



Cherwell
DISTRICT COUNCIL
NORTH OXFORDSHIRE



**OXFORDSHIRE
COUNTY COUNCIL**

Cherwell District Council and Oxfordshire County Council Equality Impact Assessment

October 2020

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Section 1: Summary details

Directorate and Service Area	Adult Social Care
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	22AS10 & 22AS15 - 1% reduction in demand pressures
Is this a new or existing function or policy?	Extension of existing approach.
Summary of assessment 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).	Continue to take action to reduce spend by 1% across both the Better Care Fund and Adults with Care & Support Needs pooled budgets through an internal forum made up of members of the council's social work and commissioning teams. This group reviews new care packages and changes to existing packages to ensure that eligible care needs are met consistently in a way that is cost effective and maximises independence. The forum will also work to ensure that existing block care capacity is maximised and link to procurement needs to ensure that people's assessed outcomes are met consistently in the most cost-effective way.
Completed By	Rachel Pirie
Authorised By	Stephen Chandler
Date of Assessment	16 th October 2020

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Continue to take action to reduce spend by 1% across both the Better Care Fund and Adults with Care & Support Needs pooled budgets through an internal forum made up of members of the council's social work and commissioning teams. This group reviews new care packages and changes to existing packages to ensure that eligible care needs are met consistently in a way that is cost effective and maximises independence. The forum will also work to ensure that existing block care capacity is maximised and link to procurement needs to ensure that people's assessed outcomes are met consistently in the most cost-effective way.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action</p>	<p>The forums provide space for professional discussion about eligible care needs. In addition, they are an opportunity to share best practice and discuss the most appropriate way to meet people's needs.</p>
<p>Evidence / Intelligence</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>Care Act eligible needs will continue to be met.</p>

Alternatives considered / rejected

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.

This measure is one of a range of measures to support pressures resulting from increasing demand which doing nothing is not an option. This measure will help manage staff and financial resource in the most efficient way.

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 type="checkbox"/>	<input checked="" type="checkbox"/>	Possible impact on choice	Care Act eligible needs will continue to be met and people will be involved in decision making about their care.	Stephen Chandler, Director Adult Social Care	Ongoing
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Possible impact on choice	Care Act eligible needs will continue to be met and people will be involved in decision making about their care.	Stephen Chandler, Director Adult Social Care	Ongoing
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"/>				
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Religion or Belief	<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
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

Additional Wider 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
Staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Opportunity to share best practice and increase opportunities for learning.			
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

¹ 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.

Review Date	
Person Responsible for Review	
Authorised By	