

All budget efficiencies must complete the Initial Community Impact Assessment.

The Initial CIA is used to identify those budget efficiency proposals that may have a significant impact on diverse groups.

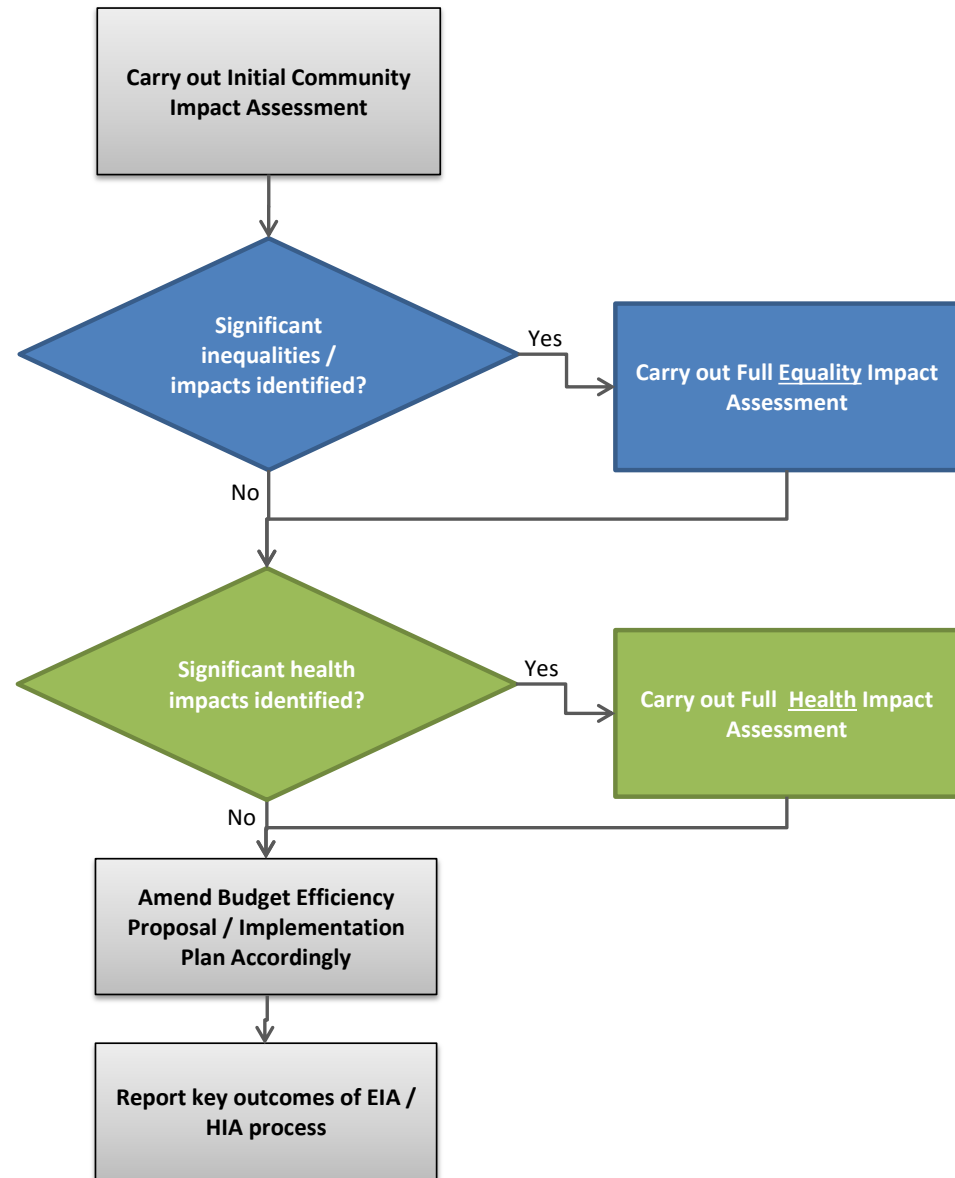
Those proposals that are likely to have significant impact on diverse groups must then complete a Full Equality Impact Assessment (Full EIA).

For advice and support to complete the Initial CIA or the Full EIA please contact your directorate's Equality and Inclusion Business Adviser.

Those proposals that are likely to have a significant impact on one or more of the health and well being factors should then complete a Full Health Impact Assessment (Full HIA).

For advice and support to complete the Full HIA please contact your directorate's Public Health lead officer.

Include the EIA / HIA as appendix to any Cabinet / Delegate report and include summary of key findings in the report itself.



## Initial Community Impact Assessment (Budget Efficiencies)

### Details

<b>Service</b>	<b>Lead Officer</b>	<b>Date</b>
People	Julie Moore	21st April 2017
<b>Business Unit</b>	<b>Email</b>	<b>Telephone</b>
Business Unit 2	<a href="mailto:juliamoore@barnsley.gov.uk">juliamoore@barnsley.gov.uk</a>	01226 772396

### Summary

<b>Outline of savings proposal</b>	
The council's medium term financial strategy includes a requirement to £400K additional income from changes to the Fairer Contributions Policy	
<b>Summary of savings objectives</b>	<b>Reference</b>
Removal of the £150 weekly cap on contributions towards care and support in the community - introduction of a one off charge for people who are not eligible for financial support but	

## Initial Equality Impact Assessment

### Current inequalities

#### Which groups may experience a differential impact in this service area before the budget reductions?

Protected characteristic	Details of group	Degree of differential impact / outcomes	+ve or -ve inequality
Please select group from the drop-down list.	Describe in more detail which people in this protected characteristic group currently experience a differential impact and why. Eg "BME people, especially new arrivals to the borough, are under-represented amongst current service users".	Please select the level of inequality experienced by the group ( <i>high, medium, low or none</i> ).	Is the inequality positive or negative for the group?
Disabled people	People within this group are only adversely affected due to their levels of financial income. There is also currently a weekly contributions cap of £150 towards care and support in the community.	Medium	Positive and negative elements

Future  
inequalities

### Which groups may experience a differential impact in this service area after the budget reduction?

Protected characteristic	Details of group	Degree of differential impact / outcomes	Improve ?
Please select group from the drop-down list.	Describe in more detail which people in this protected characteristic group will be affected and why. Eg "Disabled people with communication disabilities such as people with sensory impairments and people with learning difficulties because they may find using online services more difficult."	Please select the level of inequality likely to be experienced by the group after the investment ( high, medium, low or none ).	Is the situation for this group likely to improve or become more unequal as a result of this budget reduction?
Disabled people	People within this group are only adversely affected due to their levels of financial income. However the number affected will increase due to the removal of the cap , but this will only affect 6 % of people. People are not being penalised as a result of a disability as the impact of the proposals does not relate to disability but a persons ability to contribute financially	Medium	No change

Next steps

### Full Equality Impact Assessment

Full EIA not usually required:	If there are either no or only minor equality impacts identified for this budget reduction then a Full EIA is not usually required.		
Full EIA usually required:	Where there is likely be either a high / medium negative inequality identified that is likely to get worse or to continue as a result of the budget reduction.		
Is a full EIA required?	Details of Full EIA process - Who, how and when will this take place?	E+I team consulted?	
Yes	This will be carried out by Julie Moore with the support of Jules Horsler and will take place during April/May 2017	Yes	
		Date last consulted	
		01/03/17	

Please email your completed Initial EIA to: [equalityanddiversity@barnsley.gov.uk](mailto:equalityanddiversity@barnsley.gov.uk)

## Initial Health Impact Assessment

Health impacts

### Initial Health Impact Assessment

Area of impact	Details of health impact	Details of group(s) affected	Degree of impact
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Please select type of impact from the drop-down list.	Describe in more detail what the impact on the health of local people might be (positive and negative impacts). Eg "The budget reduction will reduce access to the countryside so discouraging healthy lifestyles" or "The budget reduction might result in more people being unable to access the service which will be on-line only in the future - this can affect people's health and well-being".	Please describe which groups may be most affected by the health impacts (eg people on low incomes, people with existing medical conditions, older people, children etc).	Is the situation for this group likely to improve or become more unequal as a result of this budget reduction?
Other	Any changes arising to financial contributions made will be subject to an assessment in which a number of considerations including health will be taken into account	Only those who can afford to pay more will do so. This equates to only 6 % of Service Users being affected. These are the most financially affluent group of Service Users ,some of whom do not want	Positive and negative elements

#### Full Health Impact Assessment

**Full HIA not usually required:** If there are either no or only minor equality impacts identified for this budget reduction then a Full HIA is not usually required.

**Full HIA usually required:** Where there is likely be either a high / medium health impact then a Full HIA will usually be required.

Is a full HIA required? Details of Full HIA process - Who, how and when will this take place?

Public Health Lead consulted?

No		
		Date last consulted

Please email your completed Initial CIA to: [equalityanddiversity@barnsley.gov.uk](mailto:equalityanddiversity@barnsley.gov.uk)

# Full Equality Impact Assessment (Budget Efficiencies)

Please check that the summary details of the project, outlined in the Initial EIA are still correct and up to date.

Details

<b>Service</b>	<b>Lead Officer</b>	<b>Date</b>
People	Julie Moore	21st April 2017
<b>Business Unit</b>	<b>Email</b>	<b>Telephone</b>
Business Unit 2	juliemoore@barnsley.gov.uk	01226 772396

Summary

<b>Outline of policy/strategy</b>
The council's medium term financial strategy includes a requirement to £400K additional income from changes to the Fairer Contributions Policy
<b>Summary of policy/strategy objectives</b>
Removal of the £150 weekly cap on contributions towards care and support in the community - introduction of a one off charge for people who are not eligible for financial support but still wish the council to make their care arrangements for them, to cover the cost of making those arrangements - changes in relation to Disability Related Expenditure (DRE) to make clear the disregard would only apply to the additional costs incurred as a result of the disability, not all the costs.
<b>Reference</b>
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Step 1

## What are the key equality and diversity questions you would like to ask?

eg Which diverse groups are likely to be most effected by the changes? How and why will they be most effected?

Do some diverse groups experience greater need for services which the budget efficiency may reduce?

Are some diverse groups less able to cope with any negative impacts that may result from the budget efficiency? Which groups are they and why are they less able to cope?

How can the budget efficiency be revised / implemented differently so as to help minimise negative impacts or improve outcomes for diverse groups?

How can the budget efficiency help to promote equal access to or take-up of services for all sections of the community?

Are we confident that only 6% of Service Users will be affected?

How will the proposed changes ensure equality in relation to paying a contribution towards the cost of social care support?

How can we ensure that those effected are supported to order to minimise negative impact?

Step 2

## How and when will you find out the answers to these questions?

eg Ask staff and other stakeholders what they know.

Discuss the issue with service users.

Meet with a relevant community group or forum.

Analyse service performance data and compare it with local demographic data.

	Who	When
Analyse financial data and records on CONTROCC	Julie Moore	Apr-17
Meet with Barnsley Service User and Carers Group	Julie Moore	Apr-17
Encourage those who are negatively affected to complete the online Fairer Contributions Assessment or request for an FCA carrying out and for a review of their current support package. . This will be an asset and strength based review and will consider a range of different ways support for eligible needs can be delivered which may help to reduce costs.	Julie Moore	Aug-17

### Step 3

#### Customer Acces - How accessible is the service and how will this be affected by the budget efficiency?

Has the service been assessed for the Minimum Access Standard?

Yes

Do you have an plan to improve customer access?

Yes

How will the budget efficiency affect this plan?

NA

#### How accessible is your service for the following groups?

Deaf (BSL Users)

Physical Impairment

Visual Impairment

Hearing Impairment

Learning Difficulty

Community Language

very - online information

very - online information or

acceptable - telephone

very - online information

acceptable as telephone

acceptable - can access an

### Step 4

#### What have you learnt about how this budget efficiency could impact on diverse groups?

Impact is to a minimal group of people 6%

Some Care Providers might charge a higher hourly rate for people funding their own care and support

There will be a fairer system for the disregard of Disability Related Expenditure

People who will be self funding must have access to a range of information to help them make an informed decision about the support they decide to purchase.

### Step 5

#### How has (or will) the budget efficiency proposal / implementation plan been altered to minimise any inequalities / differential impacts for diverse groups?

Who	When
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<i>All service users will be offered the opportunity to have a full financial assessment to calculate their contribution. This is a basis for deciding how much, if anything, they can afford to pay</i>	<i>ASC and Financial Services August/Sept 2017</i>	
<i>Some Care Providers charge a higher rate for self funding clients. In order to mitigate for this, if as a result of the proposed changes a service user becomes self funding and their current provider would be charging them a higher hourly rate, providing they request for BMBC to continue to oversee their care arrangements BMBC could agree to continue to contract on their behalf, thereby ensuring the service user continues to benefit from our rates</i>	<i>ASC August/Sept 2017</i>	
<i>All service users will be offered the opportunity to have a full review of their social care support. This will be an assess and strength based review and consider a range of different ways support for eligible needs can be delivered which may help to reduce costs</i>	<i>ASC 2017/18</i>	
<i>The information on Live Well Barnsley website will be kept current and up to date, with new provider details being promptly added ensuring that service users have access to a range of information about services and organisations to access for support</i>		

#### Step 6

#### When and how will you assess the actual impact on diverse groups (ie after implementation)?

eg *When and how will you review the actual impact?*

*Was the actual impact better or worse than predicted?*

*Did the mitigating action you put in place have the desired effect?*

*What will you do differently if the actual impacts are different than those predicted?*

	<i>Who</i>	<i>When</i>
<i>Initially as part of the consultation process there will be analysis of the consultation which will be taken into consideration when the policy goes to cabinet for approval</i>	<i>Julie Moore</i>	<i>Jun-17</i>
<i>Analysis of financial data</i>	<i>Julie Moore</i>	<i>Mar-17</i>
<i>Respond to and analyse any complaint</i>	<i>Julie Moore and</i>	<i>Sep-17</i>
<i>Post Implementation review and report. This will inform the future development of the policy</i>	<i>Julie Moore</i>	<i>Jan-18</i>

#### Step 7

#### How will you make sure the decision makers are able to fully consider the outcomes of this EIA?

eg *Completed EIA to be presented to Cabinet - attached to the cabinet report*

*Issues log and risk register etc updated to reflect findings of EIA.*

*Performance management framework incorporates equality objectives and measures.*

	<i>Who</i>	<i>When</i>
<i>Completed EIA to be presented at Cabinet</i>	<i>Cabinet Spoke</i>	<i>Jun-17</i>

Service risk and Issues log maintained and updated

Julie Moore

April to Nov  
2017

Step 8a

### MONITORING - Which groups may experience a differential impact in this service area before the budget efficiency?

Review and update below the potential inequalities you identified when undertaking the initial EIA - are these the same or has your assessment now changed?

Protected characteristic	Details of group	Degree of inequality	+ve or -ve inequality
Please select group from the drop-down list.	Describe in more detail which people in this protected characteristic group currently experience a differential impact and why. Eg "BME people, especially new arrivals to the borough, are under-represented amongst current service users".	Please select the level of inequality experienced by the group ( <i>high, medium, low or none</i> ).	Is the inequality positive or negative for the group?
Disabled people	People within this group are only adversely affected due to their levels of financial income. There is also currently a weekly contributions cap of £150 towards care and support in the community.	Medium	Positive and negative elements

Step 8b

### Which groups may experience a differential impact in this service area after the budget efficiency?

Review and update below the potential inequalities you identified when undertaking the initial EIA - are these the same or has your assessment now changed?

Protected characteristic	Details of group	Degree of inequality	Predicted improvement ?
Please select group from the drop-down list.	Describe in more detail which people in this protected characteristic group will be affected and why. Eg "Disabled people with communication disabilities such as people with sensory impairments and people with learning difficulties because they may find using online services more difficult."	Please select the level of inequality likely to be experienced by the group after the project ( <i>high, medium, low or none</i> ).	Is the situation for this group likely to improve or become more unequal as a result of this project?
Disabled people	People within this group are only adversely affected due to their levels of financial income. However the number affected will increase due to the removal of the cap , but this will only affect 6 % of people	Medium	Don't know




Step 7b

### Consultation, Advice and Support

E+I Team Consulted	E+I Business Partner (Name / email)	Date of most recent contact
Yes	Jules Horsler	Apr-17

Step 8

**Please email your completed EIA to:**

[equalityanddiversity@barnsley.gov.uk](mailto:equalityanddiversity@barnsley.gov.uk)