Equality Impact Assessment

Introductory Information

Budget/Project name	Personal	lisation and Direct Payments	Strategy
Proposal type O Budget • Project		Reference number	1130
 Decision Type Cooperative Executive Leader Adult Health and Social Care Executive Director/Director Officer Decision (Non-Key) Council (e.g. Budget and Ho Regulatory Committee (e.g. Local Area Committee 	using Reve	nue Account)	
Lead Cooperative Executive	Member	George Lindars-Hammond	
Entered on Q Tier Yes No Year(s) 18/19 19/20 20/2 EIA date 06/01/2022	1 0 21/	22 • 22/23 • 23/24 • 3	24/25 〇 25/26
 EIA Lead Adele Robinson Annemarie Johnston 		 Ed Sexton Louise Nunn Richard Bartlett 	
Bashir KhanBev Law		 Rosie May 	
	'n		

Lead Corporate Plan priority

O An In-Touch	O Strong	O Thriving	Better	 Tackling
Organisation	Economy	Neighbourhoode and Communities	Health and	Inequalities
		and Countrulities	Wellbeing	

Portfolio, Service and Team

Cross-Portfolio

○ Yes ● No

People

Portfolio

Is the EIA joint with another organisation (eg NHS)? ○ Yes ● No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

This Equality Impact Assessment was originally completed in 2020 for the Direct Payments Improvement Programme. It was updated December 2021 in consideration of the decision to commission an external Direct Payment Support Service. This latest version of the EIA has now been reviewed and updated to reflect the development of the Personalisation and Direct Payments Strategy, taking account of these additional elements as well as continuing to reflect the impact of the improvement programme and the delivery and review of the support service.

The Personalisation and Direct Payments Strategy aims to ensure that we put people first so that the citizens of Sheffield are empowered to take control and self-direct their own care and support; as a result, citizens will achieve the outcomes that they choose and live the life they want to live.

It describes how we will continue to work collaboratively with people with lived experience, their families and carers, our partners and stakeholders to shape, design and produce new and improved ways of working.

The strategy outlines Sheffield's commitments to increase and further develop approaches and practice around personalisation over the next 5 years (2023-2028).

We have worked with people to agree 5 priorities for the strategy that will address the key issues and ideas for change identified by local people that will enable us to grow and develop approaches and practices around personalisation:

- 1. Improve how personalisation is approached, and delivered, in Sheffield for people who use social care, and for the social care staff and workforce that supports them.
- 2. Work collaboratively with people who access social care, their representatives, staff, and partners to deliver our strategy for personalisation together.
- 3. Develop vibrant and diverse support options including a community of providers and a Personal Assistants workforce which offers personalised and responsive solutions for the people of Sheffield.
- 4. Build a strong, sustainable infrastructure for people to access or buy the right support for them and develop other approaches that offer people the level of choice and control that suits them.
- 5. Develop practice that promotes personalisation, which underpins the values and duties within the Care Act (2014) and provide ongoing support, advice and learning to champion and deliver personalisation.

Impact

Under the <u>Public Sector Equality Duty</u> we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the <u>Council website</u> including the <u>Community Knowledge</u> <u>Profiles</u>.

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

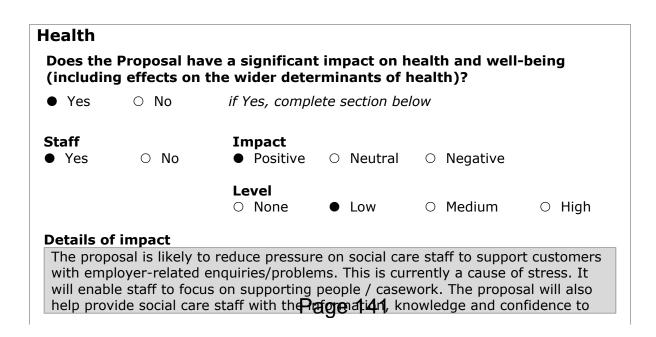
Direct Payments, Individual Service Funds (ISFs) and personalised approaches are intended to help people to exercise choice and control in the way Adult Health & Social Care provides support, and they therefore support the aim of advancing equality of opportunity and the other elements of the Duty. However, the proposal covered by this EIA recognises that the principle of Direct Payments is not always achieved in full and aims to enhance the experience and use of Direct Payments. The proposal also seeks to develop ISFs as a new approach of deploying personal budgets in Sheffield and to develop new personalised approaches and practice.

Impacts

Proposal has an impact on

Health	○ Transgender
● Age	Carers
 Disability 	 Voluntary/Community & Faith Sectors
O Pregnancy/Maternity	O Cohesion
Race	O Partners
Religion/Belief	O Poverty & Financial Inclusion
• Sex	O Armed Forces
 Sexual Orientation 	O Other

Give details in sections below.



		test Opdate: November 202
support people to access per ISFs.	rsonalised approaches including	Direct Payments and
	mpact Positive O Neutral O No	egative
	. evel ⊃ None ● Low ● M	edium O High
Details of impact		
to have choice and control a they receive this in order to	personalised approaches in Sheff bout the care and support they r meet their eligible needs and pe a positive impact on their healt	receive and the way rsonal outcomes,
	fer support to people to help alle ated with managing Direct Paym	
	bles people to use Direct Payme lirectly contribute to health and v	
Comprehensive Health Im	pact Assessment being comp	leted
○ Yes ● No		
Please attach health impact a	assessment as a supporting docu	ment below.
Public Health Leads has si	gned off the health impact(s)) of this EIA
○ Yes ○ No		
Health Lead		

Age					
Staff O Yes	No	Impact O Positive	O Neutral	○ Negative	
		Level O None	O Low	O Medium	O High
Details of imp	act				
Customers	N	Impact	O Neutural		
● Yes C) No	Positive	 Neutral 	 Negative 	

High

Level		· ·	
○ None	Low	O Medium	0

Details of impact

Direct Payments are currently under-used by older people and the proposal will aim to address this. Currently (January 2022), people aged 65 and over make up around 58% of all AHSC customers but only 23% of Direct Payment recipients.

In very general terms, AHSC support for older people (in contrast to working age and younger adults) can often focus on health and care needs, with less focus on community activities, reasonable preferences or wellbeing outcomes. This unintended disparity may also show itself financially in the top-up payments that may need to be paid.

The proposal includes the development of guidance for reasonable preferences with the aim to ensure that older people also benefit from this wider consideration and take-up of `support.'

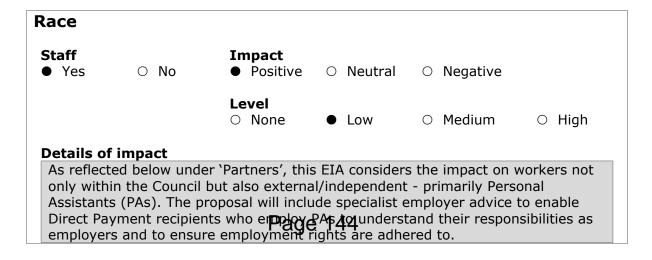
Disability	1				
Staff ● Yes	○ No	Impact ● Positive	Neutral	 Negative 	
		Level ○ None	• Low	O Medium	⊖ High
Details of	impact				
Assistants Direct Pay	(PAs). The pr ment recipien	oposal will inclu	ide specialist PAs to unders	nt - primarily Pers employer advice stand their respon hered to.	to enable
Customer Yes	s O No	Impact ● Positive	 Neutral 	 Negative 	
		Level O None	○ Low	 Medium 	⊖ High
Details of	imnact				
condition changes t current us shows that	or impairment o Direct Paym se of Direct Pa t:	that would be one support has yments amongs	defined as a a significant t people with	ple accessing sup disability.' To tha impact. As an illu different disabili	it extent, any ustration of ties, data
dis • 34	ability suppor	ť	·	nary support nee nary support nee	-
• 14	•	yment recipient	s have a prir	nary support nee	d of mental
		will include a fo		arning disabilities orting people with	

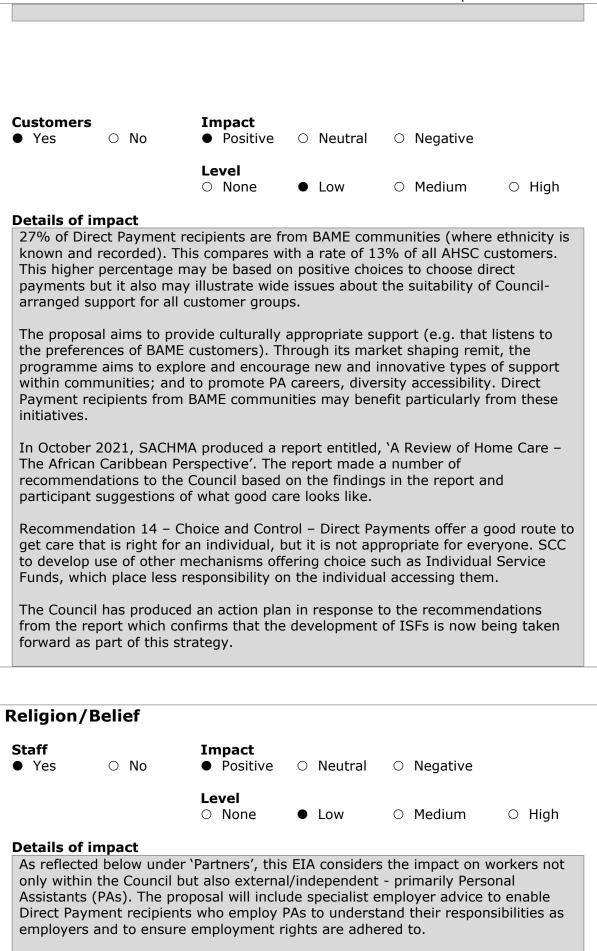
lack intellectual capacity to understand and male full make use of Direct Payments.

The development of ISFs in Sheffield will enable people who are unable to (or do not want) the responsibility that comes with managing a Direct Payment to still have a high level of choice and control over their care/support by working closely with their chosen ISF holding provider.

Developing new and other personalised approaches and ways of working in Sheffield will create more opportunities for people to meet their eligible needs and work towards and achieve their personal outcomes in the way that best suits them.

Staff Yes	○ No	Impact ● Positive	0	Neutral	0	Negative	
		Level O None	•	Low	0	Medium	⊖ High
etails of	impact						
ustomer	s	Impact					
ustomer Yes	s ● No	Impact O Positive	0	Neutral	0	Negative	
	-	•		Neutral Low		Negative Medium	⊖ High
	● No	 Positive Level 				-	O High





 Customers
 Impact

 ○ Yes
 ● No
 ○ Positiv Page Ne4tral
 ○ Negative

Level			
O Non	e O Low	O Medium	O High

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to enable people to identify options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Staff		Impact			
• Yes	○ No	 Positive 	○ Neutral	\bigcirc Negative	
		Level O None	• Low	O Medium	⊖ High
Details of	f impact				
to receive	e a Direct Payı	ment (see below).		
Through and enco	its market sha urage more m	aping priorities, t ale workers.		ms to explore w	ays to target
Through and enco	its market sha urage more m	ping priorities, t			ays to target
Through and enco Customei	its market sha urage more m 's	aping priorities, t ale workers. Impact	he strategy ai		ays to target
Through and enco Customei	its market sha urage more m 's O No	ipping priorities, t nale workers. Impact • Positive Level	he strategy ain	 Negative 	

Sexual O	Prientation				
Staff ● Yes	○ No	Impact ● Positive	 Neutral 	 Negative 	
		Level O None	• Low	O Medium	⊖ High
only with Assistant Direct Pa	ted below unde in the Council s (PAs). The p yment recipier	but also externa roposal will inclu	al/independent ude specialist e PAs to underst	s the impact on t - primarily Pers employer advice tand their respon ered to.	onal to enable
Customer	rs	Impact			

	Level O None	○ Low	O Medium	O High
Details of impact No direct or disproportion be expected to enable p	•			• ·
personalised to individua				

Transgei	nder				
Staff ● Yes	O No	Impact ● Positive	O Neutral	 Negative 	
		Level O None	• Low	O Medium	⊖ High
Details of	impact				
Direct Par employer	yment recipier s and to ensur	ts who employ e employment r	PAs to underst	employer advice tand their respor ered to.	
Customer O Yes	rs ● No	Impact O Positive	O Neutral	○ Negative	
		Level O None	○ Low	O Medium	⊖ High
Details of	impact				

Carers					
Staff O Yes	● No	Impact O Positive	O Neutral	 Negative 	
		Level O None	O Low	O Medium	⊖ High
Details of i	mpact				
- ·		- .			
Customers ● Yes	O No	Impact ● Positive	 Neutral 	 Negative 	
		Pa	age 147		

Level			
O None	Low	O Medium	O High

Details of impact

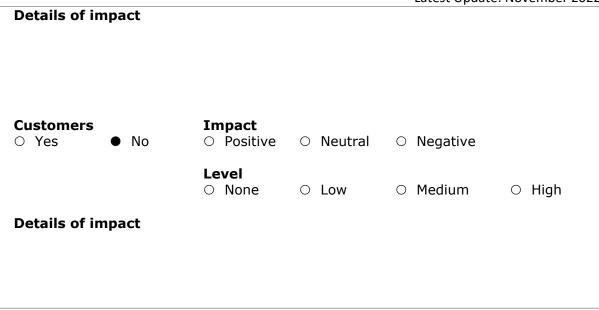
The strategy would be expected to enable people to identify options for support that is more personalised to individual lives, priorities, values, goals and support needs.

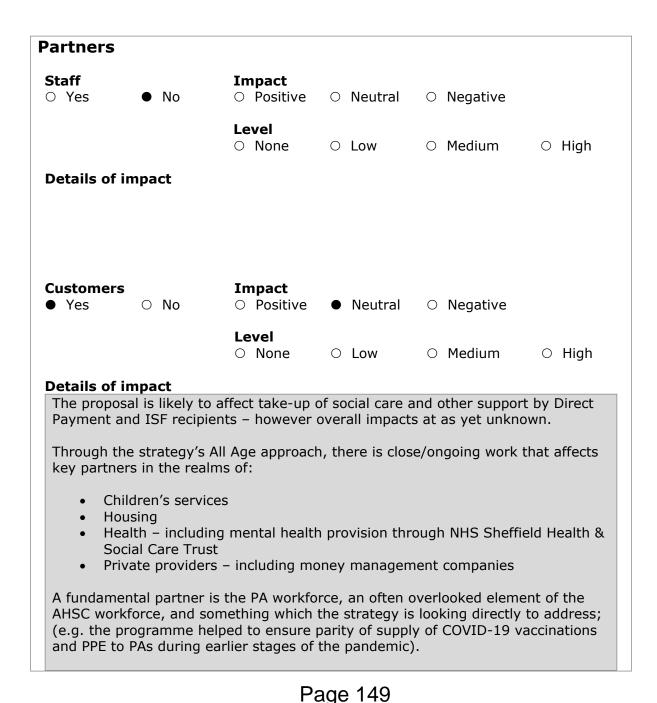
Carers should benefit from this approach, either indirectly (by improvements to the experience and outcomes of cared-for people); or directly (in terms of alleviating burdens carers may feel in providing support with Direct Payments use and administration).

The proposal will also include plans to consider how more carers might be able to access Direct Payments or personalised approaches in their own right; numbers are currently low and carers may be choosing alternative options for support instead, (e.g. Sheffield Carer Centre grants).

Voluntary	Voluntary/Community & Faith Sectors						
Staff ● Yes	O No	Impact ● Positive	0	Neutral	0	Negative	
		Level O None	•	Low	0	Medium	⊖ High
Details of in	npact						
(or self-em	nme will contin ployed) to offe have an indired	r insights into	the	market sha	apir	ng work, which	n will
Customers ● Yes	O No	Impact O Positive	•	Neutral	0	Negative	
		Level O None	0	Low	0	Medium	O High
Details of in	npact						
 Details of impact The COVID-19 pandemic helped to illustrate the potential and benefits for new types of community-based support and initiatives. The strategy will look to encourage this through its market shaping focus. The strategy is likely to affect take-up of voluntary sector support by Direct Payment and ISF recipients – however overall impacts are as yet unknown. 							

Cohesion					
Staff O Yes	● No	Impact O Positive	O Neutral	 Negative 	
		Level O None	○ Low	O Medium	⊖ High
1		Page	9 148		





				Latest Opda	te: November 202
Poverty 8	k Financial	Inclusion			
Staff O Yes	● No	Impact O Positive	O Neutral	 Negative 	
		Level O None	○ Low	O Medium	⊖ High
Details of	impact				
Customers ● Yes	s O No	Impact ● Positive	 Neutral 	 Negative 	
		Level O None	• Low	O Medium	O High
Details of					
 The support offered through the strategy is intended to provide greater financial inclusion, for example in its aims to: Give individuals choice and control to use their budgets flexibly, Help to set up budgets, to purchase care in the right way and to respond to issues early, Increase the availability of creative low-cost care, Offer specialist employer advice to support Direct Payment recipients to understand employment responsibilities (and costs). 					

Armed For	ces					
Staff O Yes	● No	Impact O Positive	 Neut 	ral O	Negative	
		Level O None	○ Low	0	Medium	⊖ High
be expected	disproportio	nate impacts ar eople to identify I lives, prioritie	options	for suppo	ort that is mo	bre
Customers O Yes	● No	Impact O Positive	○ Neut	ral O	Negative	
		Level O None	O Low	0	Medium	⊖ High
Details of ir	npact					
No direct or disproportionate impacts are identified. However, the strategy would be expected to enable people to identify options for support that is more personalised to individual lives, priorities, values, goals and support needs.						
		Page	150			

Other					
Staff					
 Yes 	○ No	Please specif	ſγ		
		Regional an	d national par	tnerships	
		Impact ● Positive	O Neutral	 Negative 	
		Level O None	• Low	O Medium	⊖ High
improven and on th	r, there are rec nent programm ne national Gov		on to PA rates	nuing regionally t , ISF Developme risory group.	-
Customer O Yes	∙s ● No	Please speci	fy		
		Impact O Positive	 Neutral 	○ Negative	
		Level O None	O Low	O Medium	⊖ High
Details of	impact				

Cumulative Impact

Proposal has a cumulative impact

Yes O No	○ No
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	Year on Year	O Across a Community of Identity/Interest
0	Geographical Area	O Other

If yes, details of impact

The strategy follows years of sustained pressure on personal budgets and overall AHSC budgets. Many people have experienced significant financial hardship, exacerbated by the experience of the COVID-19 pandemic.

In this context, the Personalisation and Direct Payments Strategy needs to ensure service offers and approaches operate sensitively, supporting and enabling people to take up new support options if they choose to do so.

Proposal has geographical impact across Sheffield O Yes • No

If Yes, details of geographical impact across Sheffield

Local Partnership Area(s) impacted

• All O Specific

If Specific, name of Local Partnership Area(s) impacted

Action Plan and Supporting Evidence

Action Plan

Supporting Evidence (Please detail all your evidence used to support the EIA)

Consultation

Consultation required ○ Yes ● No

If consultation is not required please state why

Latest Update: November 2022

The Strategy has been developed in collaboration with people with lived experience, staff, families/carers and key stakeholders which included gathering feedback, opinions and views about the existing picture and their wishes for the future.

Building on the co-production of the Direct Payment Improvement Programme and the development of this strategy, we will continue to work with and involve people with lived experience, their families and carers, our partners, and stakeholders to agree and develop specific and more detailed project plans. We will continue to keep people updated about the progress being made and work together to report on the difference that the strategy makes to people's lives. Progress and delivery of the strategy will be governed through the Direct Payment Steering Group, which includes people with lived experience within its membership.

Are Staff who may be affected by these proposals aware of them● Yes○ No

Are Customers who may be affected by these proposals aware of them ● Yes O No

If you have said no to either please say why

Communication will also continue to take place with customers and staff as and when required. There are also regular staff updates and ongoing links to communication with Disability Sheffield (e.g. website information).

Summary of overall impact

Summary of overall impact

Summary of evidence

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area? O Yes ● No

Overall risk rating after any mitigations have been put in place ○ High ○ Medium ● Low ○ None

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Sign Off
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Page 153

EIAs must been signe		gned off by an Equality le	Latest Update: November 2022 ad Officer. Has this
• Yes	○ No		
Date agreed	03/11/2022	Name of EIA lead officer	Ed Sexton

