

Equality Impact Analysis Screening Tool

Section 1: Introduction

Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project Insourcing the direct payment support service
Service area and Directorate responsible
Integrated Commissioning and Adult Social Care, Health and Adult Social Care
Name of completing officer
Shuheda Uddin, Senior Commissioning Manager
Head of Service
Darren Ingram, Integrated Commissioning and Paul Swindells, Adult Social Care

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with 'protected characteristics' and those without them
- Foster good relations between those with 'protected characteristics' and those without them

This Equality Impact Analysis provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above. For more information about the Council's commitment to equality, please visit the Council's [website](#).

Section 2: Summary of proposal being screened

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010
The Council has a duty, under the Care Act 2014 to offer the choice of either a managed care package or a direct payment for service users (adults and children) with eligible care needs. A direct payment enables a service user with care needs that meets the to be in control and feel empowered to meet their own needs and aspirations through choice and flexibility. It is a duty for the council to provide information, advice and support to services who opt to take up a direct

payment. The proposal is to insource the direct payment support service from April 2024, currently commissioned to an external provider.

Section 3: Equality Impact Analysis screening

<p>Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below?</p> <p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>	Yes	No	Comments
<ul style="list-style-type: none"> ▪ Sex 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Age 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The service primarily supports adults and guardians of children who want to take up a direct payment. There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Race 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Sexual Orientation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Gender re-assignment status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.

<ul style="list-style-type: none"> ▪ People who have a Disability (physical, learning difficulties, mental health and medical conditions) 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The service will work with residents who meet the Care Act 2014 eligibility threshold, in many instances, these service users will have a disability. An insourced delivery model will focus on increasing support available in the borough by delivering more face to face services in the community and in the home, this will increase the take up of direct payments.</p>
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.</p>
<ul style="list-style-type: none"> ▪ People who are Pregnant and on Maternity 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There will be no changes in the service delivery that will have a direct or indirect adverse impact on this protected characteristic.</p>
<p>You should also consider:</p> <ul style="list-style-type: none"> ▪ Parents and Carers ▪ Socio-economic status ▪ People with different Gender Identities e.g. Gender fluid, Non-binary etc. ▪ Other 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The service will have a positive impact on parents and unpaid carers if either they care for a child or their cared for person lacks capacity, as often they take on the role of the authorised person and may need more support to understand this, a streamlined service will support unpaid carers who are often time poor. Unpaid carers who meet the Care Act 2014 eligibility threshold do also receive a personal budget to support them continue in their caring role and therefore access the service if they want a direct payment.</p> <p>There will be no changes in the service delivery that will have a direct or indirect adverse impact on the socio-economic status or people with different gender identities.</p>

If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Analysis is required**. The only exception to this is if you can 'justify' the discrimination (Section 4).

Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	<input type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

Section 5: Conclusion

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.

Conclusion details

Based on your screening does a full Equality Impact Analysis need to be performed?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

Comments
The screening found that no groups will be adversely impacted (directly and indirectly) because of insourcing the direct payment support service.