

Initial Equality Impact Assessment

1. The Proposal

<b>Service area:</b>	<b>Commissioning – Domiciliary Care (including Direct Payments) Fee Rates 2024/25</b>
<b>Lead Officer:</b>	<b>Eleanor Moulton</b>
<b>Links to budget proposal? (Yes/No):</b>	<b>Yes</b>
<b>Date of assessment:</b>	<b>29<sup>th</sup> February 2024</b>

**2. Description of the proposal:**

The proposal relates to the hourly rate payable to Domiciliary Care Providers during the 2024/2025 financial year.

The specific detail of the proposal is a 9.89% increase to the Domiciliary Care hourly rate and increases to the sleep-in rates, which would also be applied to Direct Payment rates where the Direct Payment Recipient utilises a Care Quality Commission (CQC) registered Domiciliary Care Agency to deliver their care and support.

The proposal encompasses the implementation of the following fee rate for contracted Domiciliary Care Services:

<b>Duration / Service Element</b>	<b>2024/25 Proposed Rate</b>	<b>2023/24 Originally Set Rates</b>
1 Hour	<b>£23.42</b>	£21.56
45 Minutes	<b>£17.57</b>	£16.17
30 Minutes	<b>£11.71</b>	£10.78
Sleep-in (8 Hour Night)	<b>£105.25</b>	£95.86
Waking Night (8 Hour Night)	<b>£187.36</b>	£172.48

The proposal also encompasses the implementation of the following rates for Direct Payment Recipients that utilise an Agency;

<b>Duration / Service Element</b>	<b>2024/25 Proposed Rate</b>	<b>2023/24 Rates</b>
1 Hour	<b>£23.42</b>	£21.56
Sleep-in (10 Hour Night)	<b>£131.56</b>	£119.83
Waking Night (10 Hour Night)	<b>£234.20</b>	£215.60

The proposal also encompasses the implementation of the following rates for Direct Payment Recipients that utilise a Personal Assistant;

<b>Duration / Service Element</b>	<b>2024/25</b>	<b>2023/24</b>
1 Hour	<b>£15.84</b>	£14.55
Sleep-in (10 Hour Night)	<b>£131.56</b>	£119.83
Waking Night (10 Hour Night)	<b>£158.40</b>	£145.50

## Summary of changes:

### 3. People new and / or who access and use services - equality impact summary.

The following tables summarise the demographic data of people who access Domiciliary care services:

#### Age

	Total Number of People	%
Less than 20	2	0.11
20 - 39	110	6.18
40 - 59	277	15.57
60 - 79	628	35.30
80 - 99	754	42.38
100 and over	8	0.45

#### Gender

	Total Number of People	%
Female	1,140	64.08
Male	639	35.92

# Ethnicity

## Demography Highlights - Ethnicity

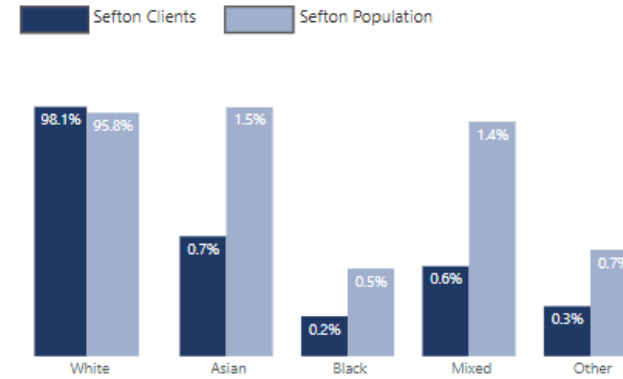
This page displays clients and the wider Sefton population by ethnicity and age. Please note percentages may not add up to 100 due to rounding. Data includes only clients where age and ethnicity are populated in LAS.

The filters on this page operate differently to the rest of the report. To filter by age and ethnicity please use the filters titled **Age Group - Page, Ethnicity Group - Page and Ethnicity Description - Page. All other filters may be used.**

Ethnicity Group	Client Count	Client %	Population Count	Population %	Client Pop Dif
<b>White</b>	<b>1,589</b>	<b>98.1%</b>	<b>267,543</b>	<b>95.8%</b>	<b>2.3%</b>
White: English, Welsh, Scottish, Northern Irish or British	1,547	95.6%	256,327	91.8%	3.8%
White: Other White	38	2.3%	8,707	3.1%	-0.8%
White: Irish	3	0.2%	2,244	0.8%	-0.6%
White: Gypsy or Irish Traveller	1	0.1%	46	0.0%	0.0%
White: Roma			219	0.1%	-0.1%
<b>Asian</b>	<b>12</b>	<b>0.7%</b>	<b>4,296</b>	<b>1.5%</b>	<b>-0.8%</b>
Asian, Asian British or Asian Welsh: Other Asian	5	0.3%	1,384	0.5%	-0.2%
Asian, Asian British or Asian Welsh: Indian	3	0.2%	1,010	0.4%	-0.2%
Asian, Asian British or Asian Welsh: Bangladeshi	2	0.1%	421	0.2%	-0.0%
Asian, Asian British or Asian Welsh: Chinese	2	0.1%	1,216	0.4%	-0.3%
Asian, Asian British or Asian Welsh: Pakistani			265	0.1%	-0.1%
<b>Mixed</b>	<b>9</b>	<b>0.6%</b>	<b>4,048</b>	<b>1.4%</b>	<b>-0.9%</b>
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	3	0.2%	1,115	0.4%	-0.2%
Mixed or Multiple ethnic groups: White and Asian	3	0.2%	1,221	0.4%	-0.3%
Mixed or Multiple ethnic groups: White and Black Caribbean	3	0.2%	890	0.3%	-0.1%
Mixed or Multiple ethnic groups: White and Black African			822	0.3%	-0.3%
<b>Other</b>	<b>5</b>	<b>0.3%</b>	<b>1,835</b>	<b>0.7%</b>	<b>-0.3%</b>
Other ethnic group: Any other ethnic group	4	0.2%	1,312	0.5%	-0.2%
Other ethnic group: Arab	1	0.1%	523	0.2%	-0.1%
<b>Black</b>	<b>4</b>	<b>0.2%</b>	<b>1,513</b>	<b>0.5%</b>	<b>-0.3%</b>
Black, Black British, Black Welsh, Caribbean or African: Caribbean	3	0.2%	308	0.1%	0.1%
Black, Black British, Black Welsh, Caribbean or African: Other Black	1	0.1%	198	0.1%	-0.0%
Black, Black British, Black Welsh, Caribbean or African: African			1,007	0.4%	-0.4%
<b>Total</b>	<b>1,619</b>	<b>100.0%</b>	<b>279,235</b>	<b>100.0%</b>	<b>0.0%</b>

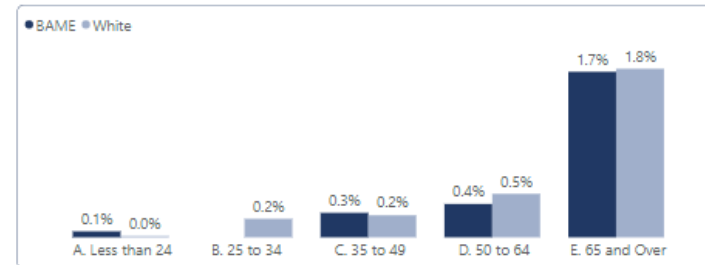
## Client vs Population Percentage

The visual below displays the percentage of our current clients by ethnicity group. Please note that the scale for white ethnicity is not the same as that for non-white percentages.



## Client Percentage of Population by Age Group

The visual below displays the percentage of Sefton's population that are current ASC clients. This is split by BAME and white clients and by Age group.



# Nationality

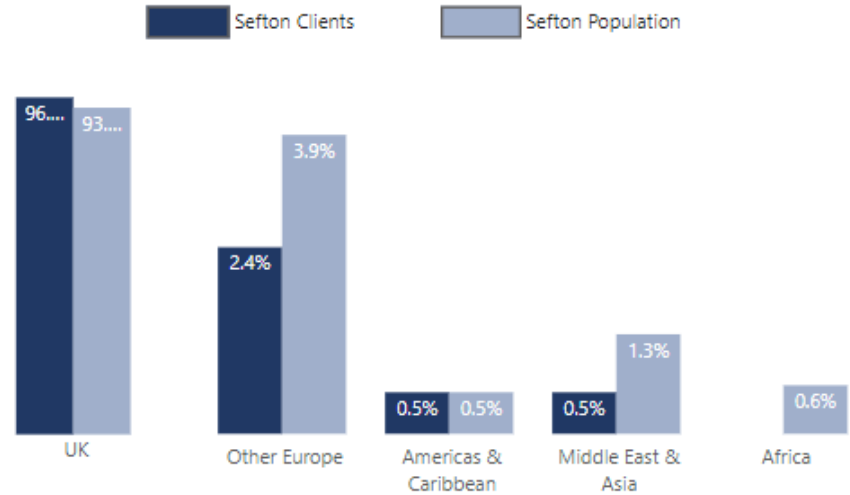
## Demography Highlights - Nationality

This page displays clients and the wider Sefton population by nationality. Please note percentages may not add up to 100 due to rounding. Data includes only clients where nationality is populated in LAS.

Nationality	Client Count	Client %	Population Count	Population %	Client Pop Dif
UK	361	96.5%	261,264	93.6%	3.0%
Other Europe	9	2.4%	10,766	3.9%	-1.4%
Americas & Caribbean	2	0.5%	1,494	0.5%	-0.0%
Middle East & Asia	2	0.5%	3,586	1.3%	-0.7%
Africa			1,745	0.6%	-0.6%
<b>Total</b>	<b>374</b>	<b>100.0%</b>	<b>278,855</b>	<b>99.9%</b>	<b>0.1%</b>

## Client vs Population Percentage - Nationality

The visual below displays the percentage of our current clients by nationality. Please note that the scale for the UK is not the same as that for non-UK percentages.



# Religion

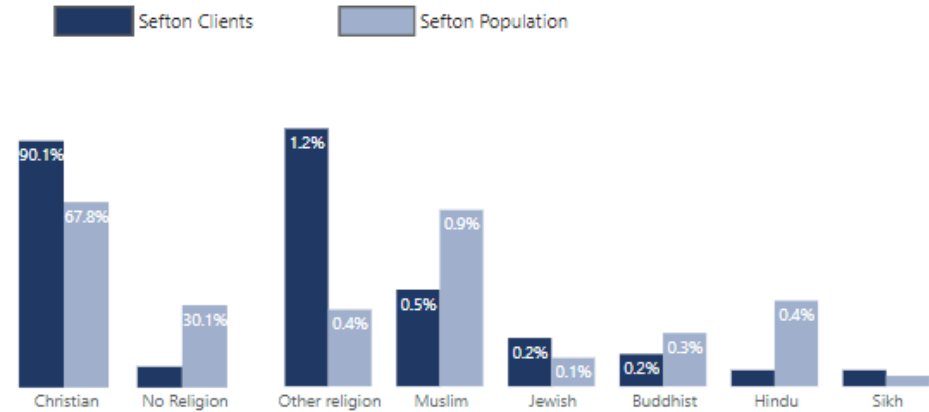
## Demography Highlights - Religion

This page displays clients and the wider Sefton population by religion. Please note percentages may not add up to 100 due to rounding. Data includes only clients where religion is populated in LAS.

Religion	Client Count	Client %	Population Count	Population %	Client Pop Dif
Christian	1,160	90.1%	179,806	67.8%	22.3%
No Religion	98	7.6%	79,905	30.1%	-22.5%
Other religion	16	1.2%	982	0.4%	0.9%
Muslim	6	0.5%	2,257	0.9%	-0.4%
Jewish	3	0.2%	364	0.1%	0.1%
Buddhist	2	0.2%	681	0.3%	-0.1%
Hindu	1	0.1%	1,095	0.4%	-0.3%
Sikh	1	0.1%	133	0.1%	0.0%
<b>Total</b>	<b>1,287</b>	<b>100.0%</b>	<b>265,223</b>	<b>100.0%</b>	<b>0.0%</b>

## Client vs Population Percentage - Religion

The visual below displays the percentage of our current clients by religion. Please note that the scale for Christian and no religion is not the same as that for other religions.



# Sexual Orientation

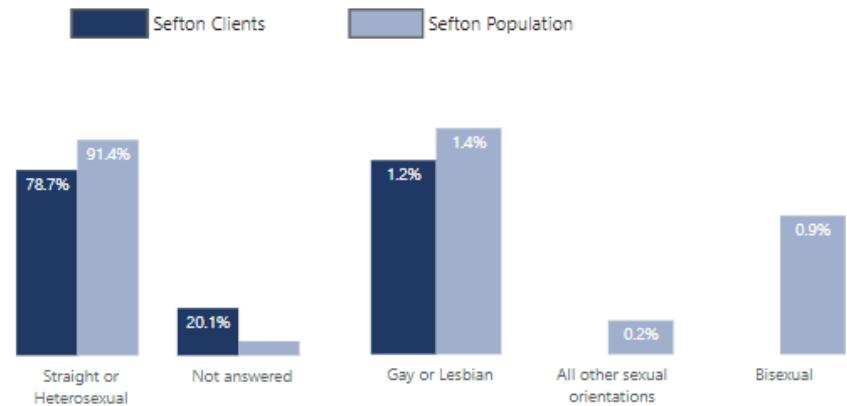
## Demography Highlights - Sexual Orientation

This page displays clients and the wider Sefton population by sexual orientation. Please note percentages may not add up to 100 due to rounding. Data includes only clients where sexual orientation is populated in LAS.

Sexual Orientation	Client Count	Client %	Population Count	Population %	Client Pop Dif
Straight or Heterosexual	129	78.7%	212,421	91.4%	-12.7%
Not answered	33	20.1%	14,151	6.1%	14.0%
Gay or Lesbian	2	1.2%	3,301	1.4%	-0.2%
All other sexual orientations			493	0.2%	-0.2%
Bisexual			2,024	0.9%	-0.9%
<b>Total</b>	<b>164</b>	<b>100.0%</b>	<b>232,390</b>	<b>100.0%</b>	<b>0.0%</b>

## Client vs Population Percentage - Sexual Orientation

The visual below displays the percentage of our current clients by sexual orientation. Please note that the scale for Christian and no religion is not the same as that for other religions.



#### 4. Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.					Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Domiciliary Care packages are based on a person's individual need and offers opportunities for people to live as independently a life as possible and under an enabling approach.</p>		X	
People from different ethnic groups				<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>		X	
Men or women (including pregnant women or those on maternity leave)				<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is</p>		X	

			<p>reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>			
Lesbian, gay or bisexual people			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>		X	
People on a low income			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>		X	
People in particular age groups			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>		X	
People in particular faith groups			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore,</p>		X	



			<p>the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p> <p>Under current eligibility assessments, Service User's religious and cultural needs are taken into account and where specific needs are identified these are met, thus enabling them to participate in public life.</p>			
People who are married or in a civil partnership			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>		X	
Transgender people			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p> <p>Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.</p>		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:			<p>There is no disproportionate impact expected.</p> <p>There are no proposals that change services on the basis of Protected Characteristics or identified to make an indirect negative effect. Furthermore, the proposals are planned to ensure that the rate paid for care is a sustainable rate. The fees proposed is aimed to support all residents to receive high quality Domiciliary Care regardless of their Protected Characteristics.</p>		X	

			Each Service User will continue to have an individual care plan which is reviewed each year in accordance with the Care Act 2014. In assessing the care needs of Service Users Sefton Council is required to have regard to its public sector equality duty.			
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**5. Explanation of people who access and use services and or new impact.**

Not applicable

**6. Workforce equality impact summary**

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

If yes, please describe the impact including the number of posts that could be affected?  
State whether they are currently vacant or filled permanently or temporarily.

**6. Review and Sign Off**

Directorate Adult Social Care SMT

When was this assessment reviewed, state date:

5<sup>th</sup> March 2024

If 'yes', when will the further assessment be completed?

Should the proposals be implemented then ongoing assessment of any potential impacts will take place.

**Service Manager:**

Eleanor Moulton

**Date:** 5<sup>th</sup> March 2024

**Please ensure this EIA is approved by Adult Social Care SMT.**

**If this assessment identifies a potential medium or high impact, then a Full Equality Impact Assessment needs to be completed.**