



***Cherwell***  
DISTRICT COUNCIL  
NORTH OXFORDSHIRE



# **Cherwell District Council and Oxfordshire County Council Equality Impact Assessment**

September 2020

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## Section 1: Summary details

<b>Directorate and Service Area</b>	Adult Social Care
<b>What is being assessed</b> (e.g. name of policy, procedure, project, service or proposed service change).	22AS13 - Deliver a saving of £0.6m in 2021/22 by completing individual reviews of people receiving support at home to ensure they have the right level of on-going support.
<b>Is this a new or existing function or policy?</b>	Existing function
<b>Summary of assessment</b> Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>A proposal to deliver a saving of £0.6m in 2021/22 by completing individual reviews of people receiving support at home to ensure they have the right level of on-going support.</p> <p>Individual reviews are a statutory function delivered under the Care Act 2014 by social care staff. The review function supports people to receive the right level of support at home.</p> <p>Work undertaken previously has shown that it is possible to release existing spend by reviewing home support packages of care to ensure they have the right level of on-going support.</p> <p>The proposal would have a positive impact on older people and disabled people as strength-based reviews will empower people to maximise their independence and connect with their community network. It will also have positive impact on communities by connecting people with their community.</p>
<b>Completed By</b>	Natalia Lachkou

<b>Authorised By</b>	Karen Buckingham
<b>Date of Assessment</b>	19 October 2020

## Section 2: Detail of proposal

<p><b>Context / Background</b></p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Individual reviews are a statutory function delivered under the Care Act 2014 by social care staff. The review function supports people to receive the right level of support at home.</p> <p>Work undertaken previously has shown that it is possible to release existing spend by reviewing home support packages of care to ensure they have the right level of on-going support.</p> <p>This proposal has been developed to support the council to set a balanced budget for 2021/22.</p>
<p><b>Proposals</b></p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>This proposal aims to deliver a saving of £0.6m in 2021/22 by completing individual reviews of people receiving support at home to ensure they have the right level of on-going support.</p> <p>Savings proposal 20AD12 showed that it is possible to release existing spend through on-going reviews of home support packages of care to ensure they have the right level of on-going support. Budgeted reductions of £1.2m were achieved in 2019/20 and a further £1.2m is expected to be achieved in 2020/21.</p> <p>While it is becoming more challenging to add to that it is estimated that if reviews continue at the current rate a further £0.6m reduction in spend can be achieved by 2021/22. That capacity will be released back to be used for other people who require support from Adult Social Care.</p>
<p><b>Evidence / Intelligence</b></p>	<p>This proposal is based on savings delivered by undertaking individual reviews in 2019/20 and 2020/21.</p>

<p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>Savings proposal 20AD12 and previous work has shown that on-going reviews of home support packages not only ensure that people have the right level of on-going support but also release existing spend.</p> <p>Budgeted reductions of £1.2m were achieved in 2019/20 and a further £1.2m is expected to be achieved in 2020/21.</p>
<p><b>Alternatives considered / rejected</b></p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>Doing nothing is not an option, because completing individual reviews is a statutory function under the Care Act 2014.</p> <p>An option not to include a saving for 2021/22 has been considered. It has not been adopted because this would have represented a missed opportunity to realise further potential savings. The degree of confidence in the delivery of further savings will be reviewed during the course of 2020/21.</p>

**Section 3: Impact Assessment - Protected Characteristics**

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Strength-based reviews empowering people to maximise their independence and connect with their community network.			
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Strength-based reviews empowering people to maximise their independence and connect with their community network.			
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Religion or Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				



### Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Positive impact on communities by connecting people with their community.			
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Areas of deprivation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

### Section 3: Impact Assessment - Additional Wider Impacts

<b>Additional Wider Impacts</b>	<b>No Impact</b>	<b>Positive</b>	<b>Negative</b>	<b>Description of Impact</b>	<b>Any actions or mitigation to reduce negative impacts</b>	<b>Action owner* (*Job Title, Organisation)</b>	<b>Timescale and monitoring arrangements</b>
<b>Staff</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Other Council Services</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Providers</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Social Value <sup>1</sup></b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

<sup>1</sup> If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

## Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

<b>Review Date</b>	
<b>Person Responsible for Review</b>	
<b>Authorised By</b>	