0	0
> £40.00	35	0	0
	4631	4631	4631

Increase Per Week	2012/13	2013/14	2014/15
	80%	90%	100%
Gender			
	F	M	Total
no charge	845	658	1503
no increase	879	586	1465
£0.01 - £5.00	270	155	425
£5.01 - £10.00	325	151	476
£10.01 - £15.00	109	69	178
£15.01 - £20.00	153	76	229
£20.01 - £25.00	95	46	141
£25.01 - £30.00	36	25	61
£30.01 - £35.00	49	31	80
£35.01 - £40.00	25	13	38
> £40.00	19	16	35
	2805	1826	4631

Cumbria Atlas	<p>Upon analysing the Cumbria Atlas the following has been identified:-</p> <ul style="list-style-type: none"> • Areas of the county where there is a low income rate and high rates of health deprivation and disability are parts of Barrow in Furness which fall into the top three areas of highest rate of health deprivation and disability and lowest incomes. • Areas of the county where there is the median income category appear to be the same areas as in the lower quartile for lowest incomes where there is also high rates of health deprivation and disability. • Areas of the county where there are the highest incomes, there is the lowest rate of health deprivation and disability for example Wetheral in Carlisle and Crooklands in South Lakes.
Cumbria County Council's Have Your Say Consultation on the draft council budget	<p>The budget proposal was consulted on which enabled people and community groups to consider the proposals and feedback highlighting the areas in which they feel the council should prioritise and are the most important to them. This document was made available online and in hardcopy. Hardcopy documents were sent to all council libraries, main council offices and a range of other public buildings. Parish Councils were also sent hardcopies of the document as well as being emailed with electronic copies and provided with links to the document online.</p> <p>In addition to the response form within the consultation document the public were offered a range of other ways to have their say. This included:</p> <ul style="list-style-type: none"> • Running six public consultation events around the county • Providing a dedicated consultation website including discussion forums • An online survey form <p>In addition to consulting with the general public the council made specific efforts to consult with key stakeholder groups:</p> <ul style="list-style-type: none"> • Chamber of Commerce • 3rd Sector Network • Schools Forum • Trade Unions

	<p>A majority (43%) of survey respondents (online and hardcopy) opposed this change, 36% were in favour with the remainder undecided.</p> <p>The proposals prompted very little debate on the discussion forum.</p> <p>From the other feedback received several themes are apparent:</p> <ul style="list-style-type: none"> • That this proposal comes at a time when this group is facing changes to services on a number of different fronts that may be unsettling and cause distress. Therefore if reducing the subsidy is necessary it should be delayed to allow other changes bed in. • That this group is also dealing with increases in charges (or reductions in income) as a result of other local and national changes. • In conjunction with the point above, despite charges being means tested some people may be unable to afford to pay for all the care they need. This will have a negative immediate effect on their lives and increase costs to the council further down the line. • That the proposal penalises those who have been thrifty and saved for their retirement, whereas those who have made no such effort are “bailed out”. It is argued that this removes the incentive to save. • That targeting increases in charges on vulnerable elderly people is wrong in principle. <p>Those in favour of the change tend to argue that those that can pay should pay; provided that their payments are to cover the cost of their care not cross subsidise the care of others and that the means testing is fair.</p>
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Phase 2 Screening for Impacts

The information below highlights issues raised from the information gathering section.

General/All: This includes impacts that cuts across different protected groups

Issue:	Positive Impact/ Negative Impact	Further comment	Further action?
Proposal – decreasing the level of subsidy for social care	Positive Impact	The proposal is being consulted on inline with the consultation policy which will enable people and community groups to consider the	Y

charges		proposals and feedback highlighting the areas in which they feel the council should prioritise and are the most important to them.	
Proposal – decreasing the level of subsidy for social care charges	Positive	The proposal to decrease the level of subsidy will have no impact on vulnerable people who are on a low income who meet the fair access to care criteria as there will be either no charge for the assessed community based service or no increase.	N

Ethnicity: All ethnic groups recognised under the Race relations Act including Asian, Black, East Asian and white minority ethnic groups, including Eastern Europeans, Irish people and Gypsy Travellers.

Issue	Positive Impact/ Negative Impact	Further comment:	Further action?
N/A			

Disability and health and wellbeing: All forms of disability recognised under the Disability Discrimination Act including sensory impairment, mental health, learning disabilities, mobility related conditions, conditions such as heart disease, diabetes, asthma. This also covers any impact on health and well being

Issue	Positive Impact/ Negative Impact	Further comment:	Further action?
Proposal – decreasing the level of subsidy for social care charges	Potential Negative	The proposal could potentially impact on people's mental health and wellbeing due to the added pressures of financial commitments in the current economic climate. To assist in the mitigation of this pressure the decrease in subsidy is proposed to be staggered over the next three years.	N
Proposal – decreasing the level of subsidy for social care charges	Positive	Based on the information currently available the proposal should not have any adverse impact on people who live with a disability as the financial assessment will continue to partially disregard income such as attendance allowance and DLA care and will disregard DLA mobility allowance. The assessment will also take into consideration disability related expenses.	N

Gender: including men, women and transgender people.

Issue	Positive Impact/Negative Impact	Further comment:	Further action
Proposal – decreasing the level of subsidy for social care charges	Negative Impact	Upon analysing the charging the data, it is clear that females are more likely to affected due to the higher number of female service users.	Y

Sexual Orientation: including heterosexual, gay, lesbian and bisexual people

Issue:	Positive Impact/Negative	Further comment:	Further action:
N/A		No specific impact	

Age: All age groups

Issue:	Positive Impact/ Negative	Further comment:	Further action:

Religion/belief: all faiths including Christianity, Islam, Judaism, Hinduism, Buddhism, Sikhism and non religious beliefs such as Humanism

Area	Positive Impact/ Negative Impact	Further comment:	Further action:

Socio-Economic Status: This can include people on low incomes, as well as issues around rural and urban deprivation

Area	Positive Impact/ Negative Impact	Further comment:	Further action:
Proposal – decreasing the level of subsidy for social care charges	Negative	Upon analysing the charging data, it is apparent the people who are most likely to be affected are those people who a median income who live in an area where there is a higher prevalence of health and disability deprivation.	Y
Feedback from Cumbria County Council's Have Your Say Consultation on the draft council budget	Potential Negative	The consultation feedback raised concerns over socio economic status and concerns over people not being able to afford to pay for their care. There will be a financial assessment carried out and personal contributions are calculated on an individual basis and are means tested. To assist in the mitigation of this pressure the decrease in subsidy is proposed to be staggered over the next three years.	Y

Community Cohesion: This is where a decision or a change to services may risk creating tensions between community groups in a local area.

Issue	Positive Impact or benefits	Negative impact or risks	Further Action Required

Phase 3: Action Planning

Based on actions raised in the action required box above

Area for further action	Actions proposed	Lead officer	When	Resource implications	Outcome
Charging Data	Further data is required, including areas most affected, to enable a more in-depth analysis to be carried out on the protected characteristics	Richard Parry		Paul Turney – Data	Will be able to identify if any of the protected characteristics will be adversely affected by the proposal
Service Users	Once the budget consultation is complete, the feedback to be analysed for any equality issues and feedback taken on board to update the EIA	Richard Parry			Any equality issues identified as part of the consultation process will be included in the EIA and answered. Completed
Charging Data	If the proposal is implemented close monitoring to be carried out	Richard Parry		Through the Performance Improvement Team	

Documents appended to the Equality Impact Assessment:

Quality Assurance and EIA completion

Date completed	January 2012
Lead officer	Judith Whittam, Assistant Director – Social Care

Signed off	
Have staff been involved in developing the EIA?	Paul Turney, Group Finance Manager - A&LS + SSC Susan Renucci, Performance Improvement Officer Davina Jenkins, Performance Improvement Officer
Have community organisations been involved?	Cumbria County Council's Have Your Say Consultation on the draft council budget
Date of latest update of EIA	February 2012