

Assessing the Impact on Equality Characteristics, the Welsh language and Socio-Economic Disadvantage

Please see the sheet *How to Make an Equality Impact Assessment* for assistance to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

The Council is required (under the Equality Act 2010) to consider the impact that any change in any policy or procedures (or the creation of a new policy or procedure) will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, a timely assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

The Council is also required, under the requirements of the Welsh Language Standards (Section 44 of the Welsh Language (Wales) Measure 2011), to consider the impact that any change in policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.

From 1 April 2021, the Council has a duty to give due attention to addressing socio-economic disadvantage in strategic decisions.

1) Details

1.1 What is the name of the policy / service in question?

Nursing and Residential Home Fees
Care Provision Service

1.2 What is the purpose of the policy / service that is being created or amended? What changes are being considered?

The Council sets an annual fee for placements in care homes (residential and nursing) within the private sector.

The Council needs to set a fee before April 2022 in order to allow for implementation. For 2022/23, there is an opportunity for the Council to consider the possibility of a higher fee for staff, as well as annual inflation costs; however, further work will need to be carried out on the financial aspects of this before being able to reach a

decision.

1.3 Who is responsible for this assessment?

Aled Davies, Head of Adults, Health and Well-being Department

1.4 When did you commence the assessment? Which version is this?

February 2022. Version 1.0.

2) Action

2.1 Who are the stakeholders or partners whom we will have to work with to carry out this assessment?

Providers.

2.2 What steps have you taken to engage with people with protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?

We comply with the More Than Just Words strategy, which ensures that patients and residents receive the Active Offer in relation to the Welsh language. We are also aware of the shortcomings in salaries for care staff, and the pressure care homes have been under during Covid-19, and therefore these fees attempt to mitigate some of these financial shortcomings.

2.3 What was the outcome of the engagement?

N/A.

2.4 On the basis of what other evidence are you acting?

One of the most important factors in terms of attempting to respond to the risk of

sustainability and stability in the market, especially the nursing homes and dementia homes, is to ensure that the fees that are set by the Council allow these homes to be financially viable, which in turn will allow the homes to pay a fair wage to staff for their work and, of course, to provide high quality care for the residents.

2.5 Are there any gaps in the evidence that needs to be collected?

Detailed work needs to be carried out on the long-term implications and affordability. This work will be undertaken in the next two months.

3) Identifying the Impact

3.1 The Council must duly address the impact that any changes will have on people with the following equality characteristics. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? There is also a need to consider the impact on the socio-economic disadvantage and on the Welsh language.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their race.
Disability	Positive	It is believed that care home residents would benefit from the higher fees, by receiving better care and service.
Gender	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their gender.
Age	Positive	Older people are most likely to benefit the most, however it is possible that it will also affect other ages that require care/a service.
Sexual orientation	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their sexual orientation.
Religion or belief (or non-belief)	None identified	There is no evidence to suggest that the fees would have a positive or negative impact on individuals due to their religion, belief or lack of belief.
Gender reassignment	None identified	There is no evidence to suggest that the fees would have any impact on this category.
Pregnancy and maternity	None identified	There is no known impact on this category.
Marriage and	None	There is no known impact on this category.

civil partnership	identified	
The Welsh language	Positive	As a result of better employment to locals, it is likely that this would have a positive impact on the Welsh language provision and the active offer for residents.
Socio-Economic Disadvantage	Positive	Offering a higher salary would have a positive impact on the staff, and also on residents, as staff recruitment and retention levels would be higher, meaning a better care provision.

* To be deleted as required

3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must duly address the way any change impacts on these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Eliminate unlawful discrimination, harassment and victimisation	Yes	The fees would be consistent for all providers and therefore there would be no discrimination.
Promote equal opportunities	Yes	There would be improved staffing levels as a result of better wages, meaning that staff would have more of an opportunity to do more and to be a more active part of their community.
Foster good relationships	Yes	Staff morale would improve with more staff being recruited and kept. Additionally, residents would have a more stable workforce which is an opportunity to foster good relationships.

* To be deleted as required

3.3 How does your proposal ensure that you work in accordance with the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to ensure that the Welsh language is not treated less favourably than the English, and that every opportunity to promote the Welsh language is taken (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

We comply with the More Than Just Words strategy, which ensures that patients and residents receive the Active Offer in relation to the Welsh language. Increasing the fees is likely to have a positive impact on the active offer.

3.4 What other measures or changes could you include to strengthen or change the policy / practice so as to have a positive impact on people's opportunities to use the Welsh language, and to reduce or prevent any detrimental impacts that the policy/practice could have on the Welsh language?

We have done everything within our ability to ensure that there will be no adverse impact on the Welsh language.

3.5 How does the proposal show that you have given due regard to the need to address inequality due to socio-economic disadvantage? (Please note that this relates to closing the inequality gap, rather than improving outcomes for everyone only).

The fees would enable carers to receive a higher salary, equivalent to the Real Living Wage.

3.6 What measures or other changes can you include to strengthen or change the policy / custom to show that you have given due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage, in accordance with the Socio-Economic Act?

We have done everything within our ability, and the fees are set in order to give due regard to the need to reduce disproportionate outcomes as a result of socio-economic disadvantage by addressing the Real Living Wage for carers.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the above? What is the reason for this?

It is likely to have a significantly positive impact on the group with a socio-economic disadvantage as they will receive the Real Living Wage.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the above? What is the reason for this?

The plan should not have a negative impact on any individuals with a specific protected characteristic.

4.3 What should be done?

Select one of the following:

Continue with the policy / service as it is robust	X
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	
No further steps at present, it is premature to decide, or there is insufficient evidence	

4.4 If you continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

We do not expect any negative impacts, however we will monitor and deal with any negative impacts that may arise.

4.5 If you are not taking any further action to remove or reduce the negative impacts, please explain why here.

N/A.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

We intend to continuously monitor the impact of the fees.