

Equality & Diversity Impact Assessments

Directorate / Service / Department:		Finance
Person responsible for the assessment:		Nicola Stephenson (Performance) Julie Ryan (Training & Development) Barbara Crossland (Residential Assessments)
Name of (proposed) policy / function:		Residential Assessments New: Existing: ✓
Process area Identifier (PID) / Name:		PID 190 Financial Assessments
(1)	Briefly describe the aims, objectives and purpose of the policy / function: To provide a financial assessment for all customers who qualify for residential or nursing care.	
(2)	Are there any associated objectives of the policy / function? <ul style="list-style-type: none"> ▪ To maximise service users benefits, ▪ To calculate a charge for the resident based on Department of Health Regulations ‘ Charging for Residential Accommodation Guide’, ▪ To ensure that the resident is given a clear explanation of how the assessment of his/her ability to pay has been carried out, ▪ To review finances of all customers on an annual basis. 	
(3)	Who is intended to benefit from the policy / function and in what way? <ul style="list-style-type: none"> ▪ The customer – with the aim to pay less than the standard charge, ▪ Barnsley MBC – maximise service user contribution so council contribution is reduced. 	
(4)	What outcomes are expected from this policy / function? <ul style="list-style-type: none"> ▪ The customer is informed how much to pay for care ▪ Private sector homes receive their fees 	
(5)	What factors / forces could contribute to / detract from the outcomes? <ul style="list-style-type: none"> ▪ Timely/accurate information from care managers ▪ The resident’s resources (capital or income) ▪ Adequate staffing/training ▪ Full compliance with legislation. <p>The opposite to the above will detract from the outcomes.</p> <ul style="list-style-type: none"> ▪ Reluctance by individuals or their families in providing follow up information also detracts. 	

(6)	<p>Who are the main stakeholders in relation to the policy / function?</p> <p>Social Services Customers and their families Private care home owners</p>
(7)	<p>Who implements the policy and who is responsible for the policy / function?</p> <p>Chris Armitage, Benefits Manager, Benefits & Taxation Division</p>
(8)	<p>Is there any monitoring data available? (e.g. results from consultations, surveys, focus groups)</p> <p>There was no previous diversity data available.</p>
(9)	<p>Are there any concerns that the policy/function could have a differential impact on ethnic groups? No</p> <p><i>Please explain:</i></p> <p>This function has minimal customer contact. Its purpose is purely to provide a financial assessment of the customer. The assessments are carried out from evidence collected by Social Services, who actually visit the customers. The financial assessment is carried out in accordance with legislation; the ethnic background of a resident is irrelevant to the assessment.</p> <p>The function is aware of the interpreting service and could provide letters in alternative languages or written formats if requested.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i></p> <p>CRAG Guidelines. Communications with Residential Assessments Team Leader.</p>
(10)	<p>Are there any concerns that the policy/function could have a differential impact due to gender? No</p> <p><i>Please explain:</i></p> <p>The function has no differential effect due to gender. Staff are aware of an individuals gender through the assessment form, but this is not taken into account. Nationally, statistics show that women tend to live longer, which could mean that a slighter higher percentage go into residential accommodation.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i></p> <p>Census data. CRAG Guidelines.</p>

(11)	<p>Are there any concerns that the policy/function could have a differential impact due to disability? No</p> <p><i>Please explain:</i></p> <p>Disabilities do not affect the way a charge is calculated. A higher percentage of resident's within residential or nursing care are likely to have some kind of disability, which could either be physical, sensory or mental. The Disability Discrimination Act makes it unlawful to treat disabled people less favourable.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i></p> <p>Discussions with Residential Assessments Team Leader.</p>
(12)	<p>Are there any concerns that the policy/function could have a differential impact due to sexual orientation? No</p> <p><i>Please explain:</i></p> <p>The accommodation charge is calculated regardless of an individual's sexuality. There is also no differential impact due to resident's being one of a couple. Under regulations, the function has no power to assess a couple according to their joint resources. Each person entering residential care should be assessed according to their individual means, although the liability of a married person to maintain their spouse should be considered in each case.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i></p> <p>National Assistance Act 1948.</p>
(13)	<p>Are there any concerns that the policy/function could have a differential impact due to age? No</p> <p><i>Please explain:</i></p> <p>The assessment has no adverse financial impact for a younger person than an older person. It is a requirement to know the age of a resident to be able to calculate the assessment.</p> <p>According to the Department for Social Development, a higher proportion of the population aged 60+ is in residential care than the age group 16-59.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i></p> <p>Discussions with Assessment Team Leader. Department of Social Development Research Document 2002.</p>

<p>(14)</p>	<p>Are there any concerns that the policy/function could have a differential impact due to religion or belief? No</p> <p><i>Please explain:</i> There is no need to ask for this information. The function is a financial one, there are no situations where religious belief would affect the charging outcome.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i> Communications with Residential Assessments Team Leader.</p>
<p>(15)</p>	<p>Are there any concerns that the policy/function could have a differential impact on people due to them having dependants/caring responsibilities? No</p> <p><i>Please explain:</i> Legislation is applied to people who have caring responsibilities. The function takes into account people with these responsibilities by providing an assessment that also reflects the needs of the dependant.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i> National Assistance Act 1948</p>
<p>(16)</p>	<p>Are there any concerns that the policy/function could have a differential impact due to their offending past? No</p> <p><i>Please explain:</i> The function is not aware if residents have an offending past.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i> Discussion with Team Leader.</p>
<p>(17)</p>	<p>Are there any concerns that the policy/function could have a differential impact on Trans people? No</p> <p><i>Please explain:</i> Assessment officers would be unaware of whether an individual is transgendered or transsexual. This would have no bearing on the charge.</p> <p><i>What existing evidence (either presumed or otherwise) do you have for this?</i> There is no need to ask the resident this information.</p>

(18)	<p>Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy or function? No</p> <p><i>Please explain:</i></p> <p>There was no differential impact identified for this function.</p>
(19)	<p>Are the differential impacts caused by unlawful discrimination? N/ap</p>
(20)	<p>Findings</p> <p>We found that this function has little customer contact. Its purpose is to provide a financial assessment of those who qualify for residential or nursing care. The financial assessments are carried out from evidence/forms passed on from Social Services. Each assessment is subject to a verification check by another senior member of the assessment team.</p> <p>Residents or their nominees are contacted annually for review, where they can attend the office if they wish, but any changes are often communicated via letters/forms. The team has some telephone contact with care home managers, clients or client's families, but again the majority is dealt with by Social Services.</p> <p>The Residential Assessments function strictly adheres to Department of Health Regulations. The legislation covers certain equality strands such as gender, disability, and customers with dependants. Other equality areas are unknown and have no bearing upon the financial assessment.</p>
(21)	<p>Action Points</p> <p>The forms from Social Services ask if residents are blind or partially sighted. The team could use this information to assist the customer, such as using a larger typeface or possibly have some Braille versions produced of the standard letters.</p>
<p>Completed by: Nicola Stephenson Date: 13/01/2006</p>	