

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA Lead Officer: Bridget Hollingsworth

Email address: bridgethollingsworth@wirral.gov.uk

Head of Section: Jason Oxley

Chief Officer: Graham Hodgkinson

Directorate: Care and Health

Date: 17th October 2022

Section 2: What Council proposal is being assessed?

Direct Payments Review

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 – 29th November 2022

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 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
Personal Assistants	Positive – increased rate of pay exceeding the minimum wage will improve the socio-economic status of workers in this sector.		Bridget Hollingsworth		£389,629 increase in cost
Direct Payment Recipients	Positive – it is anticipated that the increased rate of pay will attract more staff to the sector and the flexibilities created by direct payments may enable people with Care Act eligible needs and their carers to gain employment, return to or enter education and enable people to remain at home for as long as possible.		Bridget Hollingsworth	Ongoing	

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

Actions will be monitored via the Direct Payments Project Plan.

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

Increasing the hourly rate of pay to above the minimum wage will encourage staff to join the sector. The ability to use a Direct Payment flexibly will enable people with Care Act eligible needs and their carers more opportunities to access work, education and support people to remain at home as long as is reasonably possible.

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

Local, regional, and national Adult Social Care Outcomes Data.
Performance data as it relates to the Section 75 agreement with Wirral Community Health and Care NHS Foundation Trust and the Cheshire and Wirral NHS Foundation Trust.

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:

Active ongoing engagement with people with lived experience, providers of health and social care and the voluntary sector.

(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?**