

Equality Impact Assessment – Domiciliary Care

Section 1:

EIA lead Officer: Glyn Morgan

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Head of Section: Jacqui Evans

Chief Officer: Graham Hodkinson

Directorate: Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

Date: 28 April 2016

Section 2: What Council proposal is being assessed?

Proposed fees to be paid to providers of homecare

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

Yes / ~~No~~ If 'yes' please state which meeting and what date

Cabinet – June 2016

Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2014/families>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (Providers)

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 (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

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
Disabled and Older people	<p>Positive</p> <p>Model produced which will be used annually to upgrade fees to be paid to providers.</p> <p>Transparency for providers who will be able to see how the model has been constructed and will be able to plan accordingly.</p> <p>Will assist the Council in planning budgets as same model will be used annually.</p> <p>Assistance to providers who will be able to plan their budgets accordingly.</p> <p>Loss of providers could lead to cheaper rates as providers would achieve economies of scale.</p>	<p>Consultation with Providers.</p> <p>Transparency with models being produced.</p> <p>Review of numbers of providers of care.</p> <p>Continual monitoring of the market place.</p> <p>Quality of care will continue to be monitored</p>	Jacqui Evans	Immediate	No additional resources required

	<p>Negative</p> <p>Potential loss of providers in the market place</p> <p>Market place may not be able to sustain rates.</p> <p>Service users could outnumber providers if rate being offered is lower than expectations.</p> <p>Future year cost could be unaffordable for the Council.</p> <p>Loss of providers could lead to excess costs to the Council as fewer providers could lead to a monopoly on provision of care.</p>				

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

DASS will monitor the market place and ensure there are sufficient providers to cover service users. Regular reviews will take place and monthly forums with providers will continue.

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

Not Applicable – negative impact possible.

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

UKHCA cost models have been used to support the process. Experts from Capita Consulting have been used to provide robust challenge. Benchmarking across North West authorities has supported our cost base.

Consultation with providers, providers have been requested to provide their cost bases to support work being carried out. Returns lower than we would have liked.

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:

(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?

Consultation commenced in March 2016 with an end date of 11 May 2016.

All providers were given the opportunity to respond. Their responses have been considered when calculating hourly rates.

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?**