

Equality Impact Assessment  
Corporate Assessment Template



<b>Policy/Strategy/Project/Procedure/Service/Function Title:</b> Cardiff Council Social Services Charging Policies (in accordance with the requirements of the Social Services & Wellbeing (Wales) Act 2014).
<b>New/Existing/Updating/Amending:</b> New

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
Name: Claire Marchant	Job Title: Director of Social Services
Service Team:	Service Area: Adult Social Services
Assessment Date: 4/12/2019	

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

To ensure Cardiff Council is compliant with the requirements for charging under the Social Services & Wellbeing (Wales) Act 2014, including any associated Regulations and Codes of Practice.
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**2. 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.]**

<p>The Social Services and Wellbeing (Wales) Act 2014 is the legal framework that brings together and modernises social services law in Wales. The Act sets out the requirements for local authorities in relation to charging and financial assessment under Part 5 of the Act.</p> <p>These policies set out the responsibilities of Cardiff Council concerning charging for costs incurred when providing care and support in a residential, nursing or non-residential setting.</p> <p>Cardiff Council are committed to giving people a stronger voice and real control over the support they need, to remove barriers to their well-being.</p> <p>The Social Services and Wellbeing (Wales) Act 2014 places a joint responsibility on individual and Local Authorities for meeting needs and delivering outcomes, with the Local Authority being obliged to meet any need, and/or help deliver any outcome, which would not otherwise (i.e. without intervention) be met.</p>
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**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			✓
18 - 65 years	✓		
Over 65 years	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Age, it is anticipated that adults aged 18 or over who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choices on how their care and support is provided to take into account their age.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.

**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	✓		
Physical Impairment	✓		
Visual Impairment	✓		
Learning Disability	✓		
Long-Standing Illness or Health Condition	✓		
Mental Health	✓		

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Substance Misuse	✓		
Other	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Disability, it is anticipated that adults with a disability, who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choices on how their care and support is provided to take into account their disability.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.

**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
<b>Transgender People</b> (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)	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Gender Reassignment, it is anticipated that those, who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales)

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- 2014.
- Have a clearer and more transparent policy to understand.
  - Be able to make informed decisions on their care and support needs.
  - Be able to make choices on how their care and support is provided to take into account their gender status.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.

**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	✓		
Civil Partnership	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Marriage and Civil Partnership, it is anticipated that those, who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Have clearer information on any charging issues that may affect their spouse/partner.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.

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**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	✓		
Maternity	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Pregnancy and Maternity, it is anticipated that those, who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choices on how their care and support is provided to take into account their pregnancy.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.

**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	✓		
Mixed / Multiple Ethnic Groups	✓		
Asian / Asian British	✓		
Black / African / Caribbean / Black British	✓		
Other Ethnic Groups	✓		

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<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<p>These policies are expected to have a positive differential impact on all Protected Characteristics.</p> <p>In particular within the Protected Characteristics of Race, it is anticipated that those, who are, or will be in receipt of care and support will:</p> <ul style="list-style-type: none"> <li>• Be treated equally as set out under the Social Services &amp; Wellbeing Act (Wales) 2014.</li> <li>• Have a clearer and more transparent policy to understand.</li> <li>• Be able to make informed decisions on their care and support needs.</li> <li>• Be able to make choices on how their care and support is provided to take into account their race and/or cultural beliefs.</li> </ul>
<b>What action(s) can you take to address the differential impact?</b>
<ul style="list-style-type: none"> <li>• Informing current service users and their representatives of the new policies.</li> <li>• Having transparency for current and future service users by publishing the policies on the Council's website.</li> </ul>

**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?

	Yes	No	N/A
Buddhist	✓		
Christian	✓		
Hindu	✓		
Humanist	✓		
Jewish	✓		
Muslim	✓		
Sikh	✓		
Other	✓		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<p>These policies are expected to have a positive differential impact on all Protected Characteristics.</p> <p>In particular within the Protected Characteristics of Religion, Belief or Non-Belief, it is anticipated that those, who are, or will be in receipt of care and support will:</p>

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- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choices on how their care and support is provided to take into account their religion or beliefs.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council’s website.

**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	✓		
Women	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Sex, it is anticipated that those, who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choices on how their care and support is provided to take into account their sex.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council’s website.

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#### 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	✓		
Gay Men	✓		
Gay Women/Lesbians	✓		
Heterosexual/Straight	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.

In particular within the Protected Characteristics of Sexual Orientation, it is anticipated that those, who are, or will be in receipt of care and support will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choices on how their care and support is provided to take into account their sexual orientation.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.

#### 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	✓		

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

These policies are expected to have a positive differential impact on all Protected Characteristics.



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In particular within the Protected Characteristics of Welsh Language, it is anticipated that those, who are, or will be in receipt of care and support and whose first or preferred language is Welsh, will:

- Be treated equally as set out under the Social Services & Wellbeing Act (Wales) 2014.
- Have a clearer and more transparent policy to understand.
- Be able to make informed decisions on their care and support needs.
- Be able to make choose to have care and support provided taking into account their requirement to be supported through the medium of Welsh.

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

- Informing current service users and their representatives of the new policies.
- Having transparency for current and future service users by publishing the policies on the Council's website.
- Ensuring the policies are available in Welsh.

#### 4. Consultation and Engagement

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

The Policies are based on the requirements and duties placed upon Cardiff Council and therefore no consultations have taken place.

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

Groups	Actions
Age	Please see considerations under this protected characteristic
Disability	Please see considerations under this protected characteristic
Gender Reassignment	Please see considerations under this protected characteristic
Marriage & Civil Partnership	Please see considerations under this protected characteristic

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Pregnancy & Maternity	Please see considerations under this protected characteristic
Race	Please see considerations under this protected characteristic
Religion/Belief	Please see considerations under this protected characteristic
Sex	Please see considerations under this protected characteristic
Sexual Orientation	Please see considerations under this protected characteristic
Welsh Language	Please see considerations under this protected characteristic
Generic Over-Arching [applicable to all the above groups]	<ul style="list-style-type: none"><li>• Informing current service users and their representatives of the new policies.</li><li>• Having transparency for current and future service users by publishing the policies on the Council's website in both English and Welsh.</li><li>• Making the Policies available in accessible formats as requested.</li></ul>

#### 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.

#### 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 : Nicola Hayne	Date: 4/12/19
Designation: Carers Policy & Development Officer	
Approved By:	
Designation:	
Service Area:	

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 2536 / 3262 or email [equalityteam@cardiff.gov.uk](mailto:equalityteam@cardiff.gov.uk)