

## EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

### Section A

#### 1. Name of Activity (EQIA Title):

**Service Based Approach to Fee Uplifts for Adult Social Care for 2024/25**

#### 2. Directorate

ASCH

#### 3. Responsible Service/Division

Adult & Integrated Commissioning

### Accountability and Responsibility

#### 4. Officer completing EQIA

Note: This should be the name of the officer who will be submitting the EQIA onto the App.

Simon Mitchell

#### 5. Head of Service

Note: This should be the Head of Service who will be approving your submitted EQIA.

Richard Ellis

#### 6. Director of Service

Note: This should be the name of your responsible director.

Richard Smith

### The type of Activity you are undertaking

#### 7. What type of activity are you undertaking?

**Service Change** – *operational changes in the way we deliver the service to people.* Answer Yes/No

**Service Redesign** – *restructure, new operating model or changes to ways of working.* Answer Yes/No

**Project/Programme** – *includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.* Answer Yes/No

**Commissioning/Procurement** – *means commissioning activity which requires commercial judgement.* Answer Yes/No

Uplifting current prices for Commissioning contracts as part of the yearly process. Standard rate to be applied across framework providers. Providers within both these and other services, on individual (non-framework/INDI contracts) will receive no automatic uprate to their fees although, additional funding is available for individual price negotiations. Allocation of this funding will be governed by the development of a standard approval process based on the financial viability and benchmarking of the provision in question. Direct Payments are handled separately and are uplifted depending on the purpose of the payment, eg to access day care, purchase agency care or to directly employ a Personal Assistant.

Table 1 – Price Uplift – Budget Impact 2024/25

	%	Vulnerable Adults £000	Older People £000	Total £000
Framework providers - Care & Support in the Home - OP Residential - OP Nursing - Learning Disability, Physical Disability Mental Health Residential - Supported Living - Supported Accommodation	4%	9,119	7,193	16,312
Provision for Direct Payments		2,316	828	3,144
Provision for individual negotiations				9,391
<b>Total uplift budget</b>				<b>28,847</b>

**Strategy /Policy** – includes review, refresh or creating a new document. Answer Yes/No

**Other** – Please add details of any other activity type here.

**8. Aims and Objectives and Equality Recommendations** – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

The aim if the activity is to support ASC providers to meet costs within the funding constraints of the Council.

The uplift that is affordable is below what providers are saying they need, but it is all that is affordable to the Council. There may be negative implications for those with protected characteristics who use ASC services as providers will have to seek efficiencies in their operations. However, this is mitigated by the individual nature of care and support plans, working with providers and the budget we hold back to deal with exceptional circumstances.

## Section B – Evidence

Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.

**9. Do you have data related to the protected groups of the people impacted by this activity? Answer: Yes/No**

Yes

**10. Is it possible to get the data in a timely and cost effective way? Answer: Yes/No**

Yes

**11. Is there national evidence/data that you can use? Answer: Yes/No**

No

**12. Have you consulted with Stakeholders?**

Answer: Yes/No

Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.

Yes

**13. Who have you involved, consulted and engaged with?**

Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.

- Senior Commissioners have been consulted with to ensure their knowledge of each area of the market is included in proposals.
- Finance colleagues have been consulted to ensure proposals are fiscally responsible during a time of limited council funding
- Commissioning colleagues engage with the market as part of their everyday responsibilities, including groups such as KIKA and the Trade Association, and this market knowledge gained from these engagement activities has helped shape the approach.
- We have met with provider representatives who have set out their views on cost pressures in the sector.

**14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No**

No

**15. Do you have evidence/data that can help you understand the potential impact of your activity?**

Answer: Yes/No

Yes

**Uploading Evidence/Data/related information into the App**

Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.

## Section C – Impact

**16. Who may be impacted by the activity? Select all that apply.**

Service users/clients - Answer: Yes/No

Yes

Residents/Communities/Citizens - Answer: Yes/No

No
Staff/Volunteers - Answer: Yes/No
No
<b>17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?</b> Answer: Yes/No
Yes
<b>18. Please give details of Positive Impacts</b>
The proposal provides funding towards the higher costs that providers are having to meet, which is in line with the Consumer Price Index. We have withheld a budget to deal with exceptional circumstances and will work with framework providers to seek to incentivise them to take on more care instead of off-framework providers.
<b>Negative Impacts and Mitigating Actions</b> The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.
<b>19. Negative Impacts and Mitigating actions for Age</b>
<b>a) Are there negative impacts for Age?</b> Answer: Yes/No (If yes, please also complete sections b, c, and d).
Yes
<b>b) Details of Negative Impacts for Age</b>
<ul style="list-style-type: none"> <li>- The services affected will include mainly older people, no under 18s, with specific services only being available to older people.</li> <li>- The people affected are more likely to be financially impacted more than the rest of the population due to KCC supporting people that cannot afford services themselves.</li> <li>- For residential care it is principally full cost clients who will be affected by this proposal as clients who pay a contribution towards the cost of their care will have that uplifted in the same way that it always is. It will also affect those who have a third party top for their care. For Non Residential care it will be those who are full cost or whose assessed contribution is greater than the full cost.</li> <li>- This would have a low negative impact upon those people that are affected by the uplift, due to the increase in cost.</li> </ul>
<b>c) Mitigating Actions for Age</b>
<ul style="list-style-type: none"> <li>- Each person has a financial assessment to determine the cost of their care based on their individual circumstances. In addition, there are processes and procedures in place to support people who might be experiencing financial hardship. People can access this support by contacting their practitioner.</li> <li>- The proposed uplift is lower than state pension uplifts for 2024.</li> </ul>
<b>d) Responsible Officer for Mitigating Actions – Age</b>
Sydney Hill
<b>20. Negative Impacts and Mitigating actions for Disability</b>
<b>a) Are there negative impacts for Disability?</b> Answer: Yes/No (If yes, please also complete sections b, c, and d).
Yes
<b>b) Details of Negative Impacts for Disability</b>

- People affected have a higher chance of having a disability as they are accessing an ASCH service, therefore, this proposal is more likely to affect disabled people.
- The people affected are more likely to be financially impacted more than the rest of the population due to KCC supporting people that cannot afford services themselves.
- This would have a low negative impact upon those people that are affected by the uplift, due to the increase in cost. There are fewer people with disabilities paying the full cost of their care than those receiving care owing to age.

**c) Mitigating Actions for Disability**

- Each person has a financial assessment to determine the cost of their care based on their individual circumstances. In addition, there are processes and procedures in place to support people who might be are experiencing financial hardship. People can access this support by contacting their practitioner.
- The uplifts is lower than benefit uplifts for 2024.

**d) Responsible Officer for Mitigating Actions – Disability**

Sydney Hill

**21. Negative Impacts and Mitigating actions for Sex**

**a) Are there negative impacts for Sex? Answer: Yes/No**  
*(If yes, please also complete sections b, c, and d).*

No

**b) Details of Negative Impacts for Sex**

**c) Mitigating Actions for Sex**

**d) Responsible Officer for Mitigating Actions - Sex**

**22. Negative Impacts and Mitigating actions for Gender identity/transgender**

**a) Are there negative impacts for Gender identity/transgender? Answer: Yes/No**  
*(If yes, please also complete sections b, c, and d).*

No

**b) Details of Negative Impacts for Gender identity/transgender**

**c) Mitigating actions for Gender identity/transgender**

<b>d) Responsible Officer for Mitigating Actions - Gender identity/transgender</b>
<b>23. Negative Impacts and Mitigating actions for Race</b>
<b>a) Are there negative impacts for Race? Answer: Yes/No</b> <i>(If yes, please also complete sections b, c, and d).</i>
Yes
<b>b) Details of Negative Impacts for Race</b>
<ul style="list-style-type: none"> <li>- Due to 12.86% of all people affected registering as having a non-British race, they could experience a low negative impact of having to deal with the increase in correspondence from the Council if English is not their first language.</li> <li>- This would have a low negative impact upon those people that are affected by the uplift, due to the increase in cost.</li> </ul>
<b>c) Mitigating Actions for Race</b>
<ul style="list-style-type: none"> <li>- Those KCC staff carrying out the correspondence are trained as standard in the appropriate form of communication (e.g. sourcing translations), so this is only registered as a low negative impact.</li> <li>- Each person has a financial assessment to determine the cost of their care based on their individual circumstances. In addition, there are processes and procedures in place to support people who might be are experiencing financial hardship. People can access this support by contacting their practitioner.</li> </ul>
<b>d) Responsible Officer for Mitigating Actions – Race</b>
Sydney Hill
<b>24. Negative Impacts and Mitigating actions for Religion and belief</b>
<b>a) Are there negative impacts for Religion and Belief? Answer: Yes/No</b> <i>(If yes, please also complete sections b, c, and d).</i>
No
<b>b) Details of Negative Impacts for Religion and belief</b>
<b>c) Mitigating Actions for Religion and belief</b>
<b>d) Responsible Officer for Mitigating Actions - Religion and belief</b>
<b>25. Negative Impacts and Mitigating actions for Sexual Orientation</b>
<b>a) Are there negative impacts for sexual orientation. Answer:</b> <i>Yes/No (If yes, please also complete sections b, c, and d).</i>
No

**b) Details of Negative Impacts for Sexual Orientation**

**c) Mitigating Actions for Sexual Orientation**

**d) Responsible Officer for Mitigating Actions - Sexual Orientation**

**26. Negative Impacts and Mitigating actions for Pregnancy and Maternity**

**a) Are there negative impacts for Pregnancy and Maternity?** *Answer: Yes/No*  
*(If yes, please also complete sections b, c, and d).*

No

**b) Details of Negative Impacts for Pregnancy and Maternity**

**c) Mitigating Actions for Pregnancy and Maternity**

**d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity**

**27. Negative Impacts and Mitigating actions for marriage and civil partnerships**

**a) Are there negative impacts for Marriage and Civil Partnerships?** *Answer: Yes/No*  
*(If yes, please also complete sections b, c, and d).*

No

**b) Details of Negative Impacts for Marriage and Civil Partnerships**

**c) Mitigating Actions for Marriage and Civil Partnerships**

**d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships**

**28. Negative Impacts and Mitigating actions for Carer's responsibilities**

**a) Are there negative impacts for Carer's responsibilities?** Answer: Yes/No  
(If yes, please also complete sections b, c, and d).

Yes

**b) Details of Negative Impacts for Carer's Responsibilities**

The change may result in increased charges to individuals so may result in the following:

Person may choose no longer receive care from KCC because of increased charges. This might result in needs being unmet and could have an impact on their safety and as a result, any carer may be required to provide more care, thereby affecting their economic, social and emotional wellbeing.

**c) Mitigating Actions for Carer's responsibilities**

- Each person has a financial assessment to determine the cost of their care based on their individual circumstances. In addition, there are processes and procedures in place to support people who might be are experiencing financial hardship. People can access this support by contacting their practitioner.
- The uplift matches CPI as at December and is lower than state pension and benefit uplifts for 2024.

**d) Responsible Officer for Mitigating Actions - Carer's Responsibilities**

Sydney Hill