

PART A - Initial Equality Screening Assessment

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 and diversity.

A **screening** process can help judge relevance and provide 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 and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Adult Services non-residential care charging policy review	
Directorate: Adult Social Care	Service area:
Lead person: Ian Spicer	Contact number: 01709 334062
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>On the 17th December 2018 Cabinet approved a proposal to consult on the options available to the Council for non-residential care charges, including options for the financial assessment. An initial review had been undertaken on the non-residential adult care charging policy and had identified key areas for proposed change. This report sets out the outcome of the consultation and makes recommendations for cabinet to consider on those proposed changes.</p>

The consultation was launched on the 22nd July with an initial planned closure date of the 9th September. This was extended for a further three weeks to the 29th September to ensure there was sufficient opportunity for people to respond.

3. Relevance to equality and diversity

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

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

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect the Council's workforce or employment practices		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination,

harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

How have you considered equality and diversity?

Adult Social Care provides services to older and disabled people and so we know that these groups will be affected by the proposals. The proposals may also have an impact on Carers, both as people who may use services and as people who provide unpaid care and support to service users. The provision of any service is related purely to identified or assessed need and as such, religion, sexuality, culture, ethnicity should not impact upon the provision of services however it may impact upon how and where those services are provided.

The consultation will need to ensure that it is effective in engaging with all those who wish to take part including making it accessible to those with disabilities.

Demographic

263,400 people live in Rotherham Borough, about half living in and around the main urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities

Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles

One in four residents (25.2%) are aged 60 years or over and 22,500 people (8.5%) are aged 75 years or over. Rotherham has 56,900 children aged 0-17 (21.6% of the population).

Key findings

This identified that the people that the proposals will affect will all be older and/or disabled people, but that no other equality characteristics were impacted upon disproportionately. A range of actions are included to mitigate the impact of the proposals recommended.

Actions

To consider how all communication, web, written and spoken is presented in a simple easily understood way and it is carried out in a manner, at a pace and where necessary with appropriate support that allows service users to understand and question the information they are being given, seek clarity and decide how to proceed.

The Council has a legal responsibility to meet identified need under the Care Act and will continue to meet this duty by ensuring no one is asked to pay what they cannot reasonably afford. This will be done through the application of the financial assessment and through looking at individual circumstances where customers are facing difficulties.

Date to scope and plan your Equality Analysis:	30/09/2019
Date to complete your Equality Analysis:	10/10/19
Lead person for your Equality Analysis (Include name and job title):	Ian Spicer Assistant Director – Independent Living & Support

5. Governance, ownership and approval

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

Name	Job title	Date
Gerry Gillen	Legal Officer	
Ian Spicer	Assistant Director	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	19/09/19
Report title and date	Adult Services non-residential care charging policy review Date:

If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	14/10/19
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14/10/19