

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #834

1.0 Screening Information

Project Name

2025/26 Annual Increase to fees charges for Appointees and DPA services

Name of Project Sponsor

Steph Simcox

Name of Project Manager

Sharran Grove

Name of Project Lead

Sharran Grove

Please give a brief description of the project

Apply the 2025/26 annual increase to:

- fees charged by WCC when providing an Appointee service
- administration fees charged for administration of Deferred Payment applications as part of Deferred Payment Agreement process

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Does not need a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Apply the 2025/26 annual increase to fees charged by WCC for administering:

- WCC Appointee service
- Deferred Payment Agreement service

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Apply the 2025/26 annual increase to fees charged by WCC for administering:

- WCC Appointee service
- Deferred Payment Agreement service

Project Outcomes

Briefly summarise what the project will achieve.

Apply the 2025/26 annual increase to fees charged by WCC for administering:

- WCC Appointee service
- Deferred Payment Agreement service

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

Chief Executive's Unit

Service Area

Finance Commercial & Performance Services

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

April 2025

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Sharran Grove
Job title	Finance Service Manager
Email address	sgrove@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Peer local authorities
 Commercial providers
 Office of the Public Guardian
 Care Act 2014

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

SLT
ROED

3.3 Summary of relevant findings

Please summarise your relevant findings. *

2025/26 annual increase to fees charged by WCC for administering:

- WCC Appointee service
- Deferred Payment Agreement service

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential neutral impact selected. Potential negative impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

The impact of the financial increase will directly affect all users, negatively, however it is not related or impact based solely on the protected characteristic of age or age group, unless those accessing the service are on age-related benefits or income based on age. Whilst this increase unfortunately cannot be mitigated, provision of a Deferred Payment Loan to support with care fees payable will be offered and given to individuals as appropriate

Disability

Potential neutral impact selected. Potential negative impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

The impact of the financial increase will directly affect users, negatively, based on the protected characteristic of disability, due to the nature of the service and those it has provision for. The financial impact may be detrimental to those receiving income or benefits related to being disabled, or caring responsibility for another disabled person. Whilst this increase unfortunately cannot be mitigated, provision of a Deferred Payment Loan to support with care fees payable will be offered and given to individuals as appropriate

Gender reassignment

Potential neutral impact selected Potential negative impact selected

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

The impact of the financial increase will directly affect users, negatively, based on the protected characteristic of disability, due to the nature of the service and those it has provision for. The financial impact may be detrimental to those receiving income or benefits related to being disabled, or caring responsibility for another disabled person. Whilst this increase unfortunately cannot be mitigated, provision of a Deferred Payment Loan to support with care fees payable will be offered and given to individuals as appropriate

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.
No disproportionate impact anticipated or known to be relevant with regards to the protected characteristic of marriage or civil partnership.

Pregnancy and maternity

Potential neutral impact selected. Potential negative impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.
No disproportionate impact anticipated or known to be relevant with regards to the protected characteristic of race (we additionally include ethnicity, cultural background, nationality and heritage identity).

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.
No disproportionate impact anticipated or known to be relevant with regards to the protected characteristic of race (we additionally include ethnicity, cultural background, nationality and heritage identity).

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.
No disproportionate impact anticipated or known to be relevant with regards to the protected characteristic of race (we additionally include ethnicity, cultural background, nationality and heritage identity).

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Social and economic

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

Whilst there is an increase to the service user for these services, benefits received by the service user have also increased in line with RPI. The services they may receive are not impacted.

6 Actions to mitigate potential negative impacts

Risk identified	Increased cost to service users affected
Actions required to reduce/eliminate negative impact	Provision of a Deferred Payment Loan to support with care fees payable will be offered and given to individuals as appropriate.
Who will lead this action	Service
Timeframe	As part of the application process for Deferred Payment Agreements

How will you monitor these actions?

Provision of a Deferred Payment Loan to support with care fees payable will be offered and given to individuals as appropriate.

7 When will you review this equality and public health estimate(EPHIA)?

January 2026 in readiness for the 2026/27 annual increase.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

11/02/2025 16:13:07

Screening Submitted Date Time

17/01/2025 10:04:24

Last Reopened Date Time

17/01/2025 13:08:36

Full Impact Submitted Date Time

17/01/2025 14:03:29

Approved/Rejected Date Time

11/02/2025 16:13:07

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

[Sharran Grove \(sgrove@worcestershire.gov.uk\)](mailto:sgrove@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Sharran Grove \(sgrove@worcestershire.gov.uk\)](mailto:sgrove@worcestershire.gov.uk)

10

Direct Questions

Question:

Hi Sharran, thanks for your time, I have emailed you with some suggested amends and feedback for consideration, and have reopened the assessment to update as required. Any queries, please let me know. Maddy

Asked by Maddy Cameron (MCameron@worcestershires.gov.uk) at 17/01/2025 13:08:21

Sharran Grove (sgrove@worcestershires.gov.uk) has been asked this question.

Currently Unanswered

[Add Response](#)

Question:

Hi Sharran

Would it be possible to have a conversation about this assessment before i sign off - just so i understand the ask better

Thanks

Asked by Sarah Lawlor (SLawlor1@worcestershires.gov.uk) at 03/02/2025 10:48:50

Sharran Grove (sgrove@worcestershires.gov.uk) has been asked this question.

Response:

Thank you for taking the time t meet with me, i understand that the impact assessment is informing your audience that there is an annual increase in line with national tax rates. There is no substantive change to the process and no risks have been identified. signed off 11.02.25

Sarah Lawlor (SLawlor1@worcestershires.gov.uk) at 11/02/2025 16:12:33

[Add Response](#)