

Caerphilly County Borough Council - Integrated Impact Assessment

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles
- Well-being of Future Generations (Wales) Act 2015
- Welsh Language (Wales) Measure 2011

PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

PLEASE NOTE: Overwrite any grey text, it is there to guide you. Make sure the font colour is converted to black for accessibility reasons.

1. Proposal Details

Lead Officer	Head of Service	Service Area & Department	Date
Jo Williams	Jo Williams	Adult Social Services	08/01/24

What is the proposal to be assessed? *Provide brief details of the proposal and provide a link to any relevant report or documents.*

The proposal is to increase the hourly rate chargeable for the provision of domiciliary care by 10% annually for a period of 5 years, following a Task and Finish review of the charging policy for non-residential care within the County Borough. The Task and Finish Group considered several options on the hourly and daily rates for this form of care from 2022/23 to 2026/27. A sub-group of the Social Services Scrutiny Committee has been meeting since September 2019 in order to review the future charging policy for non-residential care. The Task Group concluded that charges within the County Borough should be closer to the Welsh median rather than one of the lowest (cheapest) in Wales. If endorsed this proposal would help to achieve this position in respect of the hourly rate charged for domiciliary care. Further consideration regarding the daily rate chargeable for day care services is required as a result of the recent co-produced review of day care services and therefore this proposal does not impact upon charges for day care services.

2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Age (<i>people of all ages</i>)	Negative All options would result in an increase in the standard charge for non-residential care for adults of all ages but would only impact upon the actual charge for more affluent service users.	A legal framework for charging is set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations.	Members heard how in Wales a maximum weekly charge of £100 per week is in place. Nobody pays more than this rate. Also, Care and Support Regulations require Councils to disregard the value of a person’s property and specified sources of income when determining the available income for charging. Caerphilly County Borough Council applies an additional buffer of 10% on available income to avoid disputes.
Disability (<i>people with disabilities/ long term conditions</i>)	Negative All options would result in an increase in the standard charge for non-residential care for adults of all ages but would only impact upon the actual charge for more affluent service users.	A legal framework for charging is set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations.	Members heard how in Wales a maximum weekly charge of £100 per week is in place. Nobody pays more than this rate. Also, Care and Support Regulations require Councils to disregard the value of a person’s property and specified sources of income when

			determining the available income for charging. Caerphilly County Borough Council applies an additional buffer of 10% on available income to avoid disputes.
Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i>	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background and circumstances.		
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background and circumstances.		

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Pregnancy and Maternity (<i>women who are pregnant and/or on maternity leave</i>)	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background and circumstances.		
Race (<i>people from black, Asian and minority ethnic communities and different racial backgrounds</i>)	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background.		
Religion or Belief (<i>people with different religions and beliefs including people with no beliefs</i>)	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background and circumstances.		
Sex (<i>women and men, girls and boys and those who self-identify their gender</i>)	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that		

	everyone is treated equally regardless of background and circumstances.		
Sexual Orientation <i>(lesbian, gay, bisexual, heterosexual, other)</i>	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background and circumstances.		

3. Socio-economic Duty (Strategic Decisions Only)

(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- *Single parents and vulnerable families*
- *People with low literacy/numeracy*
- *Pensioners*
- *Looked after children*
- *Homeless people*
- *Carers*
- *Armed Forces Community*
- *Students*
- *Single adult households*
- *People misusing substances*
- *People who have experienced the asylum system*
- *People of all ages leaving a care setting*
- *People living in the most deprived areas in Wales (WIMD)*
- *People involved in the criminal justice system*

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Low Income / Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Neutral. Under the legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, only those who can afford it are charged.		
Low and/or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings)</i>	Neutral. Under the legal framework for charging set out in the Social Services and Wellbeing (Wales) Act		

<i>to deal with any unexpected spends and no provisions for the future)</i>	2014 and its supporting Regulations, only those who can afford it are charged.		
<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Material Deprivation (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)	Neutral. Under the legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, only those who can afford it are charged.		
Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)	Neutral. The location of buildings-based day care is not considered in the attached report.		
Socio-economic Background (<i>social class i.e. parents education, employment and income</i>)	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background.		
Socio-economic Disadvantage (<i>What cumulative impact will the proposal have on people or</i>	Neutral. The legal framework for charging set out in the Social Services and Wellbeing (Wales) Act		

<i>groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i>	2014 and its supporting Regulations, ensure that everyone is treated equally regardless of background and circumstances.		
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4. Corporate Plan – Council’s Well-being Objectives





(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Corporate Plan](#)

Objective 1 - Enabling our Children to Succeed in Education	Neutral
Objective 2 - Enabling our Residents to Thrive	Neutral
Objective 3 - Enabling our Communities to Thrive	Neutral
Objective 4 - Enabling our Economy to Grow	Neutral
Objective 5 - Enabling our Environment to be Greener	Neutral

4a. Links to any other relevant Council Policy <i>(How does your proposal deliver against any other relevant Council Policy?)</i>
N/A.

5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)

<u>Ways of Working</u>	How have you used the Sustainable Development Principles in forming the proposal?
Long Term 	A funding model closer to the Welsh median has the potential to increase the range and quality of non-residential care within the County Borough.
Prevention 	Moving towards the Welsh median of rates for non-residential care has the potential of increasing the funding for this type of care.
Integration 	N/A
Collaboration 	N/A

Involvement

Throughout the Task and Finish inquiry GAVO (Gwent Association of Voluntary Organisations) were made aware of the review. They represent a broad section of people who have an interest in this proposal. Consultation also took place with Age Cymru and Disability Rights UK, and a spokesperson from Age Cymru Gwent gave evidence to the group at the meeting in February 2021.

6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Prosperous Wales <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>The provision of non-residential care within the County Borough provides a wide range of employment opportunities and managers are encouraged to use resources efficiently and proportionately.</p>
<p>A Resilient Wales <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Managers of non-residential care services are made aware of the Council's commitment to enhancing a biodiverse natural environment and are encouraged to act accordingly.</p>
<p>A Healthier Wales <i>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>A well-funded range of non-residential care services has the potential to maximise people's physical and mental well-being and would also benefit the future health of those using the service.</p>

Well-being Goals	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A More Equal Wales <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>The Legal Framework and Regulations on charging for non-residential care help to ensure that people are treated equally regardless of their background or circumstances.</p>
<p>A Wales of Cohesive Communities <i>Attractive, viable, safe and well-connected communities</i></p>	<p>The proposal has a neutral impact in terms of this goal. But, those that run non-residential care services in the County Borough are aware of this well-being goal, take it into account when making strategic decisions and actively encourage staff to act accordingly.</p>
<p>A Wales of Vibrant Culture and Thriving Welsh Language <i>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</i></p>	<p>The proposal has a neutral impact in terms of this goal. But, those that run non-residential care services in the County Borough are aware of this well-being goal, take it into account when making strategic decisions and actively encourage staff to act accordingly.</p>
<p>A Globally Responsible Wales <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i></p>	<p>The proposal has a neutral impact in terms of this goal. But, those that run non-residential care services in the County Borough are aware of this well-being goal, take it into account when making strategic decisions and actively encourage staff to act accordingly.</p>

7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [Policy Making Standards - Good Practice Advice Document](#)



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? e.g the WESP, TAN20, LDP, Pupil Level Annual School Census
Links with Welsh Government's Cymraeg 2050 Strategy and CCBC's Five Year Welsh Language Strategy 2022-2027 and the Language Profile	Neutral. Social Services Managers ensure compliance with these strategies.		
Compliance with the Welsh Language Standards. <i>Specifically Standards 88 - 93</i>	Neutral. Social Services Managers ensure compliance with these standards.		
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community	Neutral. Social Services Managers ensure compliance with this requirement.		

Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
Opportunities for persons to use the Welsh language <i>e.g. staff, residents and visitors</i>	Neutral. Managers ensure that there are opportunities for people to use the Welsh language.		
Treating the Welsh language no less favourably than the English language	Neutral. Social Services Managers ensure compliance with this requirement.		

7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.
This proposal has been developed in accordance with the corporate framework for previous strategic decisions and those that run the associated service are encouraged to ensure that both (a) and (b) are positively promoted.

<p>“Charging Rates – National Perspective 20-21” – At the group meeting in June 2021 Members were shown a chart of rates for both Home and Day Care charged by 18 Councils in Wales.</p> <p>“Modelling to 2026/ 27 – Summary of Options” – At the group meeting in June 2021 Members were shown data outlining the required annual uplift to rates needed to reach a Welsh median before 2026/27.</p>	<p>and at an hourly rate for all community based day opportunities.</p> <p>That Members consider the level of inflationary uplift in charges for non-residential care that should be recommended for 2019/20 and subsequent financial years.</p> <p>The current hourly charge for home care in Caerphilly is rated 16th in terms of cost out of 18 Welsh Local Authorities surveyed, and the current rate for day care is rated 17th out of the 18 councils who responded to the survey.</p> <p>Assuming continuation of the annual uplift of 10% for Home Care, charges in Caerphilly would have reached the Welsh median in 2023/24. Based on an annual inflationary uplift of 2% by the other Welsh Local Authorities surveyed. At an annual uplift of 6%, the Welsh median would have been reached in 2025/26.</p> <p>Assuming continuation of the annual uplift of 20% for Day Care, charges in Caerphilly would not reach the Welsh median by 2026/27 but would rise out of the lower quartile in Wales by 2023/24. Based on an annual inflationary uplift of 2% by the other Welsh Local Authorities surveyed. At an</p>	<p>The data in this survey reinforced one of the key findings in the 2013 Task Group report, that Caerphilly has one of the lowest rates for non-residential care in Wales. It helped to inform the proposal.</p> <p>This data has been remodelled from a 2023/24 base and indicates that the Welsh median could be reached by:-</p> <ul style="list-style-type: none"> (i) A 21% annual increase for 2 years or (ii) A 10% annual increase for 5 years. <p>Therefore a 10% annual increase in the hourly rate chargeable for domiciliary care is proposed.</p>
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	annual uplift of 30%, the Welsh median would be reached in 2026/27.	
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Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled? *Details of further consultation can be included in Section 9.*

No.

9. Consultation

(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. [Consider the Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.

Who was consulted?

GAVO (Gwent Association of Voluntary Organisations), Age Cymru, Disability Rights UK, The Wales School for Social Care Research, Social Care Wales, the Health & Social Care Management degree programme at the University of South Wales, and Age Cymru Gwent.

When they were consulted did the consultation take place at the formative stage and was adequate time given for consultees to consider and respond?

Consultation began in early 2020 and continued throughout the formative stage of the review giving adequate time for consultee consideration and responses.

Was sufficient information provided to consultees to allow them to make an informed decision on the proposal?

Yes, a Briefing Note outlining the parameters of the inquiry was attached to any correspondence sent out.

What were the key findings?

During an evidence-gathering session in February 2021 a consultee suggested conducting a modelling exercise to see how quickly Caerphilly could get to the central area for rates in Wales. There was also consensus that rates for non-residential care in Caerphilly were very reasonably priced.

How have the consultation findings been taken into account?

A funding model to reach the Welsh median for rates was used to frame the options outlined in the proposal.

Update following a period of public consultation:

The council's public consultation on the draft budget proposals for 2024/25 ran from Monday 22nd January 2024 until Tuesday 13th February 2024.

Residents and other stakeholder groups were invited to offer their views on the proposals in a number of ways. This included a survey (available online and in paper formats), attending face-to-face engagement sessions, using the council's online digital engagement platform and targeted stakeholder engagement with potentially impacted groups.

337 responses to the consultation were received by the closing date. A low response rate such as this comes with the caveat of self-selecting bias in the response and local media has focused attention on a small number of issues.

Face-to face conversations have had low levels of attendance (less than 10 visitors per session) with the exception of Caerphilly where over 40 people attended. A meeting was held with 9 Viewpoint Panel members and one person attended an online drop-in session.

The full consultation feedback report will be available at [Council Budget Setting 2024-2025 | The Caerphilly Conversation](#)

In completing the survey, 59 responses were received opposing the proposal. 5 responses supported the proposal. Through face-to-face discussions, those who opposed the proposals largely felt the cumulative impact of cost of living and other savings measures on older people in particular should be highlighted.

10. *Monitoring and Review*

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	Via regular comparisons between budgeted income levels and actual income levels
What are the practical arrangements for monitoring?	Actual income levels can be affected by factors outside of the hourly rate chargeable for care. e.g. number of service users in receipt of care, size of care packages required by each service user, the level of disposable income available to each service user, changes in Welsh Government charging legislation such as a change in the weekly cap on non-residential charges.

How will the results of the monitoring be used to develop future proposals?	Any variance between the additional income anticipated from this proposal and the actual additional income generated can be reflected in future years' budget proposals.
When is the proposal due to be reviewed?	December 2024
Who is responsible for ensuring this happens?	Mike Jones (Financial Services Manager)

11. Recommendation and Reasoning

<input type="checkbox"/>	Implement proposal with no amendments
<input checked="" type="checkbox"/>	Implement proposal taking account of the mitigating actions outlined
<input type="checkbox"/>	Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?

Yes No

12. Reason(s) for Recommendation

(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the "Summary of Integrated Impact Assessment" section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).

On completion of the Integrated Impact Assessment (IIA) the conclusion reached is that this proposal has a largely neutral impact on the Protected Characteristics identified under the Equality Act 2010 and those experiencing Socio-economic Disadvantage. Any negative impact is mitigated by a legal framework for charging set out in the Social Services and Wellbeing (Wales) Act 2014 and its supporting Regulations, which requires a financial assessment to be undertaken for each service user to ensure that the actual charge an individual pays is capped at an affordable level, irrespective of the hourly rate set by the local authority.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)

Version No.	Author	Brief description of the amendments/update	Revision Date
1		Draft IIA developed for proposal	
2		Feedback from public consultation incorporated	15/02/24

Integrated Impact Assessment Author

Name:	Mike Jones
Job Title:	Financial Services Manager
Date:	09.01.24

Head of Service Approval

Name:	Jo Williams
Job Title:	Assistant Director (Adult Services)
Date:	09.01.24
Signature	