Sefton Metropolitan Borough Council

Adult Social Care Department

Initial Equality Impact Assessment

1. The Proposal

Service area:	**Commissioning – Community Support (including Direct Payments) Fee Rates 2024/25**
Lead Officer:	**Eleanor Moulton**
Links to budget proposal? (Yes/No):	**Yes**
Date of assessment:	**29ᵗʰ February 2024**

2. Description of the proposal:

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

The specific detail of the proposal is a 4.59% increase to the Community Support hourly rate.

The proposal encompasses the implementation of the following fee rate for contracted Community Support Services:

Duration / Service Element	2024/25	2023/24
1 Hour	**£22.55**	£21.56

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 Community Support services:

Age

	Total Number of People	%
Less than 20	15	3.23
20 - 39	217	46.67
40 - 59	139	29.89
60 - 79	85	18.28
80 - 99	9	1.94
100 and over	0	0

Gender

	Total Number of People	%
Female	185	39.78
Male	280	60.22

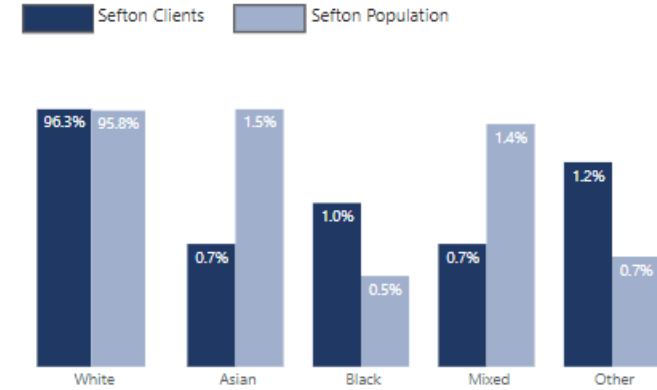# Ethnicity

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.

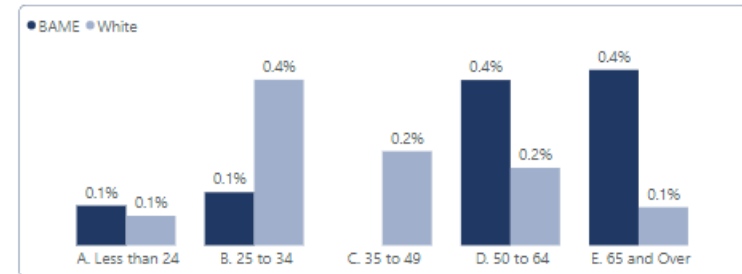| Ethnicity Group	Client Count	Client %	Population Count	Population %	Client Pop Dif
⊟ **White**	**394**	**96.3%**	**267,543**	**95.8%**	**0.5%**
White: English, Welsh, Scottish, Northern Irish or British	387	94.6%	256,327	91.8%	2.8%
White: Other White	6	1.5%	8,707	3.1%	-1.7%
White: Irish	1	0.2%	2,244	0.8%	-0.6%
White: Gypsy or Irish Traveller			46	0.0%	-0.0%
White: Roma			219	0.1%	-0.1%
⊟ **Other**	**5**	**1.2%**	**1,835**	**0.7%**	**0.6%**
Other ethnic group: Any other ethnic group	5	1.2%	1,312	0.5%	0.8%
Other ethnic group: Arab			523	0.2%	-0.2%
⊟ **Black**	**4**	**1.0%**	**1,513**	**0.5%**	**0.4%**
Black, Black British, Black Welsh, Caribbean or African: Other Black	2	0.5%	198	0.1%	0.4%
Black, Black British, Black Welsh, Caribbean or African: African	1	0.2%	1,007	0.4%	-0.1%
Black, Black British, Black Welsh, Caribbean or African: Caribbean	1	0.2%	308	0.1%	0.1%
⊟ **Asian**	**3**	**0.7%**	**4,296**	**1.5%**	**-0.8%**
Asian, Asian British or Asian Welsh: Chinese	2	0.5%	1,216	0.4%	0.1%
Asian, Asian British or Asian Welsh: Bangladeshi	1	0.2%	421	0.2%	0.1%
Asian, Asian British or Asian Welsh: Indian			1,010	0.4%	-0.4%
Asian, Asian British or Asian Welsh: Other Asian			1,384	0.5%	-0.5%
Asian, Asian British or Asian Welsh: Pakistani			265	0.1%	-0.1%
⊟ **Mixed**	**3**	**0.7%**	**4,048**	**1.4%**	**-0.7%**
Mixed or Multiple ethnic groups: White and Asian	2	0.5%	1,221	0.4%	0.1%
Mixed or Multiple ethnic groups: White and Black African	1	0.2%	822	0.3%	-0.0%
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups			1,115	0.4%	-0.4%
Mixed or Multiple ethnic groups: White and Black Caribbean			890	0.3%	-0.3%
Total	**409**	**100.0%**	**279,235**	**100.0%**	**0.0%**

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.
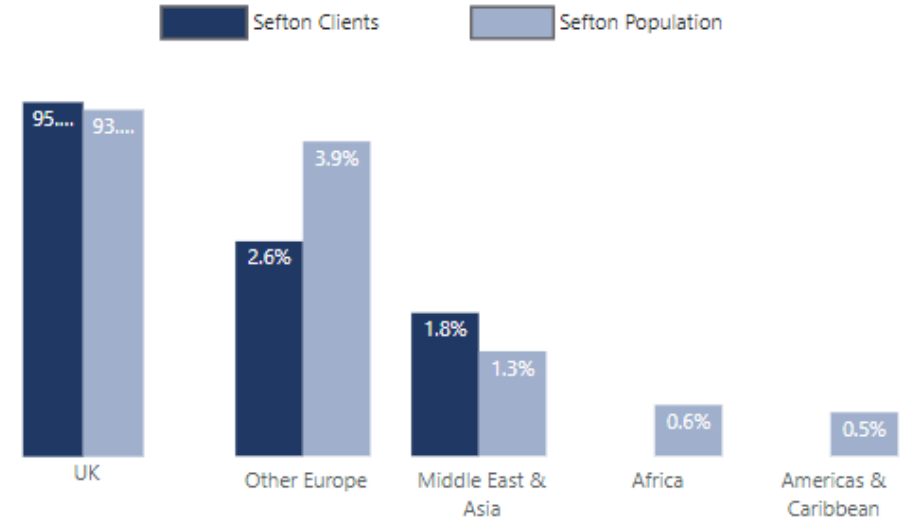
Nationality

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	109	95.6%	261,264	93.6%	2.1%
Other Europe	3	2.6%	10,766	3.9%	-1.2%
Middle East & Asia	2	1.8%	3,586	1.3%	0.5%
Africa			1,745	0.6%	-0.6%
Americas & Caribbean			1,494	0.5%	-0.5%
Total	**114**	**100.0%**	**278,855**	**99.9%**	**0.1%**

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.
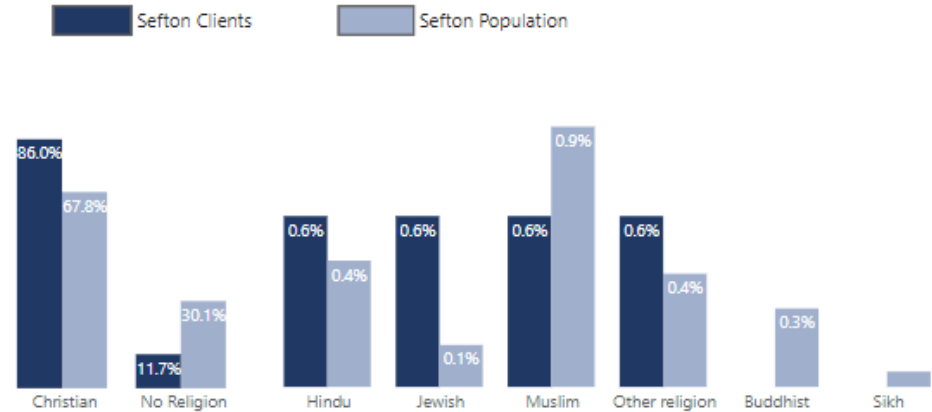
Religion

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	308	86.0%	179,806	67.8%	18.2%
No Religion	42	11.7%	79,905	30.1%	-18.4%
Hindu	2	0.6%	1,095	0.4%	0.1%
Jewish	2	0.6%	364	0.1%	0.4%
Muslim	2	0.6%	2,257	0.9%	-0.3%
Other religion	2	0.6%	982	0.4%	0.2%
Buddhist			681	0.3%	-0.3%
Sikh			133	0.1%	-0.1%
Total	**358**	**100.0%**	**265,223**	**100.0%**	**0.0%**

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.
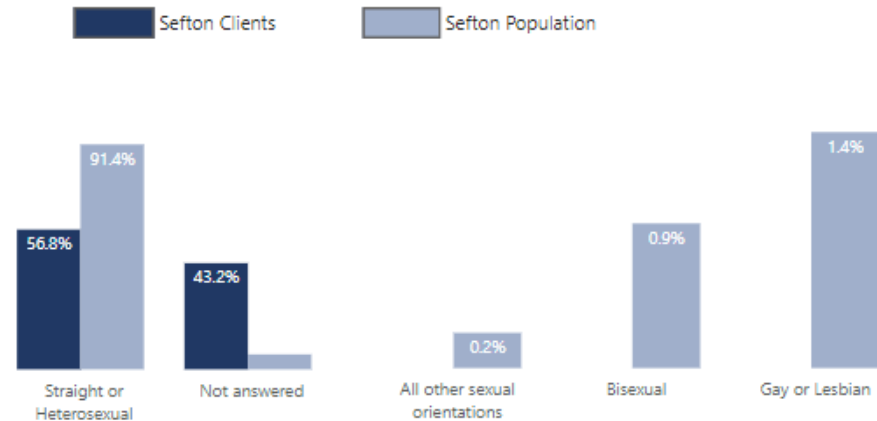

Sexual Orientation

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	25	56.8%	212,421	91.4%	-34.6%
Not answered	19	43.2%	14,151	6.1%	37.1%
All other sexual orientations			493	0.2%	-0.2%
Bisexual			2,024	0.9%	-0.9%
Gay or Lesbian			3,301	1.4%	-1.4%
Total	**44**	**100.0%**	**232,390**	**100.0%**	**0.0%**

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				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
People from different ethnic groups				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
Men or women (including pregnant women or those on maternity leave)				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
Lesbian, gay or bisexual people				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics. Placements are based on a person's individual need and offers opportunities for people to live as independently a life as possible including in the wider community.		X	

People on a low income				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
People in particular age groups				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
People in particular faith groups				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
People who are married or in a civil partnership				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
Transgender people				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				There is no disproportionate impact expected. 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 Community Support regardless of their Protected Characteristics.		X	

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:

5th 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: 5th 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.