



Equality Impact Assessment (EIA) Form

1. Service Area/Directorate

Name of Head of Service for activity being assessed: Hilary Hall

Directorate: Community Wellbeing

Name of lead person for this activity: Zakia Loughead/Jeanette Young

Individual(s) completing this assessment: Hilary Hall

Date assessment completed: September 2025

2. What is being assessed

Activity being assessed (eg. policy, procedure, budget, service redesign, strategy etc.)

Budget saving in care

What is the aim, purpose, or intended outcome of this activity?

To review all active high-cost packages of care in adult social care, including those involving 2:1 and 3:1 care,

To review lower cost packages of care and consider if an individual's needs could be met in other ways

To review the options for purchasing care through more block bed arrangements, rather than spot purchased care

Who will be affected by the development and implementation of this activity?

- | | |
|---|---|
| <input checked="" type="checkbox"/> Service users | <input type="checkbox"/> Visitors to the county |
| <input type="checkbox"/> Communities | <input checked="" type="checkbox"/> Carers |
| <input type="checkbox"/> Children | <input type="checkbox"/> Patients |
| <input type="checkbox"/> All staff | <input type="checkbox"/> All part-time staff |
| <input type="checkbox"/> Staff at a particular location | <input type="checkbox"/> Other: |

Is this:

- ☒ Review of an existing activity/policy
- ☐ New activity/policy
- ☐ Planning to withdraw or reduce a service, activity or presence?

3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

Information from Mosaic has been used to inform this activity. The directorate has a budget of over £90m which is used to provide care and support to eligible adults in the county. The directorate has been reviewing long term cases' savings and some people have received more support than they require. This activity is already taking place under savings target S3 and this will be an extension of this activity.

Service users receiving a low level of support will also be considered for review to assess if social care services are required

Commissioning information has been considered to assess the opportunity for purchasing care through block bed contract arrangements rather than purchasing through spot purchasing arrangements.

Summary of engagement or consultation undertaken (eg. who you've engaged with, and how, or why do you believe this is not required)

Engagement has taken place with staff involved with the cases, and commissioners

Summary of relevant findings (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

Undertaking the reviews is an important first step to understanding whether someone's package of care is meeting their needs. It is likely that some reviews will result in an increase in care being provided. All reviews will be undertaken on an individual basis, taking a holistic review of the person.

Commissioners are exploring the opportunity to purchase care through block arrangements

4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

The activity is focused on individuals rather than on groups.

5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
Age (include safeguarding, consent and child welfare)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Services are provided for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems. High-cost placements are disproportionately weighted towards Younger Adults of transition age (18- 25 years) and working age adults with disabilities. The

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
				approach taken would be that people would be treated as individuals irrespective of age.
Disability (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Subject to the individual reviews, these proposals would impact upon people with learning disabilities, physical disabilities and mental health problems receiving services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce.</p>
Gender Reassignment (include gender identity, and consider privacy of data and harassment)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the reviews would have a neutral impact on those adults with a disability who have the protected characteristic of gender reassignment. Practitioners will ensure that they treat people as individuals, irrespective of their gender assignment.
Marriage & Civil Partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The project will have a neutral impact on adults who have the protected characteristic of marriage or civil partnership. The application of the review project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the review project would have a neutral impact on those adults who have the protected characteristic of pregnancy and maternity
Race (including Travelling Communities and people of other nationalities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of review project would have a neutral impact on those adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review
Religion & Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the review project would have a neutral impact on those adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sex (consider issues of safety and sexual violence, part-time work)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the review project would have a neutral impact on those adults who have the protected characteristic of sex. Practitioners will ensure that they treat people as individuals, irrespective of their sex.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the review project would have a neutral impact on those adults who have the protected characteristic of sexual

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
				orientation. Practitioners will ensure that they treat people as individuals, irrespective of their gender assignment.
Others: carers, care leavers, homeless, social/ economic deprivation (consider shift-patterns, caring responsibilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the review project would have a neutral impact on those adults with other protected characteristics. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The application of the review project would have a neutral impact on health inequalities.

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Objective	What action will be taken	Who will lead	Timeframe
To mitigate the potential negative impact on people with disabilities	<ul style="list-style-type: none"> Assessed Care Act eligible outcomes would still be met in line with legislation. Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process. Social workers and practitioners would take a holistic view of the person and consider all the services they receive when assessing their needs and any changes. Greater emphasis on least restrictive practice for those living in high-cost placements could increase the quality of life and reduce restrictions for some Young Adults with complex needs. 	Heads of Adult Social Care and Head of Care Commissioning	September 2025 to March 2026

7. Monitoring and review

How will you monitor these actions?

Monthly Community Wellbeing Transformation Board/Monthly Savings Board
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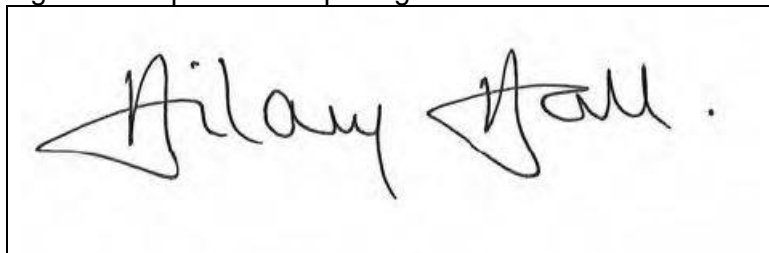
When will you review this EIA?

Six monthly

8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

A handwritten signature in black ink, reading "Hilary Hall.", enclosed within a rectangular box.

Date signed

3 September 2025

9. Make this EIA available

- Attach your EIA as an appendix to any decision reports so that decision-makers have all the equality data they need in order to make robust and fair decisions.
- Staff, trade unions, service users or members of the public may want to see this EIA, so it must be published on our website along with the decision report.

Equality Impact Assessment (EIA) Form

1. Service Area/Directorate

Name of Head of Service for activity being assessed: Corporate Director Community Wellbeing

Directorate: Community Wellbeing

Name of lead person for this activity: Hilary Hall

Individual(s) completing this assessment: Hilary Hall

Date assessment completed: 3 September 2025

2. What is being assessed

Activity being assessed (eg. policy, procedure, budget, service redesign, strategy etc.)

Increased income generation and process efficiency

What is the aim, purpose, or intended outcome of this activity?

The aim of the activity is to secure additional, recurrent savings on the Community Wellbeing directorate budget

Who will be affected by the development and implementation of this activity?

- | | |
|---|---|
| <input checked="" type="checkbox"/> Service users | <input type="checkbox"/> Visitors to the county |
| <input type="checkbox"/> Communities | <input type="checkbox"/> Carers |
| <input type="checkbox"/> Children | <input type="checkbox"/> Patients |
| <input type="checkbox"/> All staff | <input type="checkbox"/> All part-time staff |
| <input type="checkbox"/> Staff at a particular location | <input type="checkbox"/> Other: |

Is this:

- ☐ Review of an existing activity/policy
- ☒ New activity/policy
- ☐ Planning to withdraw or reduce a service, activity or presence?

3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

Information reviewed has included past years' budget reports, and current policies as they relate to income generation

Summary of engagement or consultation undertaken (eg. who you've engaged with, and how, or why do you believe this is not required)

Engagement has taken place within the directorate and with finance.

Summary of relevant findings (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

The activity is not intended to disadvantage service users, reduce the level of their care or restrict their choice. It will, however, review all options to maximise income generation within the statutory guidance, including claw back of unused direct payments, carrying out annual reviews of individuals' financial assessments to ensure that their contributions are accurate and benchmarking current paid for activity to ensure that the fees are in line with similar local authorities.

4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

Equality Duty	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

This activity is primarily focused on process efficiency internally to the council and will not have a material impact on service users.

5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations. It may be useful to include data within these sections if you know the diversity make-up of the people likely to be affected.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Rationale
Age (include safeguarding, consent and child welfare)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Older people may be proportionately more impacted because the vast majority of service users are older people. However, all service users would be financially assessed to ensure that any changes in charges did not have a detrimental impact.
Disability (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Disabled people may be proportionately more impacted because a significant number of service users have a disability/long term condition. However, all service users would be financially assessed to ensure that any changes in charges did not have a detrimental impact.
Gender Reassignment (include gender identity, and consider privacy of data and harassment)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Marriage & Civil Partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Race (including Travelling Communities and people of other nationalities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Religion & Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Sex (consider issues of safety, sexual violence, part-time work, and single-sex provision – especially in light of the legal definition of “sex”)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Women may be proportionately more impacted because there are more female service users than males. In addition, evidence shows that females have a proportionately lower income when compared to males resulting in a greater impact due to a lower ability to pay increased charges.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
				However, all service users would be financially assessed to ensure that any changes in charges did not have a detrimental impact.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Others: carers, care leavers, homeless, social/ economic deprivation (consider shift-patterns, caring responsibilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not anticipated that there would be a likelihood of a disproportionate impact in relation to this protected characteristic group

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Potential negative impact	What action will be taken	Who will lead	Timeframe
Impact on people's ability to pay increased charges	Robust financial assessment	Service Manager – Social Care Finance and Deputyship	Ongoing

7. Monitoring and review

How will you monitor these actions?

Actions will be monitored through the Community Wellbeing Savings Board which meets monthly.

When will you review this EIA?

The EIA will be reviewed in six months' time.

8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

Hilary Hall

Date signed

3/9/25

9. Make this EIA available (and delete this section)

- Attach your EIA as an appendix to any decision reports so that decision-makers have all the equality data they need in order to make robust and fair decisions.
- Upload your EIA to the shared Teams site: [Equality Impact Assessment | General | Microsoft Teams](#)
- Staff, trade unions, service users or members of the public may want to see this EIA, so it must be published on our website along with the decision report.