

Initial Equality Impact Assessment

1. The Proposal

Service area:	Commissioning – Extra Care Fee Rates 2024/25
Lead Officer:	Eleanor Moulton
Links to budget proposal? (Yes/No):	Yes
Date of assessment:	11th March 2024

2. Description of the proposal:

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

The specific detail of the proposal is a 9.15% increase to the Extra Care hourly rate.

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

Duration / Service Element	2024/25	2023/24
Hourly Rate	£20.64	£18.91

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 Extra Care services:

Age

	Total Number of People	%
Less than 20	0	0
20 - 39	0	0
40 - 59	2	6.45
60 - 79	18	58.06
80 - 99	11	35.48
100 and over	0	0

Gender

	Total Number of People	%
Female	16	51.61
Male	15	48.39

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	28	100.0%	267,543	95.8%	4.2%
White: English, Welsh, Scottish, Northern Irish or British	28	100.0%	256,327	91.8%	8.2%
White: Gypsy or Irish Traveller			46	0.0%	-0.0%
White: Irish			2,244	0.8%	-0.8%
White: Other White			8,707	3.1%	-3.1%
White: Roma			219	0.1%	-0.1%
Asian			4,296	1.5%	-1.5%
Asian, Asian British or Asian Welsh: Bangladeshi			421	0.2%	-0.2%
Asian, Asian British or Asian Welsh: Chinese			1,216	0.4%	-0.4%
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%
Black			1,513	0.5%	-0.5%
Black, Black British, Black Welsh, Caribbean or African: African			1,007	0.4%	-0.4%
Black, Black British, Black Welsh, Caribbean or African: Caribbean			308	0.1%	-0.1%
Black, Black British, Black Welsh, Caribbean or African: Other Black			198	0.1%	-0.1%
Mixed			4,048	1.4%	-1.4%
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups			1,115	0.4%	-0.4%
Mixed or Multiple ethnic groups: White and Asian			1,221	0.4%	-0.4%
Mixed or Multiple ethnic groups: White and Black African			822	0.3%	-0.3%
Mixed or Multiple ethnic groups: White and Black Caribbean			890	0.3%	-0.3%
Other			1,835	0.7%	-0.7%
Other ethnic group: Any other ethnic group			1,312	0.5%	-0.5%
Other ethnic group: Arab			523	0.2%	-0.2%
Total	28	100.0%	279,235	100.0%	0.0%

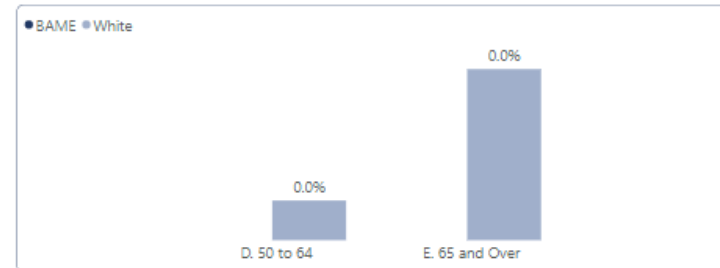
Client vs Population Percentage

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

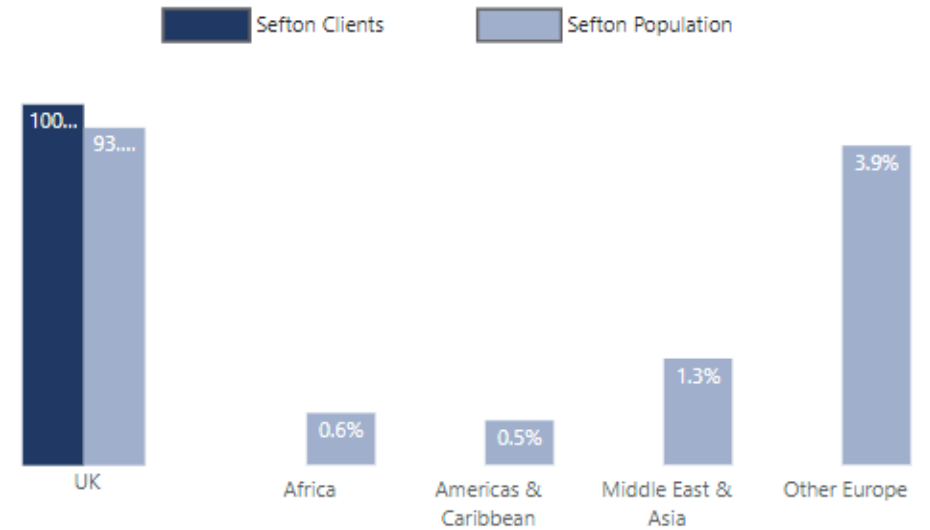
Demography Highlights - Nationality

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	3	100.0%	261,264	93.6%	6.4%
Africa			1,745	0.6%	-0.6%
Americas & Caribbean			1,494	0.5%	-0.5%
Middle East & Asia			3,586	1.3%	-1.3%
Other Europe			10,766	3.9%	-3.9%
Total	3	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

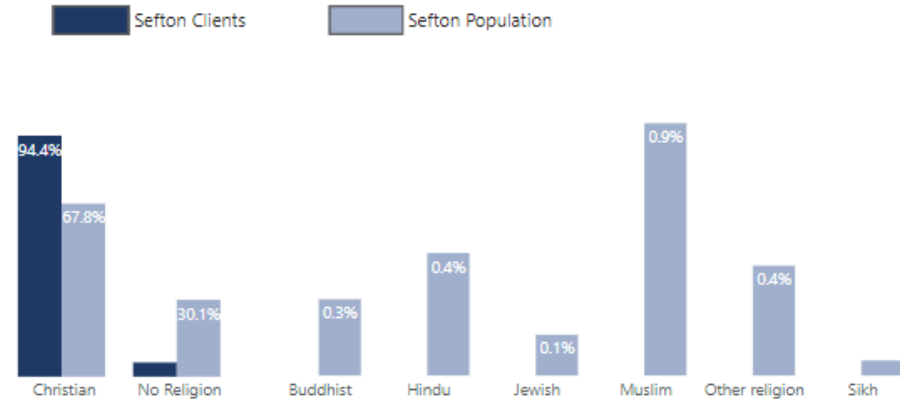
Demography Highlights - Religion

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	17	94.4%	179,806	67.8%	26.7%
No Religion	1	5.6%	79,905	30.1%	-24.6%
Buddhist			681	0.3%	-0.3%
Hindu			1,095	0.4%	-0.4%
Jewish			364	0.1%	-0.1%
Muslim			2,257	0.9%	-0.9%
Other religion			982	0.4%	-0.4%
Sikh			133	0.1%	-0.1%
Total	18	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

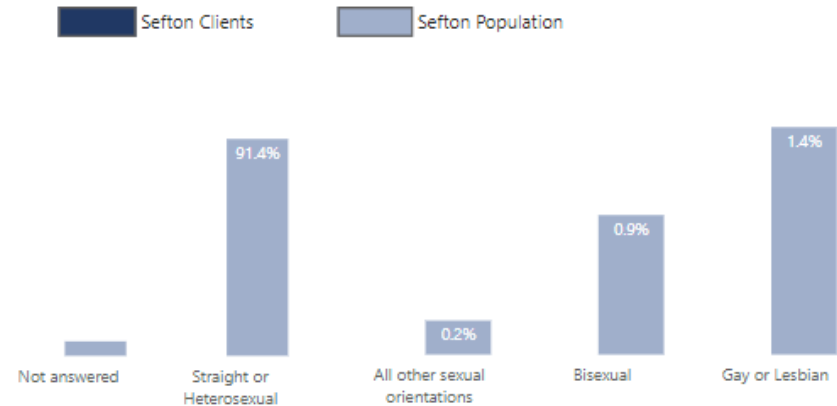
Demography Highlights - Sexual Orientation

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
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%
Not answered			14,151	6.1%	-6.1%
Straight or Heterosexual			212,421	91.4%	-91.4%
Total			232,390	100.0%	-100.0%

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				<p>There is no disproportionate impact expected.</p> <p>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>Extra Care services 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> <p>Extra Care services support people with disabilities to continue to live within the community thus making sure that disability is accepted and understood by the wider community.</p>		X	
People from different ethnic groups				<p>There is no disproportionate impact expected.</p> <p>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</p>		X	

			<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>			
Lesbian, gay or bisexual people			<p>There is no disproportionate impact expected.</p> <p>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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</p>		X	

			sector equality duty.			
People who are married or in a civil partnership			<p>There is no disproportionate impact expected.</p> <p>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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>The options proposed do not involve any change to the criteria for Extra Care, as assessed via the Council's eligibility criteria nor do they involve any changes to the capacity of services.</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	

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:

11th 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: 12th 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.