

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this desktop screening, please refer to the County Council's [EIA Guidance document](#) available on SID.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit:	ACS – Adult Social Care
1.2	Title or brief description of the policy being screened:	Review of the current Fairer Charging Policy in Adult Social Care
1.3	Screening by:	Sue Alexander, Mark Sanders and Angela Buckley
1.4	Date of screening:	28 th October 2010
1.5	Related policies/functions:	No
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Equity of charging for people having an Individual Budget Delivery of BOLD efficiencies
1.7	Is this a new or existing policy?	Review of an existing policy
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	Yes this will affect service users and carers in a positive way as the review will create equity but will also affect some service users in a negative way as they will have to pay a higher charge. There may be an impact on staff dealing with

		these issues.
1.9	What is the policy seeking to achieve?	The policy seeks to achieve equity in the charging policy across all service user groups. To simplify the charging policy and create efficiencies
1.10	What are the planned outcomes for this policy?	Equitable charging, simplifying the charging process and increased income generation
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Sue Alexander
1.12	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	Cabinet 05/12/02 Charging Policy Implementation from 01/04/03 - Consultation with users and representative groups Cabinet 11/11/04 Charging Policy Revision – Consultation with users and representative groups
1.13	Is equality monitoring in place for this policy?	Yes there is data in the report looking at the numbers of people who will be affected by the review of the policy. There are plans to consult on the review and agree transitional arrangements for those service users who may be adversely affected.

Part Two: The purpose of the following exercise is to assess the potential relevance of the policy in the lives of staff and/or residents who are of differing age, gender (including gender reassignment), race/ethnicity, religion or belief, sexual orientation and/or who have a disability.

The questions in this section ask you to consider factors you will need to take into account in making your decision. The answers you provide will help you determine whether you will need to carry out an Equality Impact Assessment.

		Yes	No	Details and comments
2.1	Could this policy have a significant impact on service delivery or other aspects of daily life for people who belong to the groups listed above?	√		Some older people and people with disability may have to pay more charges for their current services

2.2	Does the policy involve a significant commitment, or reduction, of resources?	√		There will be increased charging costs for some service users and a reduction in the choice of payment methods
2.3	Does the policy relate to an area where inequalities are known to exist?	√		Older people have traditionally received lower costed care packages. The current charging policy disadvantages people who have Individual Budgets against the people receiving a traditional care package.

2.4 Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups?

Characteristic	Yes	No	Details, including what information you have based your answer on
Age	√		Yes the report has identified that a number of self funders and non self funders will have increased charges, this is across service user groups There is a plan to phase out some of the current payment methods being used
Disability	√		Yes the report has identified that a number of self funders and non self funders will have increased charges, this is across service user groups There is a plan to phase out some of the current payment methods being used
Gender (including gender reassignment)	√		More women than men receive social care services. It is possible that on average older women may have a lower income than older men, especially if they haven't worked in earlier years.
Race		√	
Religion or belief		√	
Sexual orientation		√	

If the answer to question 2.3 is "yes" or "could be yes" then you **must complete an EIA**.

For existing policies, if the answer to question 2.4 is "yes" or "could be yes" then you **must complete an EIA**.

If the answer to questions 2.1 or 2.2 is "yes" or "could be yes" then you may need to complete an EIA. Please refer to Section 3 of the [EIA Guidance](#) for further clarification on when an EIA should be completed.

2.5 Based on the factors above, is an Equality Impact Assessment required for this policy?

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

An EIA is not always needed. Where you have decided that an assessment is not required please clearly summarise the reasons for your decision, including any factors you have taken into account, in the box below. Please then ensure this screening form is signed-off by your line manager and sent to the Corporate Equality and Diversity Team for publication.

EIA not required: reasons and additional comments

Signed (completing Officer/Manager): Date:

Signed (Line Manager): Date: