



# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Isabel Watson

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**Head of Section:** Jason Oxley

**Chief Officer:** Graham Hodgkinson

**Directorate:** Care and Health

**Date:** 10/01/23

## **Section 2: What Council proposal is being assessed?**

Wirral Borough Council are developing the Residential and Community Charging Policy proposal, which will be an overarching assessment which will be reviewed.

## **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, 31.01.23

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**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** (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](mailto: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.

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 categories	<p>Wirral Council has a duty to arrange care and support for those with eligible needs. This applies to adults, aged 18 or over, who are unable to perform some of their day-to-day tasks as a result of age, illness, disability or any significant change in their life. The Care Act 2014 provides a single legal framework for charging and enables a Local Authority to charge a person when it is arranging to meet a person's care and support. This is set out in Sections 14 and 17 of the Care Act 2014.</p> <p>Following the review, it has been proposed that Adult Social Care should operate with two key charging policies. The previous policy has been split in two and strengthened</p>	This is a developing proposal and is an initial, overarching assessment	Isabel Watson Principal Social Worker	Ongoing	Additional Staff to oversee the financial elements and oversee feed back, monitor and review as in report.

	<p>to include more information which allows for a clear and transparent approach to charging. The two key policies which have been drafted are:</p> <ul style="list-style-type: none"> <li>○ a Residential Charging Policy</li> <li>○ a Community Services Charging Policy (previously referred to as Non-Residential)</li> </ul> <p>The Annual Complaints Report for Adult Social Care has highlighted an increase in complaints about charging over a number of years. In addition to this, several complaints have been escalated to the Local Government and Social Care Ombudsman about the Council's financial processes and practice. Learning from both complaints and Ombudsman decisions have been embedded into the new policies.</p>				
Professionals/ Social Care and Health Sector	This will ensure Equality and access to Care in a means tested approach in accordance with the Care Act recommendations. This will ensure parity and Equality. For everyone.	This is a developing proposal and is an initial, overarching assessment	Isabel Watson Principle Social Worker	Ongoing	This new policy will provide a much needed guide and clear pathway for applying charges in an equitable approach.
All	Possible negative – It is important that people have access to clear information to gain an	We have a call off contract with a company to provide	Service can contact	Ongoing	Use of call off contract

	understanding of the charging policies. We accept that some people may need information in different languages or formats and will provide this upon request and within a reasonable timeframe. This will include any information around charging appeals and complaints	translation and interpretation services on behalf of the Council	Procurement Team for timescales and costs		
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**Section 4a: Where and how will the above actions be monitored?**

Our Communications will share this policy and with public consultation. The Policy team and Legal department will monitor feedback and professionals will review the policy annually once in place. Our Policy Board meet every month. We propose this is reviewed monthly for the first 6 months and then quarterly by the Principle Social Worker of Adult Social Care.

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

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

The Care Act and feedback from people we support. Consultation process will take place which will provide more information and data.

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes**

**This will be a public consultation and will take initially 4 weeks and will be ongoing. The council Communication Website will be used for everyone.**

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:**

It is essential that this Policy goes out to Public Consultation for people we support, carers and staff to provide feedback.

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7: How will consultation take place and by when?**

Consultation commences 31<sup>st</sup> January 2023. Initial 4 weeks and this will be an ongoing document reviewed monthly.

It will take Place at the end of January 2023 and be returned and studied and completed by March 2023. The Council Webpage for public consultation and staff.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto: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](mailto: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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**