

EQUALITY IMPACT ASSESSMENT

Review of Care Packages

Reference: EIA000150

Date: 18/01/2024



EIA Form – About your EIA

Reference number	EIA000150
Date Submitted	18/01/2024
Subject of the EIA	Review of Care Packages
Brief description of the policy, service or function covered by the EIA	This initiative has been ongoing since 2018. This is not a change in service delivery. There is a legal requirement under the Care Act 2014 that all packages of care must be reviewed on a regular basis, regardless of the protected characteristics of citizens or any contributing socio-economic factors. As part of the Adult Social Care review process, it is imperative to ensure that the care and support offered, meets the identified assessed needs of individuals. When a citizen's needs have changed the package of care and support can be reduced or increased, and a new support plan is developed. Adult Social Care does not take a generalised approach to any reductions or increases in care. Each package of care is assessed to identify the needs of the individual citizen. The social worker or occupational therapist will determine the level of support required. This is a continuous process, should any new information arise, the EIA will be reviewed accordingly to ensure ongoing compliance with the equality duty. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-01-22

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Community and Operational Services
Service area	Community and Operational Services
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Atrin Conway
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What is the accountable officer's email address?	John Williams
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Data Sources

Data sources	["Birmingham City Observatory data and insight"]
Data source details	Adult Social Care - Eclipse System and Care First

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.
How will you mitigate against any negative impact to the age characteristic?	No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
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<p>Please describe the impact to the disability characteristic</p>	<p>No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>

Protected Characteristic – Sex

<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>
<p>Please describe the impact to the sex characteristic</p>	<p>No direct impact/minimal impact is anticipated as a result of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>



<p>How will you mitigate against any negative impact to the sex characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>
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Protected Characteristic - Gender Reassignment

<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>No direct impact/minimal impact is anticipated as a result of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>
<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>

Protected Characteristic - Marriage and Civil Partnership

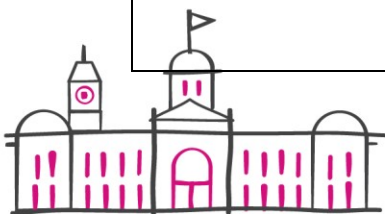
<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
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<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single","Never married and never registered a civil partnership","Married: Same sex","Married: Opposite sex","In a registered civil partnership: Opposite sex","In a registered civil partnership: Same sex","Separated, but still married","Separated, but still in a registered civil partnership","Divorced","Formerly in a civil partnership now legally dissolved","Widowed","Surviving partner from civil partnership"]</p>
<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>

Protected Characteristic - Pregnancy and Maternity

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>



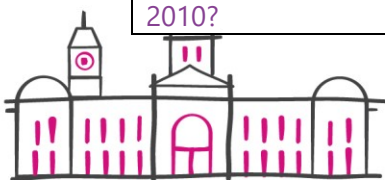
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>
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Protected Characteristic - Ethnicity and Race

<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What ethnic groups would be impacted by this proposal?</p>	<p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p>
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>

Protected Characteristic - Religion or Beliefs

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
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What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.



<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p>
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Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Monthly meetings held between Heads of Services and director to monitor cases. Cases which have a reduction in care or increase will be monitored based on the protected characteristics, to seek any possible trends. Programme board will inform SMT of high-level milestones and developments.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>John Williams</p>

