

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Fee Uplifts to Support the Sustainability of Specialist Care Home Services and Specialist Day Opportunity Services - For the Director of Social Services, Heath and Housing to receive delegated authority to implement an 11% uplift to the fees paid to providers contracted by Neath Port Talbot County Borough Council (“the Council”) for the delivery of Specialist Care Home Services and Specialist Day Opportunity Services.
Service Area: Adult Services
Directorate: Social Care Health and Housing

2. Does the initiative affect:

	Yes	No
Service users	x	
Staff	x	
Wider community		x
Internal administrative process only		x

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x					<p>Service Users – people residing in specialist care home or receiving specialist day opportunities are over the age of 18. This will have a positive impact by ensuring more sustainable services are delivered in order to continue meeting their identified outcomes.</p> <p>Staff – staff will be working age. This will have a positive impact on staff as they will receive a pay increase, which</p>

					will improve their economic and socio-economic situation.
Disability	x				<p>Service Users - People living in a specialist care home or receiving a specialist day opportunity service will have a disability. This will have a positive impact by ensuring more sustainable services are delivered in order to continue meeting their identified outcomes.</p> <p>Staff – no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and has no impact on wider terms and conditions of employment, such as equality in the workplace.</p>
Gender Reassignment		x			<p>Service Users - A person would not be living in a specialist care home or receiving a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way that takes into account a person's protected characteristics.</p> <p>Staff - no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and has no impact on wider terms and conditions of employment, such as equality in the workplace.</p>
Marriage/Civil Partnership		x			<p>Service Users - A person would not be living in a specialist care home or receiving a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way that takes into account a person's protected characteristics.</p> <p>Staff - no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and</p>

						has no impact on wider terms and conditions of employment, such as equality in the workplace.
Pregnancy/Maternity		x				<p>Service Users - A person would not be living in a specialist care home or receiving a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way that takes into account a person's protected characteristics.</p> <p>Staff - no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and has no impact on wider terms and conditions of employment, such as equality in the workplace.</p>
Race		x				<p>Service Users - A person would not be living in a specialist care home or receiving a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way that takes into account a person's protected characteristics.</p> <p>Staff - no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and has no impact on wider terms and conditions of employment, such as equality in the workplace.</p>
Religion/Belief		x				<p>Service Users - A person would not be living in a specialist care home or receiving a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person</p>

					centred way that takes into account a person's protected characteristics. Staff - no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and has no impact on wider terms and conditions of employment, such as equality in the workplace.
Sex	x				Service Users - A person would not live in a specialist care home or receive a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way that takes into account a person's protected characteristics. Staff – the majority of care staff are female. This will have a positive impact on staff as they will receive a pay increase, which will improve their economic and socio-economic situation.
Sexual orientation		x			Service Users - A person would not be living in a specialist care home or receiving a specialist day opportunity service due to this protected characteristic. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way that takes into account a person's protected characteristics. Staff - no impact as all eligible staff would receive this pay rise. This proposal only impacts on rates of pay and has no impact on wider terms and conditions of employment, such as equality in the workplace.

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		x				Service Users - This proposal does not change requirements for people to receive a service in their language of choice Staff – this proposal relates to rates of pay and does not have an impact on other workforce terms and conditions
Treating the Welsh language no less favourably than English		x				Service Users - This proposal does not change requirements for people to receive a service in their language of choice Staff – this proposal relates to rates of pay and does not have an impact on other workforce terms and conditions

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		x				Not applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				Not applicable

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		<p>Will support sustainability of essential services that supports people with long term social care needs.</p> <p>This will also improve rates of pay for a low paid sector, which will help support longer term progression of term socio- economic benefits.</p>
Integration - how the initiative impacts upon our wellbeing objectives	x		<p>Will support sustainability of essential services that supports people with long term social care and wellbeing needs.</p> <p>This will also improve rates of pay for a low paid sector, which will help support progression of term socio- economic benefits.</p>
Involvement - how people have been involved in developing the initiative	x		<p>The proposal has been developed in collaboration with service providers.</p>
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		<p>This proposal has been developed in collaboration with service providers and also helps to support Welsh Governments requirement on Real Living Wage</p>
Prevention - how the initiative will prevent problems occurring or getting worse	x		<p>This proposal will support sustainability of essential services that supports people with long term social care needs, these services prevent escalation of health issues and prevents hospital admissions.</p> <p>This will also improve rates of pay for a low paid sector, which will help support progression of term socio- economic benefits.</p>

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	x
Reasons for this conclusion	
<p>Service Users</p> <p>This proposal will have a positive impact on service users that have a protected characteristic by way of age and/or disability by ensuring the sustainability of services they require to help them meet their identified outcomes.</p> <p>This proposal has no impact on service users due to other protected characteristics as a person would not be living in a specialist care home or receive a specialist day opportunity service due to those protected characteristics. The decision to implement this uplift to services has no impact on the person centred assessment process or requirements for the service to deliver care in a person centred way, which takes into account a person's protected characteristics.</p> <p>This proposal has no impact on Welsh Language as it does not change requirements for people to receive a service in their language of choice.</p>	

The proposal embraces the sustainable development principles, as it will help to ensure more sustainable services that help service users to remain safe and live fulfilling lives.

Staff

This proposal will have a positive impact of staff that have a protected characteristic by way of age and/or sex as increased pay will help improve their economic and socio-economic situation.

This proposal has no impact on staff due to other protected characteristics as it relates to rates of pay and does not have an impact on other workforce terms and conditions, such as equalities.

This proposal has no impact on Welsh Language as it relates to rates of pay and does not have an impact on other workforce terms and conditions, including the use of Welsh Language.

This proposal embraces the sustainable development principles, as it helps improve rates of pay for a low paid sector, which will help support longer progression of term socio- economic benefits.

A full impact assessment (second stage) is required	
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Reasons for this conclusion

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	Name	Position	Signature	Date
Completed by	Chelé Zandra Howard	PO Commissioning	C.Z.Howard	21.03.22
Signed off by	Andrew Jarrett	Director of Social Services, Health and Housing	A. Jarrett	21.03.22