



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for: Charge for money management service

Details are set out: C06 Option for Change

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Assessment approved by: Caroline Baria, Service Director Date: Sept 2015

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

Adult Care Financial Services currently acts as appointee for 643 service users. It is proposed to introduce a charge of £6 per week in 2016/17 and £12 per week from 2017/18 for all service users who have savings in excess of £1,000. Service users will become liable for a charge for a service which was previously offered for free.

In the main this service is provided to older adults who lack the capacity to manage their own finances and people with a disability.

Previous enquiries with outside agencies and solicitors have shown that in all cases a charge is payable for this service. Introducing a charge would cover the costs to the Council of providing this service and bring the Council into line with emerging practice in other local authorities.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

- | | | | |
|-----------------------|-----------------------------------|--|--|
| Age | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Disability | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Gender reassignment | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Pregnancy & maternity | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |

Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>Age – the majority of clients currently receiving this service are of retirement age and above, and would be charged for this service.</p> <p>This proposal would apply to all service users, including those with a disability. Therefore, any service user with a disability who does not have the capacity to manage their own financial affairs would be charged for this service</p>	<p>We cannot mitigate this but the service users could choose to arrange their own service, with support from the Council.</p> <p>We cannot mitigate this but the service users could choose to arrange their own service, with support from the Council.</p>	<p>Public consultation on the website with direct communication to providers, charities and voluntary organisations.</p> <p>Consulting with service users with the use of advocates.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Completed EqlAs should be sent to equalities@nottsc.gov.uk and will be published on the Council’s website.