

APPENDIX 8
Equality, Diversity, Cohesion and
Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adult Social Care	Service area: Resources
Lead person: Janet Somers	Contact number: 2478690

1. Title: Charging Review 2012		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
<p>Charging for non-residential Adult Social Care services. The Council is considering changing the way that it charges people for the adult social care services that they receive and how much they will be asked to pay towards these services. We are proposing to:</p> <ul style="list-style-type: none"> • increase the financial contribution a person pays towards the cost of their care from 90% to 100% of their disposable income (after allowances) • To reduce the amount of savings & investments (capital) people can keep before they pay the full cost of the services that they receive and increase amount some people pay in relation to their savings. This would bring it in line with the savings/capital threshold for people moving into residential care. • To charge for the following services that we currently do not charge for: Care Ring Telecare Mental Health Day Services Mental Health Housing Support Services Respite/sitting services which provide support for carers as well as for our customers.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

There are two levels on which to consider the impact of the proposed changes to the Charging Policy. One is in relation to whether the changes generally will impact, either negatively or positively on certain protected characteristics, and the other is in relation to the actual impact that the changes may potentially have on individuals.

We are gathering information on the equality characteristics of the people who may be affected by the proposals. In addition, it is our proposal to under take a period of `consultation` with a range of Stakeholders, specifically targeting all Service Users and opening opportunities for Carers, to understand the impact that the proposed changes will have on them personally and on their family members.

The information gathered during this process will inform a detailed Equality, Diversity, Cohesion and Impact Assessment, that will in turn be reported to Executive Board later in the year to inform the decision making process.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The information that we currently hold on our financial assessment database is as follows:

Gender	Number of Customers
Male	2,189
Female	3,405
	5,594

Age Groups	Number of Customers
Under 65	1,818
65 - 74	645
75 - 84	1,368
85 plus	1,753
Unknown	10
	5,594

Ethnicity	Number of Customers
Asian/Asian British	243
Black/Black British	221
Chinese or other	14
Middle Eastern	4
Mixed	20
Other	6
White Other	32
White British	4,865
White European	58
White Irish	59
White Romany/Gypsy	2
No Information	70
	5,594

This shows that we have some baseline information about the equality and diversity characteristics of the people who have received a financial assessment. In terms of sexuality, the majority of people have chosen not to provide any information.

We do not yet have information about the equality and diversity characteristics of people who have not received a financial assessment and who may be in receipt of services that we currently do not charge for but may do so in the future.

We will gather the information that is available during the community engagement and impact assessment process, although some people may choose not to provide information about their equality and diversity characteristics. In addition, we will use comparative data of the adult social care service user population to compare potential impact.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

These will be identified through the community engagement and impact assessment process, which will engage customers, carers, customer and carer led groups and forums, voluntary, community and faith sector organisations, partner organisations, staff and elected members. Those customers directly affected by the proposed changes will receive written information outlining the likely impact for them and giving the opportunity to comment on the proposals and their impact. An advisory group including service users and carers has been established and one of its roles is to advise on the impact the proposals will have on those affected and contribute towards the Equality, Diversity, Cohesion and Integration Impact Assessment.

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

Date to scope and plan your impact assessment:

June / July 1012

Date to complete your impact assessment

November / December 2012

Lead person for your impact assessment
(Include name and job title)

Janet Somers, Consultation and
Involvement Officer

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name

Job title

Date

Ann Hill

Head of Finance

20th June 2012

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed

19th June 2012

Date sent to Equality Team

Date published

(To be completed by the Equality Team)