

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Adult Care Charging Policy	
Date of Equality Analysis (EA): 20/10/2025	
Directorate: Adult Care, Housing & Public Health	Service area: Adult Care & Integration
Lead Manager: Kirsty-Louise Littlewood kirsty-louise.littlewood@rotherham.gov.uk	Contact number: 07766 368 458
Is this a: <input checked="checked" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Gioia Morrison	Rotherham Council	Head of Finance
Caroline Hine	Rotherham Council	Change Lead
Faye Prosser	Rotherham Council	Project Development Officer

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The aim is to incorporate the residential charging framework and non-residential charging policy into one Adult Care Charging Policy at the same time there will be some updates and changes to the non-residential charging policy. These changes were highlighted in the consultation.

What equality information is available? (Include any engagement undertaken)

There are people who would be affected by any change in the non-residential elements of the policy, these could include multiple protected characteristics but the main one would be disability.

Engagement was taken in the form of a 90-day consultation. This was available online and also in paper formats. Of the 97 respondents to the consultation 61 completed the equalities questions.

People in receipt of services who would be affected by any change in policy were contacted directly, by post, with a copy of the consultation and a reply paid envelope for return.

Are there any gaps in the information that you are aware of?

No

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The responses to the consultation have been monitored across the board, with the equalities screening questions being included in the consultation paper. These were not always answered as they were not mandatory.

<p>If the new policy is accepted by Cabinet it will come into force from 1st April 2026.</p> <p>Monitoring of people on service by the type of payment method can be done at intervals throughout the year, to ascertain what impact the policy has had on people in receipt of services and how their care is paid for.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>90-day consultation (24th July 2025 – 16th October 2025) online and paper copies of the consultation available to complete.</p> <p>Four drop-in sessions held at key venues across the Borough (Maltby, Aston, Rawmarsh and Riverside House) to accommodate North, South and Central areas.</p> <p>Presented to RASCAL Co-Production Board who shared with their respective communities and groups for a spider web approach, 3rd October 2025.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>No specific engagement undertaken with staff.</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

When the Adult Care Charging Policy is introduced it will bring together both the Residential and Non-Residential elements of charging into one key document. This will allow all readers, both public and staff, to understand the policy.

The policy will affect many different people who could span multiple protected characteristics. However it is most likely to affect those with disability.

It will affect those who have decided not to have a financial assessment or those who are financially well off, as they will be asked to pay more for their care each week.

Does your Policy/Service present any problems or barriers to communities or Groups?

No

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

No

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

Those who are financially well-off will have to pay more for their care, this group of people may be unhappy with these changes. It may be that some communities are more supportive of these proposals than others are.

It will not affect those who are on lower incomes or who do not fund their own care.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

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 - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Adult Care Charging Policy
Directorate and service area: Adult Care, Housing & Public Health / Adult Care & Integration
Lead Manager: Kirsty-Louise Littlewood, Assistant Director, Adult Care & Integration
Summary of findings:
<p>The consultation results show a strong opposition to the proposals to change the Non-Residential Charging elements, to be incorporated into the new Adult Care Charging Policy.</p> <p>Comments have shown that some in receipt of non-residential services and who are self-funding their care, oppose to any changes which mean they would have to pay more for their care in the future. Other comments have indicated that this change to policy is fair and people who can pay should pay.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor the amount of people in receipt of service by payment type, at intervals throughout the year, to compare to previous levels.	Disability	04/27

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

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Ian Spicer	Director of Adult Care, Housing & Public Health	
Cllr Baker-Rogers	Cabinet member for Adult Care	

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 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 Equality Analysis completed	04/11/2025
Report title and date	Adult Care Charging Policy
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	