


EQUALITY IMPACT ASSESSMENT TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SUMMARY

Please summarise the findings of the assessment. This should be included in any Committee report to provide information to the relevant decision-maker.	The report that is going to cabinet details the proposals in greater detail and explains the terminology used.
Please indicate a colour code based on your assessment (see appendix A)	

SECTION 1: Details of the proposal

Title	Changes to charges for recipients of adult social care support
Briefly summarise: <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>The aim is to ensure that Slough is in line with most other local authorities and with national charging guidance and is able to maximise its income. The national charging guidance prescribes allowable limits for a minimum income guarantee (MIG), it also indicates those who are deemed as being able to afford to pay – these are national guidelines and in place to ensure people are treated equally wherever they live in England. People who can afford to pay will in future pay a fair rate for adult social care assisting them in arranging their support. Some people will see a reduction in the amount of weekly income available to them if the minimum income guarantee buffer is removed or amended (Appendix three in the cabinet report goes into this in greater detail). People who lack the capacity to manage their own finances and need appointee-ship to manage this for them will now be charged for this service. This will ensure that Slough Borough Council is fairly recompensed for the work that it does in carrying out this role. By nature of need it is likely that the groups mostly affected by these changes will be people who are in vulnerable groups such as older people, people with disabilities and mental ill health.</p> <p>There will be consideration of each individual issue should difficulties arise in people paying for support and also the impact of the removal/change to the MIG buffer will be offset in more vulnerable groups by considering the allowances such as carer premiums and allowances for dependents in addition to any disability disregard entitlement.</p>

	<p>Slough has been more generous than some authorities for many years in having a buffer but considers that this has now left it disadvantaged compared to other authority income streams and without charging fairly and applying the national guidance more strictly it will be disadvantaged in the future and is likely to be unable to provide for the increasing complexity and costs of support in the future. This would have an adverse impact on vulnerable groups in the future. People who can afford to pay (those with over £23,250 in savings or additional income streams) should be expected to pay their way if the council provides a service to them as it is likely that they would need to do this in most other council areas.</p>
Details of the lead person completing the screening/EIA	<p>(i) Full Name: Anna Grainger</p> <p>(ii) Position: Senior Manager</p> <p>(iii) Service Area: Adult Social Care</p> <p>(iv) Email Contact Details: anna.grainger@slough.gov.uk</p> <p>(v) Date: 2/01/2025</p>
Date sent to Finance (if budget savings)	2/01/2025
Version number and date of update	1

SECTION 2: Initial screening:

Not all proposals will require a full EIA, the assessment of impacts should be **proportionate** to the nature of the proposal/project/policy in question and the extent of **its likely impact**. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who currently uses/will use your service or facility so you can identify who is likely to be impacted by the proposal</p> <ul style="list-style-type: none"> • <i>If you do not formally collect data about a particular group, then use the results of wider census data/national trends/anecdotal information where available.</i> • <i>Depending on the nature of the proposal, you may need to consult stakeholders and the public, including members of protected groups, to gather information on potential impacts of the proposal</i>
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<p>Who is likely to be impacted by this proposal?</p>	<table border="1"> <thead> <tr> <th data-bbox="501 197 874 304">Equality Protected Characteristic</th> <th data-bbox="879 197 1401 304">Please insert details of current or expected make up of service users</th> </tr> </thead> <tbody> <tr> <td data-bbox="501 311 874 398">Sex</td> <td data-bbox="879 311 1401 398">Affects everyone who needs social care support and is charged for it</td> </tr> <tr> <td data-bbox="501 405 874 492">Ethnicity and Race</td> <td data-bbox="879 405 1401 492">Affected equally</td> </tr> <tr> <td data-bbox="501 499 874 633">Disability</td> <td data-bbox="879 499 1401 633">Affected most as it is likely to be people with a disability and corresponding ill health who are in need of social care support.</td> </tr> <tr> <td data-bbox="501 640 874 728">Sexual orientation</td> <td data-bbox="879 640 1401 728">Affects everyone who needs social care support and is charged for it</td> </tr> <tr> <td data-bbox="501 734 874 869">Age</td> <td data-bbox="879 734 1401 869">Older adults are likely to be most affected as they form the largest group of people who need social care support in Slough.</td> </tr> <tr> <td data-bbox="501 875 874 963">Religion or belief</td> <td data-bbox="879 875 1401 963">Affects everyone who needs social care support and is charged for it</td> </tr> <tr> <td data-bbox="501 969 874 1057">Gender Reassignment</td> <td data-bbox="879 969 1401 1057">Affects everyone who needs social care support and is charged for it</td> </tr> <tr> <td data-bbox="501 1064 874 1151">Pregnancy/Maternity</td> <td data-bbox="879 1064 1401 1151">Affects everyone who needs social care support and is charged for it</td> </tr> </tbody> </table>	Equality Protected Characteristic	Please insert details of current or expected make up of service users	Sex	Affects everyone who needs social care support and is charged for it	Ethnicity and Race	Affected equally	Disability	Affected most as it is likely to be people with a disability and corresponding ill health who are in need of social care support.	Sexual orientation	Affects everyone who needs social care support and is charged for it	Age	Older adults are likely to be most affected as they form the largest group of people who need social care support in Slough.	Religion or belief	Affects everyone who needs social care support and is charged for it	Gender Reassignment	Affects everyone who needs social care support and is charged for it	Pregnancy/Maternity	Affects everyone who needs social care support and is charged for it
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<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information above relative to their size of in the wider Slough population?</p>																			
<p>2.3 If you have undertaken any specific consultation, please give summary of findings here. Has the consultation identified any specific equality impacts?</p>	<p>Any consultation would take place following the consent of Cabinet to proceed with consulting on the proposals. Consultation would consider the equality impacts.</p>																		

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, what is the <i>likely</i> impact?				
	None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	X <input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
People with disabilities	<input type="checkbox"/>	X <input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>
People of sexual orientation/s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
People in particular age groups (consider children, and over 65s)	<input type="checkbox"/>	X <input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
People who are pregnant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
People of faiths and beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5 Based on your responses, should a more detailed EIA be carried out on the project, policy or proposal?	
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Yes X No

2.6 Provide brief reasons on how you have come to this decision?	
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Further consultation will consider the impact further but without ensuring that the council secures income and is paid for the work it carries out it is likely that all groups needing social care support in the future will be negatively impacted should the council become unable to provide this in future.

If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed

SECTION 3: Detailed Assessment of Impact and Mitigations

To be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified.

Protected Characteristic		Positive Impacts	Negative Impacts	Neutral or no Impact	Can any negative impacts be mitigated? If so, please describe below.
Sex	Men	May be impacted in future if support is compromised	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer).
	Women	May be disproportionately affected in future as women are more likely to be carers	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer).
Race or Ethnicity	White			x	Further consideration given as part of consultation to determine if any racial group is disproportionately affected
	Mixed/Multiple ethnic groups			x	Further consideration given as part of consultation to determine if any racial group is disproportionately affected
	Asian/Asian British			x	Further consideration given as part of consultation to determine if any racial group is disproportionately affected

	Black/African/Caribbean / Black British			x	Further consideration given as part of consultation to determine if any racial group is disproportionately affected
	Gypsies / travellers			x	Further consideration given as part of consultation to determine if any racial group is disproportionately affected
	other ethnic group			x	Further consideration given as part of consultation to determine if any racial group is disproportionately affected
Disability	Physical	May be impacted in future if support is compromised	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer). Continuing health care (CHC) health funding will also be considered which would entitle someone to free NHS support.
	Sensory	May be impacted in future if support is compromised	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer).
	Learning Difficulties	May be impacted in future if support is compromised	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to

					be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer).
	Learning Disabilities	May be impacted in future if support is compromised	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer). Continuing health care (CHC) health funding will also be considered which would entitle free NHS support.
	Mental Health	May be impacted in future if support is compromised	May be impacted in reduction of income		Consideration to be given to individual situations and disability disregards, carer premiums and dependents. Risk and safeguarding issues can be considered. Benefits maximisation to be progressed (advice to be given on benefits that can be claimed to offset reduction in income buffer). If aftercare services are provided under Section 117 of the Mental Health Act and avoid admission to a psychiatric bed these are not chargeable and therefore this risk is mitigated.
Sexual Orientation Age	Lesbian, Gay, Bisexual			Neutral	Consideration to be given during consultation as to whether anyone with these protected characteristics are adversely affected.
Pregnancy or maternity	Those pregnant or in maternity period.			Neutral	Consideration to be given during consultation as to whether anyone with these protected characteristics are adversely affected.

Gender Reassignment	Trans People			Neutral	Consideration to be given during consultation as to whether anyone with these protected characteristics are adversely affected.
Faith/Belief	People of particular faiths			Neutral	Consideration to be given during consultation as to whether anyone with these protected characteristics are adversely affected.

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.




Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
<p>Consultation to be held during February and March 2025 to consider whether any particular groups are impacted in addition to the groups above.</p>	<p>Particularly older people, people with a learning disability or mental ill health issues. Consideration given as to whether any particular racial groups are adversely impacted.</p>	<p>To establish if any groups are adversely impacted and whether no change in the processes will adversely affect more people in the future if services can no longer be provided to all.</p>	<p>Consultation information in appropriate formats as well as online survey.</p>	<p>Anna Grainger</p>	<p>March 31st 2025</p>	<p>Amber</p>
<p><i>Enter additional rows if required</i></p>						

Appendix A

Equality Impact Assessment Decision Rating Guide
PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL

Decision	Action	Risk
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.</p>	<p>Further advice should be taken</p>	<p>Red </p>
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber </p>
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.</p>	<p>Proceed</p>	<p>Green: </p>