

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**



Policy/Strategy/Project/Procedure/Service/Function Title: Direct Payments Support Service

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?

Name: Tony Young

Job Title: Director Social Services

Service Area: Social Services

Assessment Date: 08/09/2016 updated 9/12/2016

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/ Function?

There is a need to improve efficiency and effectiveness of the Direct Payment service in meeting the social care of the population served and to ensure the direct payment service is in line with implementation of the Social Service & Wellbeing (Wales) Act 2014. The Direct Payments service has been reviewed and revised to develop a model offering the citizen more choice and control for their direct payment. The Directorate will consider how it secure the highest quality and best value contract for Direct Payments support, considering that the number of people receiving Direct Payments is anticipated to grow in future years.

A re-tendering process will focus on quality and competitive pricing for the service and will be completed to maintain existing service user support to those receiving Direct Payments.

Although the service delivery model would be different, the proposal would adhere to the principles and actions described in Section 2 below. It would not impact adversely on the protected characteristics of individuals. The Direct Payment service will serve children and adults that are eligible for support and care.

A communication plan would be put in place to ensure there is information sharing and engagement with recipients of direct payments about the proposed changes and clear transitional arrangements would be put in place to support service users/ families.

1. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

The current contractual arrangements have been awarded a Direct Award until 31st

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March 2017. A project team has been established a review of the provision and collate an options appraisal to seek the most beneficial direction for the Council. There are approximately 755 adults & children (Adults 605/Children 150) (figures as of 1.8.2016) service users accessing Direct Payments. A revised policy has been updated in line with the Social Services & Wellbeing (Wales) Act 2014

The Community Support Team will conduct a wellbeing assessment and offer a direct payment to support those identified as having eligible needs. Their role is to assess individuals and to develop Care and Support Plans which meet the outcomes desired by the service user and to enable the option of a direct payment service.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years		x	
18 - 65 years		x	
Over 65 years		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

To ensure that regardless of a person's age they would have choice and control over their care and support through a Direct Payment.

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of age.

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	

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Mental Health		X	
Substance Misuse		X	
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There will be no differential impact, regardless of disability.

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Transgendered service users will not be affected any differently from other groups by virtue of their gender reassignment.

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments.

3.4 Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Married service users or those people in civil partnerships will not be affected any

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differently from other groups by virtue of their marriage or civil partnership
What action(s) can you take to address the differential impact?
To continue with Corporate and Social Services objectives to increase take-up of Direct Payments.

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There will be no impact on pregnant service users

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	X		
Mixed / Multiple Ethnic Groups	X		
Asian / Asian British	X		
Black / African / Caribbean / Black British	X		
Other Ethnic Groups	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Service users from BME communities will not be affected any differently from other groups by virtue of their race.

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments using specific access methods.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

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	Yes	No	N/A
Buddhist	X		
Christian	X		
Hindu	X		
Humanist	X		
Jewish	X		
Muslim	X		
Sikh	X		
Other	X		
Please give details/consequences of the differential impact, and provide supporting evidence, if any.			
Service users will not be affected any differently from other groups by virtue of their religion, belief or non-belief			
What action(s) can you take to address the differential impact?			
To continue with Corporate and Social Services objectives to increase take-up of Direct Payments using specific access methods.			

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		x	
Women		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.			
Service users will not be affected any differently from other groups by virtue of their sex			
What action(s) can you take to address the differential impact?			
To continue with Corporate and Social Services objectives to increase take-up of Direct Payments.			

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		x	
Gay Men		x	
Gay Women/Lesbians		x	
Heterosexual/Straight		x	

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Service users will not be affected any differently from other groups by virtue of their sexual orientation

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments.

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Service users will not be affected any differently from other groups by virtue of their language

What action(s) can you take to address the differential impact?

To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, ensuring that information, communications and direct support provision is available through the medium of Welsh.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Consultation on the service model and expectations of the contracted organisation are taking place the project team and Social Services Programme Board.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of age.
Disability	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of disability.
Gender Reassignment	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of gender reassignment.

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Marriage & Civil Partnership	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of marriage and civil partnership.
Pregnancy & Maternity	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of pregnancy and maternity.
Race	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments using specific access methods.
Religion/Belief	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments using specific access methods.
Sex	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of sex.
Sexual Orientation	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, regardless of sexual orientation...
Welsh Language	To continue with Corporate and Social Services objectives to increase take-up of Direct Payments, ensuring that information, communications and direct support provision is available through the medium of Welsh.
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

None

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Denise Moriarty	Date: 09/12/2016
Designation: Strategic Lead Planning Officer	
Approved By: Amanda Philips	
Designation: Assistant Director	
Service Area: Adult Social Services	

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- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk