

Name of proposal/policy	Review of Direct Payments Personal Assistant Rate	Budget number (if applicable)	
Service area responsible	Northamptonshire Adult Social Services (NASS)	Cabinet meeting date	11.9.18
Name of completing officer	Dawn Crawford	Date EqIA created	31/10/2017 and refreshed 1/2/18 and 11/04/18
Approved by Director / Assistant Director	Amy Brock/NASS AD	Date of approval	11/04/2018

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

Direct Payments (DP) are types of funding which may be paid directly by local authorities to enable people to independently purchase the social care services and support which they have been assessed as needing. This could include homecare support for personal care needs, alternatives to day care or a wide range of other assessed needs. The original Business Case for NASS was looking for projects and programmes of work within its first year of operating to:

- Enable NASS to operate within its budget by seeking to deliver savings;
- Help NASS to become more operationally efficient through streamlining procedures and processes;
- Help with the integration and operation with partners and with other Council services by ensuring the same processes and procedures are used by adults, children and families.

The DP Programme seeks to meet all the requirements as stated within the NASS Business Case by seeking to make savings, updating and streamlining processes and procedures and integrating those processes and procedures across all Council departments.

Description of proposal under consideration/development

The vision for Direct Payments is that at the end of the programme, Northamptonshire will have a joined up, best value for money system of Direct Payments (DP) support for adults, carers, children and young people across social care, service users, carers and residents, working with partners in the statutory, voluntary and private sectors. This will be achieved through a phased process and at this time the priority has been to focus on:

- Review of Direct Payment rates paid to those who employ Personal Assistant(s) – this may result in changes in:
 - The way we work out how much to give people in their Direct Payment if employing a Personal Assistant
 - The things that people with a Direct Payment who employ a Personal Assistant pay for and the things that the County Council pay for
 - The minimum amounts we expect Personal Assistants who are not self-employed to be paid
- Initial fact finding in relation to pre-payment cards as an additional method for paying Direct Payment to NASS customers with the potential to realise benefits reported by other areas e.g. faster return of excess funds, more responsive monitoring, earlier identification of potential fraud or misuse
- Refinement of internal operational procedures to ensure efficient processes of supporting customers with Direct Payments, making payments and monitoring expenditure
- Care management review of a range of customers with Direct Payments to ensure their payment is suitable for current needs

Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published)	
The Care First system	All Care Package details per adult Service User are maintained on this system. Each Care Package contains details on how much the Direct Payment is
The Care First System	<p>There are 1997 adults or young people in transition with at least one Direct payment (Jan 2018). There are 2011 packages of care supported through a Direct Payment of which</p> <ul style="list-style-type: none"> • 486 are for those over 65 years of age ; • 1614 are for those under 65 • 980 are for people with a primary support reason of learning disability • 753 for people with a primary need for personal care support • 146 for people to receive support with memory and cognition • 73 for young people in transition • 72 for people with a need to support social isolation • 62 are for people with access/mobility needs including visual impairment • 5 are for people with a mental health or substance misuse need • 9 are for people whose primary need is not recorded <p>Of current (April 18) DP customers, 52.2% are Female 47.8% are Male. Of 1997 adults it is estimated that approximately 684 people use their direct payment to employ Personal Assistants</p>
Finance Team Data	Northamptonshire has a high number of customers with a Direct Payment (2100 packages in January 2018 for 1997 customers) with a total commitment in January 18 for full year 17/18 of £35m. Over the last 3 years, over £5m has needed to be claimed back from customers either due to high balances in accounts or account closures.

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex				X
Gender Reassignment			X	
Age				x
Disability				X
Race & Ethnicity			X	
Sexual Orientation			X	
Religion or Belief (or No Belief)			X	
Pregnancy & Maternity			X	
Human Rights (Please see articles in toolkit)				x
Other Groups (rural isolation, socio-economic exclusion etc)				x

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>Due to the nature of particular service users, any change to payments for adult social care will disproportionately affect people with disabilities and health conditions which require them to seek support from NASS. There are a slightly greater percentage of Direct Payment customers who are female and also the Personal Assistant workforce is predominantly female so there may be a greater impact on females.</p> <p>Additionally, because this relates to finances, there is the possibility for people on lower incomes to be disproportionately affected although the financial contribution tht each person makes towards their Direct Payment is based on a financial assessment so it is anticipated that the impact will be minimal. Until we have received feedback on the proposals, which in turn will help to inform the decision made on the review of direct payments, our assessment of the impact at this time is unsure for these groups.</p>	<p>Consultation with general public on Direct Payment Rates for Personal Assistants with specific notification of consultation to key stakeholders including current and potential DP customers and Personal Assistants. This will enhance understanding of what the options might mean for customers.</p> <p>Customer engagement to seek views on the current methods of paying and monitoring Direct Payments and seeking of views in realtion to a potential introduction of pre-payment cards to identify any potential issues.</p> <p>Engage with other authorities to learn from their experiences and avoid negative impacts on all customers of any changed processes</p>

<p>The impact upon human rights has also been assessed as unsure for now, again pending the outcome of the consultation and the final decision. We acknowledge that direct payments play a vital role in protecting the human rights of people who require home care – in particular in relation to their dignity, privacy, right to a private/family life and choice in how they receive their care. Consequently it will be important to ensure that these human rights are protected following the review of direct payments.</p> <p>There is no reason to suggest the impact would be anything other than neutral for the other groups listed, although this will be reviewed if the consultation suggests otherwise.</p> <p>The potential introduction of pre-payment cards will ease the practical burdens of administration for DP customers and their carers, many of whom have a disability. Additionally, the pre payment card will enable a more responsive service at times of emergencies and will enable young adults to develop independent financial skills as they prepare for adulthood.</p>	
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Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

Consultation for 8 weeks will be carried out to understand views on the options in relation to Direct Payments for those who employ Personal Assistants.

4 Public events will be held and an electronic survey will be available for people to record their opinions (paper copies will be available on request) and all documentation will be in an easy read format to enhance accessibility

Public engagement through a survey will take place at the same time as the above to seek view in relation to how we currently pay and monitor Direct Payments and views of Pre payment cards

The decision in relation to Direct Payment rate for those who employ Personal Asssitants is a key decision and will be made by Cabinet.

There are no substantive proposals at this time in relation to pre payment cards and the engagement will inform any future planning or decision making. This decision is likely to be an officer decision as it relates to an operational process for making payments.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
To be completed following consultation	

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the consultation/further work carried out, what is the assessment of the final impact on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex				
Gender Reassignment				
Age				
Disability				
Race & Ethnicity				
Sexual Orientation				
Religion or Belief (or No Belief)				
Pregnancy & Maternity				
Human Rights (Please see articles in toolkit)				
Other Groups (rural isolation, socio-economic exclusion etc)				

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

To be completed following consultation