

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Under the Equality Act 2010 Protected characteristics are age, disability, gender, gender identity, race, religion or belief, sexuality, civil partnerships and marriage, pregnancy and maternity.	
Name of policy, service or function. If a policy, list any associated policies:	Review of charges for Day Care and Transport
Name of service and Directorate	Adult Services Adult Care and Housing Directorate
Lead manager	Mark Scarrott
Date of Equality Analysis (EA)	17 October 2016
Names of those involved in the EA (Should include at least two other people)	Gillian Buckley
Aim/Scope To consult on the proposed increase in charges for the provision of Day Care and Transport for Adult Care with the aim of moving towards recovering the full cost of providing the service(s).	
What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? A report to Commissioners in March 2016 on the review of non-residential care charges highlighted that charges for day care and transport to and from a day centre were heavily subsidised and low when compared with our nearest neighbours. Proposals were therefore put forward to Members to consult with customers for a phased increase. Day Care charges are subject to a financial assessment and currently 56% of customers do not pay towards the cost of their service. However, the charge for transport is a flat rate charge paid by all customers. Information is available in the Adult Care Charging Policy on how we charge for these services. All customers receive an annual review of their care plan and this will include a financial assessment regarding the ability to pay towards the cost of the services they receive. A customers' income will not be reduced below the basic level of Income Support or the Guarantee Credit of Pension Credit plus a further allowance of 25%.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	A Consultation commenced on 28 July 2016 and ended on 28 September 2016. All current customers and carers (2934) received a letter explaining the proposals together with a questionnaire to complete including a pre-paid envelope. The questionnaire was

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	<p>also made available to the general public on the Council's Website.</p> <p>The key findings from the consultation were as follows:</p> <p><u>Increase the day care charge from £4.47 to £15 per session from 1 January 2017:</u></p> <ul style="list-style-type: none"> - 56% strongly disagreed - 27% disagreed - 14% agreed - 2% strongly agreed - 1% did not respond <p><u>Increase the day care charge to £30 from 1 October 2017:</u></p> <ul style="list-style-type: none"> - 66% strongly disagreed - 25% disagreed - 6% agreed - 2% strongly agreed - 1% did not respond <p><u>Increase the transport charge from £3.50 to £5 per return journey</u></p> <ul style="list-style-type: none"> - 32% strongly disagreed - 24% disagreed - 38% agreed - 4% strongly agreed - 2% did not respond <p><u>Increase the transport charge from £5 to £10 per return journey</u></p> <ul style="list-style-type: none"> - 56% strongly disagreed - 29% disagreed - 10% agreed - 2% strongly agreed - 3% did not respond <p>Overall, 80% of responses disagreed with the proposed increases in charges.</p>
Engagement undertaken with staff about the implications on customers (date and group(s) consulted and key findings)	<p>Adult Care Managers, Members and Financial Assessment staff have been informed of the proposals and the consultation process.</p>

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The Analysis
<p>How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of age, disability, gender, gender identity, race, religion or belief, sexuality, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive.</p> <p>The provision of day care including transport to and from a day centre meets the assessed care needs of vulnerable adults both older people and people with disabilities. At present the income received from charges does not recover the full cost of providing the service and therefore charges to customers are significantly subsidised. Following a review of these charges which included benchmarking against our comparator authorities the proposal to increase charges for day care and transport were discussed in a report to Commissioners in March 2016.</p> <p>Currently, 56% of customers do not pay towards the cost of their day care service after undertaking a financial assessment.</p> <p>The proposed increases would affect 38 customers out of the current 2934 who receive a non-residential care service. Currently only 2 customers pay the maximum charge of £417 per week and 144 (4.9%) pay above £100 per week. This will not change if any of the proposals are approved.</p> <p>In respect of charges for transport as this is not subject to a financial assessment as it is part of everyone's normal living expenses, any increase would be payable by everyone who uses the service.</p>
<p>Analysis of the actual or likely effect of the Policy or Service:</p> <p>Further analysis of the outcome of the consultation is included within the report to the Commissioners in November before a final decision is made on whether to increase the charges.</p> <p>Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics</p> <p>No – current service provision is being reviewed and alternatives developed to improve outcomes for customers.</p> <p>What affect will the Policy/Service have on community relations? Identify by protected characteristics</p> <p>The majority of customers have expressed their concern at the proposed increases during the consultation process. The decision to increase charges may also lead to adverse media interest.</p>

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Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

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Equality Analysis Action Plan

Time Period July 2016 – October 2017

Manager: Mark Scarrott

Service Area: Finance

Tel: 01709 822007

Day Care and Transport Charges:

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target		State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
Report to Commissioners with outcome of the consultation process		A,C,D	October 2016
Publish Outcome of the Consultation on the Council's website			November 2016
Implement decision of Commissioners			November 2016
Name of Director who approved Plan	Anne Marie Lubanski	Date 27 October 2017	

*A = Age, C= Carers D= Disability, G = Gender, GI Gender Identity, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

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Website Summary – Please complete for publishing on our website and append to any reports to Elected Members, SLT or Directorate Management Teams

Completed equality analysis	Key findings	Future actions
<div>Directorate:</div> <div>Function, policy or proposal name:</div> <div>.....</div> <div>Function or policy status: (new, changing or existing)</div> <div>Name of lead officer completing the assessment:</div> <div>Date of assessment:</div>		