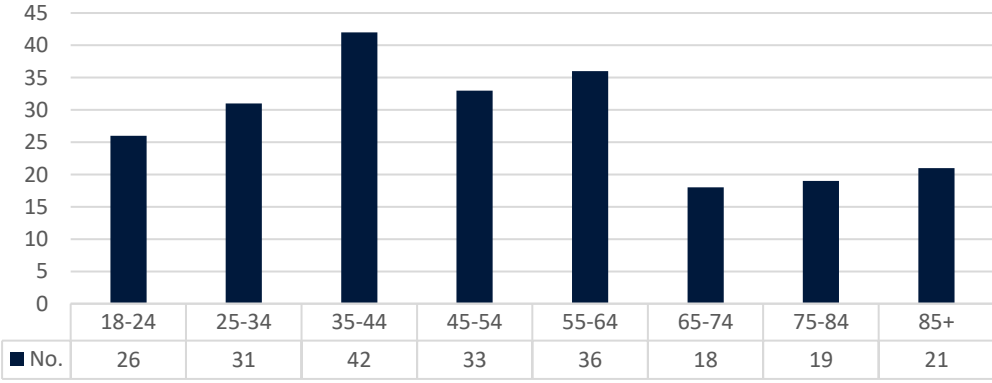


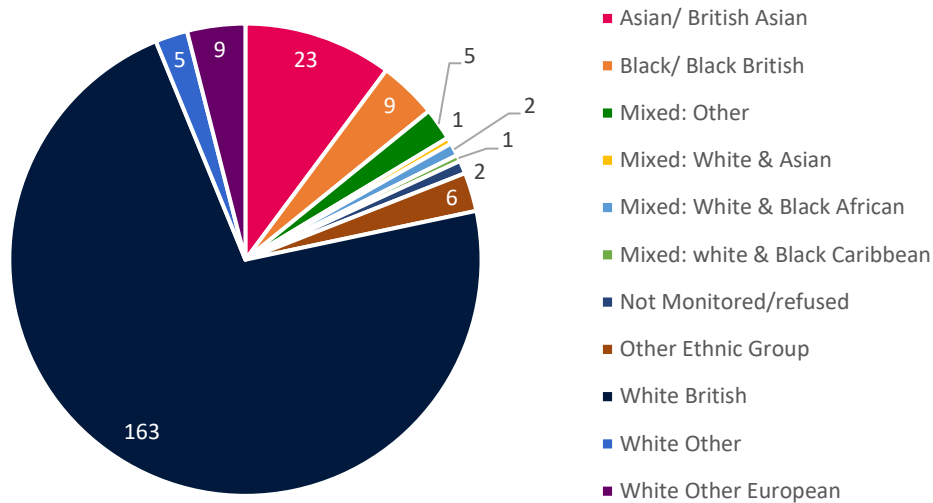
Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

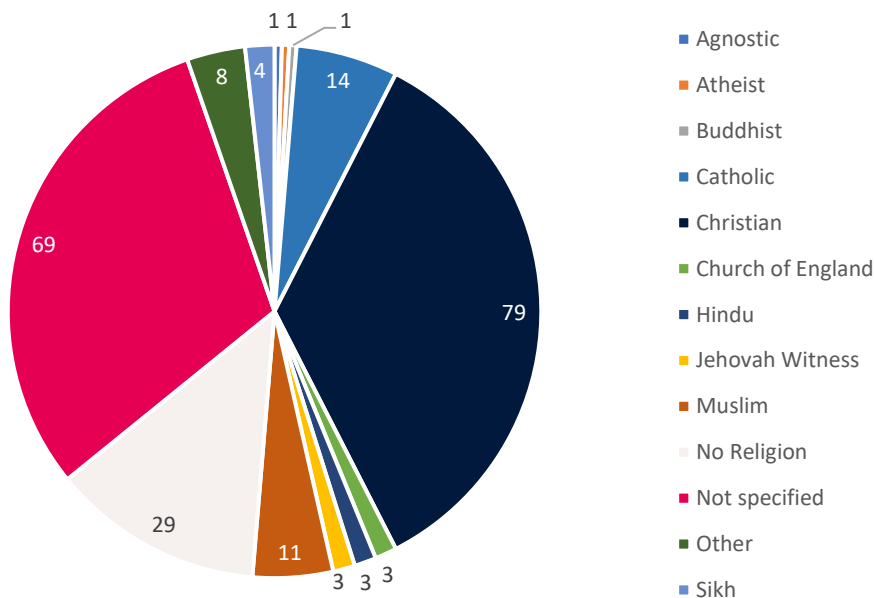
Name or Brief Description of Proposal	Direct Payment Policy and Standard Rates																		
Brief Service Profile (including number of customers)																			
<p>A Direct Payment is money paid by the Council to a person with assessed eligible needs, or their carer. It can be used to purchase care and support services to meet some or all of a person's eligible support needs.</p> <p>226 individuals currently receive a Direct Payment from the Council.</p> <p style="text-align: center;">Age of Direct Payment Recipients</p>  <table border="1"> <thead> <tr> <th>Age Group</th> <th>No.</th> </tr> </thead> <tbody> <tr> <td>18-24</td> <td>26</td> </tr> <tr> <td>25-34</td> <td>31</td> </tr> <tr> <td>35-44</td> <td>42</td> </tr> <tr> <td>45-54</td> <td>33</td> </tr> <tr> <td>55-64</td> <td>36</td> </tr> <tr> <td>65-74</td> <td>18</td> </tr> <tr> <td>75-84</td> <td>19</td> </tr> <tr> <td>85+</td> <td>21</td> </tr> </tbody> </table>		Age Group	No.	18-24	26	25-34	31	35-44	42	45-54	33	55-64	36	65-74	18	75-84	19	85+	21
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<p>74% of Direct Payment recipients are working age adults vs 26% over 65.</p>																			

Ethnicity of Direct Payment Recipients



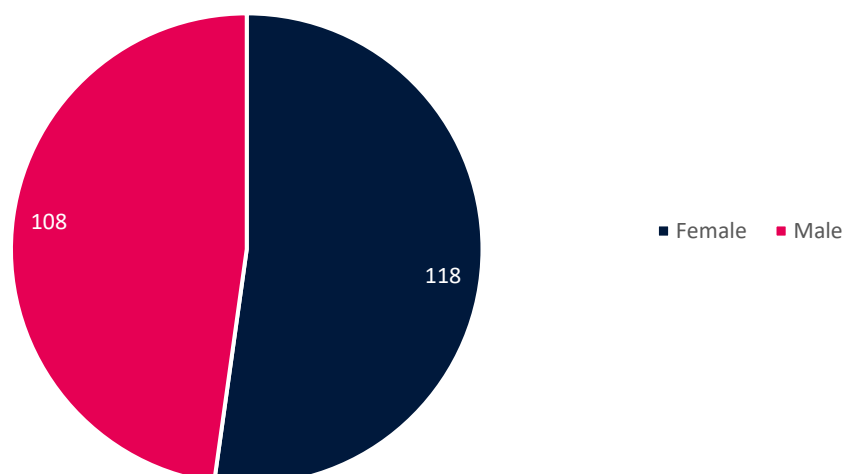
72% of Direct Payment recipients are from a White British background, 10% of recipients are from an Asian/ Asian British background, 4% from Black/ Black British and 4% from White Other European backgrounds. The remaining 10% are from the groups listed above.

Religion of Direct Payment Recipients



43% of Direct Payment recipients either have no specified religion or have listed no religion. 35% of recipients are Christian, 6% Catholic, 5% Muslim. The remaining 11% is broken down as shown above.

Stated Gender of Direct Payment Recipients



52% of Direct Payment recipients are female. 48% Male.

100% of those in receipt of Direct Payments have eligible care and support needs.

Summary of Impact and Issues

Much of the Direct Payment policy relates to legislation, mainly; the Care Act 2014, the Care and Support (Direct Payments) Regulations 2014 and the Care and Support Statutory Guidance. Through co-production we have sought to provide clarity and clear language to the Council's approach to implementing this legislation and in those areas where we have discretion, clearly set out our decided approach. This largely mirrors current operational practice. As such it is not anticipated that the new policy will have an adverse impact on individuals. Similarly, due to the alignment with national legislation it is not anticipated that the policy will negatively or disproportionately affect any minority group.

The most significant change introduced in the new policy is standardised rates. The impact of this is mainly positive and is outlined below, however there is the potential for negative impact which we must ensure is mitigated. This mitigation includes:

Existing Direct Payment Recipients

- Ensuring that existing recipients receive a proportional review of their care and support plan prior to any move to standardised rates.
- Ensuring that, in line with legislation, we continue to allow flexibility in how a Direct Payment is used to meet assessed eligible needs.
- Where the use of standard rates may result in the reduction of the individual's personal budget, we must consider the need for continuity of services and where appropriate provide a manual adjustment to the personal budget, ensuring the individual's services

can continue and remain uninterrupted.

- Provide detailed and clear guidance to staff to support them to apply the new policy correctly.

New Direct Payment Recipients

- Ensure that the standard rates are set at the right level, providing access to a range of choices.
- Allow room for innovation and flexible approaches to care and support delivery.
- Understand that not all rates can be standardised and leave room for variable rates.
- Remember that a standard rate is only the beginning of calculating an individual's personal budget and that the final personal budget will also factor in the individual's needs as outlined in their care and support plan.

Potential Positive Impacts

The new policy will provide the Council with a co-produced, robust and consistent Direct Payment offer. This will allow us to:

- Make staff more confident in promoting Direct Payments
- Promote the benefits of Direct Payments to individuals, increasing the level of choice and control people have over their care and support.
- Clarify areas where we have discretion providing consistency to staff and individuals.
- Provide consistency in how a personal budget using Direct Payments is calculated.
- Implement annual uplifts, ensuring that individual's Direct Payments keep pace with the cost of services without the need for lengthy or delayed reviews.
- Adopt a policy which reflects the views and addresses the concerns of individuals in receipt of direct payments and their circle of support.

Responsible Service Manager	Reece White – Service Manager for Care Market Oversight
Date	11/09/2025
Approved by Senior Manager	Chris Pelletier – Strategic Lead
Date	12/09/2025

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>74% of current Direct Payment recipients are working age adults vs 26% over 65.</p> <p>It is possible that the policy may impact greater numbers of older adults in the future given the intention to promote the use of Direct Payments throughout Adult Social Care.</p>	<p>The policy has been co-produced by a diverse group which includes experts by experience, providers, social workers and commissioners.</p> <p>The policy's target audience is individual direct payment recipients and their families, and readability software has been used in its development to ensure an appropriate reading age.</p>
Disability	<p>This policy will exclusively impact those with care and support needs as this is a requirement in order to receive a Direct Payment, the vast majority of whom will have a disability as defined in the Equality Act 2010.</p>	<p>An easy read version of the policy will be available.</p> <p>Translated versions of the policy including brail or audio versions can be provided on request.</p> <p>During the public consultation, we will hold both an in person and virtual drop in event to help facilitate open discussion and feedback, and to remove the barriers to participation which may otherwise be associated with written/ digital communication channels.</p> <p>The consultation will be designed with our internal comms team who have experience of consultations for Adult Social Care.</p> <p>The consultation will be publicised to ASC staff to ensure awareness and provide a point of escalation should individuals pose any questions to them directly.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		We will be attending the LD Partnership Board in October to promote the consultation and answer any questions.
Gender Reassignment	None	N/A
Care Experienced	It is anticipated that the policy will positively impact the experience of people in receipt of care as Direct Payments offer more choice and control.	N/A
Marriage and Civil Partnership	None	N/A
Pregnancy and Maternity	None	N/A
Race	A proportion of those in receipt of a Direct Payment may require access to the policy in their native language.	Translated versions of the policy can be made available on request.
Religion or Belief	It is anticipated that the policy and improved offer for Direct Payments will have positive impact on those with needs related to their religion or belief. A Direct Payment can offer more choice and control allowing, for those who wish, to access support from within their community.	N/A
Sex	None	N/A
Sexual Orientation	None	N/A
Community Safety	None	N/A
Poverty	All Direct Payment recipients qualify for publicly funded care, and this cohort is, therefore, strongly correlated with low income/ high deprivation levels.	Any individual in receipt of a Direct Payment will have their care and support plan reviewed before standardised rates are implemented.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		Where this may adversely affect the individual, the policy provides a mechanism for the Council to manually adjust the individual personal budget to facilitate continuity of care and support.
Health & Wellbeing	It is anticipated that the policy will positively impact the experience of people in receipt of care as Direct Payments offer more choice and control.	N/A
Other Significant Impacts	None	N/A