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EQUALITY IMPACT ASSESSMENT (EQIA):

Introduction to the EQIA process

An EQIA will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being assessed and its aims

2. **Gathering Evidence & Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported

5. **Monitoring, Evaluation & Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

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1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be assessed

Social Work Services Social Care Charging Policy

b) Reason for Change in Policy or Policy Development

This EQIA and the Social Work Services Social Care Charging Policy align with the IJB Financial Allocations and Budgets 2024-25 paper, being presented to IJB members in March 2024.

This annual review process of the Social Work Services Social Care Charging Policy takes a range of factors into consideration: -

- COSLA Guidance for Non-Residential Charging
- Uplifts required to service charges to reflect cost of service delivery
- Any changes required to the levers within the charging policy, which determine the level of charge made to service users, to reflect the income levels required to be generated to meet budgetary requirements
- Any changes required to the policy to reflect changes in legislation, local or national policies
- Views of service users and providers which were collated as part of the bi-annual consultation on the policy, which last took place in January 2023.
- Any refinements required to reflect service experiences from the previous twelve months.

This EQIA considers the Policy as whole, taking into consideration updates made to previous years policies, including;

- Updated to reflect Regulations coming into force on 8th April 2024.
- An increase in Local Authority rates to reflect the increased cost of delivery. Most charges will see a 5% uplift other than Hot Meals at 12.8%. There are no increases to aids and adaptations or blue badge administration.
- An increase to Minimum Income Thresholds and Interim Charges in line with annual Department for Work and Pensions uplifts in line with the COSLA guidance.
- Updated to provide clarity about welfare rights involvement in income maximisation.
- Updated to highlight that Transitional Telecare Digital Charge is subject to review once actual costs are known.
- Recognition of the migration of disability benefits from the Department for Work and Pensions to the new Scottish Government agency, Social Security Scotland.
- Updated to reflect the Mental Health (Care and Treatment) (Scotland) Act 2003 and the current policy of no charges being applied for

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people with a mental illness who are subject to a Compulsion Order, Compulsory Treatment Order or Compulsion Order and a Restriction Order.

- Updated to add 'Other Exceptional Circumstances' to reason for waiver or abatement to reflect current practice.
- Updated to provide details of how to request a waiver or abatement.
- Updated to provide details of how Disability Related Expenditure assessments will be carried out.
- Updated to include Independent Living Fund (ILF) disregard, to reflect current practice.
- Appendices updated with 2024/25 rates.
- The taper increase from 50% - 75% in the 2023 policy.

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

This EQIA and the Social Work Services Social Care Charging Policy aligns with the IJB Financial Allocations and Budgets 2024-25 paper, being presented to IJB members in March 2024.

The Glasgow City Council Social Work Service Social Care Charging Policy document ("the Policy") sets out how the Council charges for the provision of non-residential Social Care Services and describes the services to which service user contributions apply, together with minimum income thresholds and tapers.

The Policy applies to all persons receiving social care services provided by Glasgow City Council. The level of a service user's charges is based on the cost of delivery of the non-personal care services provided to the service user and the service user's financial ability to meet those costs. Personal care services are provided free of charge in Scotland.

The Policy applies by:

1. Fixing the level of charges for non-personal social care services. All services are charged at a uniform rate and no service user is charged for any services they do not receive.
2. Identifying what counts as "income" for the purposes of calculating how much a service user can pay. Not all of a service user's income is taken into account for this purpose.
3. Fixing Minimum Income Thresholds which is the minimum level of income a service user is required to receive before being considered to contribute to the cost of non-personal social care services. The thresholds are fixed by reference to similar thresholds applied to relevant DWP benefits (adjusted by application of a "buffer"). The thresholds vary depending on whether the service user is single, married or cohabiting and under or over 60.

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4. Allowing provision for Disability Related Expenditure to ensure the extra costs of being disabled are taken into account so that a further disregard of income will apply where additional expenditure is incurred by a supported person as a result of living as a disabled person.
5. Fixing a “Taper” the amount of income to be taken into account, above the Minimum Income Thresholds and after deduction of any Disability Related Expenditure, when assessing a service user’s charge.
6. Providing for waiver and abatement of charges in the case of hardship, exceptional need or in other exceptional circumstances.

The Charging Policy guiding principles are as follows:

- Income maximisation to the client is at the heart of the charging policy and reflects on ability to pay. A referral will be made to a Council Welfare Rights Officer as part of the financial assessment process to ensure a service user and their partner are in receipt of all benefits they may be entitled to.
- Charges are set at a reasonable level – the charge rarely covers the full economic cost of the service provided. The charge will never exceed the full cost of service.
- Service users will not be charged for services for which they have been assessed but do not utilise.
- Financial assessments take account of the cost of the range of services each service user receives compared to disposable income, rather than performing separate calculations for each service, thus ensuring that no-one pays more than they can afford.
- Free Personal Care will apply to all clients.
- Charges can be abated/waived in cases of hardship, exceptional need or exceptional circumstances in line with the council’s Scheme of Delegated Authority.
- The impact of charges on the well-being of Carers is considered.
- It is the Councils’ expectation that service users will optimise other income resources prior to taking up services, e.g. Independent Living Fund income & personal/injury compensation payments etc. The cost of service packages to the council would be net of such income sources.
- It is the Council’s expectation that service users in receipt of benefits for specific purposes such as mobility allowance will utilise these to support their access to services.

It is a legal requirement that everyone who is permanently admitted by the Council to residential care is required to pay a client contribution towards their care and accommodation. The contribution is applied in line with The National Assistance (Sums for Personal Requirements) (Scotland) Regulations 2024 (SSI 2024 No. 22); and The National Assistance (Assessment of Resources) Amendment (Scotland) Regulations 2024 (SSI 2024 No. 21). The National Assistance Regulations are subject to a separate EQIA. The EQIA relating to this policy can be found [here https://www.gov.scot/publications/equality-impact-assessment-amendments-national-assistance-assessment-resources-regulations-1992-respect-windrush-compensation-scheme/pages/7/](https://www.gov.scot/publications/equality-impact-assessment-amendments-national-assistance-assessment-resources-regulations-1992-respect-windrush-compensation-scheme/pages/7/)

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d) Name of officer completing assessment (signed and date)

Sharon Murray
Afton Hill

06/03/24

e) Assessment Verified by (signed and date)

Margaret Hogg

07/03/24

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2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity,	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.				
The Policy applies to all non-residential social care service users. There are currently 9,300 service users who are subject to charges through the non-residential charging policy. A split per client group is shown in the table below. The majority of service users subject to non-residential charges are telecare service users whose weekly charge is £1.68 per week. <table><tr><th>Client Group</th><th>No</th></tr><tr><td>Learning Disability</td><td>983</td></tr></table>	Client Group	No	Learning Disability	983	The Council recognises that, standing the number of service users to whom the Policy applies, that it is likely that all protected characteristics are engaged. The following analysis is informed by empirical review of server user data as well as responses provided during the service-user survey undertaken in January 2023. Assessments and reviews through	A survey was carried out for 3 weeks during January and February 2023 where 5600 service users were invited to participate along with third sector organisations. The Council received 118 responses and although the number of respondents was lower than anticipated, there was a good range of protected groups represented in the feedback. People with disabilities felt that the charging policy was unfair due to their higher cost of living. A change
Client Group	No					
Learning Disability	983					

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<table><tr><td>Mental Health</td><td>371</td></tr><tr><td>Addictions</td><td>4</td></tr><tr><td>Older People</td><td>486</td></tr><tr><td>Physical Disability</td><td>293</td></tr><tr><td>Telecare</td><td>7,163</td></tr><tr><td>Total</td><td>9,300</td></tr></table>	Mental Health	371	Addictions	4	Older People	486	Physical Disability	293	Telecare	7,163	Total	9,300	Carefirst record equalities information, covering all the protected characteristics listed in this EQIA. Information collected forms part of an individual's outcome based support plan. It has been highlighted that there are challenges with the availability of data recorded on reporting systems and steps will be taken to improve equality data capture.	to the financial assessment in respect of disability related expenditure is proposed to assist in addressing these concerns.
Mental Health	371													
Addictions	4													
Older People	486													
Physical Disability	293													
Telecare	7,163													
Total	9,300													
The Council informs itself of the views of service users in relation to the Policy by undertaking a bi-annual survey. The last survey was conducted in January 2023. The Council also interrogates empirical data held in relation to service users.	Work is currently taking place to improve data input quality in Carefirst. This will in turn help to improve recording and analysis of information by protected characteristics.	A survey on the charging policy will be undertaken every 2 years to ensure it is informed by people with lived experience and remains accurate. Next planned survey will be early 2025.												
Impact of Taper The taper increased from 50% - 75% in the 2023 policy. The Council has undertaken a review of available data to understand the impact of this change on, amongst other things, service users with protected characteristics. It is challenging to identify those whose charges will increase as a result of the change to the taper. This is because each service user's financial assessment is unique to them, and we could not do this without looking at all service users' individual records. To help understand the impact the change of the taper has had on different client groups, the Council undertook an analysis of the impact on 40 service users across the client groups.	<u>Impact of Change in Taper from 50% to 75%</u> The following was the outcome of the review of the sample cases in terms of the impact of the change to the taper: - •25% of service users had no change to their charges, albeit this proportion did vary across client groups with it being 60% in OP, 10% in PD, 18.75% in LD and 0% in MH. •68% saw a 50% increase in charge with an average increase of £11.27 for OP, £16.47 for PD, £23.87 for LD and £28.48 for MH •8 % saw an increase less than 50% - this is primarily as a result of their income levels	<u>Impact of DRE Assessment</u> The Council charging policy recognises that those service users with a disability can incur additional expenditure. As a result, the policy recommends that this expenditure is assessed and where appropriate the level of income used to support this is removed from the financial assessment. DRE Assessments were previously only done on request. This was changed as part of the 2023/24 charging policy so that it became part of the initial financial assessment. The result of this is that DRE is now												

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A summary is provided below of what the sample demonstrated: - <u>Context</u> • Of the 40 service users reviewed 12.5% resulted in no charges being applied after financial assessment and 87.5% were subject to charges • Average weekly charge ranged from £54.45 to £93.03 across the client groups, with a maximum charge of those selected of £294.30 in Older People (OP), £123.57 in Physical Disabilities (PD), £171.39 in Learning Disabilities (LD) and £156.41 in Mental Health (MH) • 20% of the sample size had undergone an assessment for Disability Related Expenditure		assessed at the start of the process and is considered for all relevant service users. The sample showed that: - • Of those who undertook a DRE assessment 25% resulted in no change to their charge and 75% did result in a reduction to the charge • The reduction in charges ranges from £16.52 to £35.89 per week for the cases reviewed, with a weighted average of £20.30. This reduction is almost on par with the increase as a result of the taper, showing that DRE assessment does have the potential to mitigate against the taper increase. <u>Impact if No Taper Was Applied</u> As part of the sample test the Council also looked at what the impact would be if no taper was applied compared to the current 75% taper. • 33% of service users would see no change to their charges, albeit this proportion did vary across client groups with it being 60% in Older People, 33% in Physically Disabled, 18.75% in learning Disabled and 25% in Mental Health. • 67% would see a 25% increase in charge with an average increase of £11.27 for OP, £18.01 for PD,
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		£23.87 for LD and £24.03 for MH.
COSLA Charging Guidance	In line with recommendations from the COSLA Charging Guidance, a number of exemptions and mitigations have been identified, including options which specifically relate to equality Groups. In particular; Age Sex Disability Poverty Other Marginalised groups, including homeless people	• Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/other exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds as determined by COSLA

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		• 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60 and over 60 years of age respectively • Client contributions are calculated based on ability to pay
Fairer Scotland Duty	The Fairer Scotland Duty (2018) places a duty on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions. Recognition of the Fairer Scotland Duty is considered throughout the policy and the disproportionate socio-economic impact on equality groups. This is outlined in the mitigating actions throughout the policy, with a particular consideration of intersectionality of inequality and socio-	

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	economic disadvantage.	
Scottish Government – Poverty and Income Inequality in Scotland	This report presents three-year averaged estimates of the proportion of people, children, working-age adults and pensioners in Scotland living in poverty, and other statistics on household income and income inequality. These estimates are used to monitor progress in reducing poverty, child poverty and income inequality and have informed consideration in the policy of priority areas to target mitigating action	
The National Assistance (Sums for Personal Requirements) (Scotland) Regulations 2024 (SSI 2024 No. 22); and The National Assistance (Assessment of Resources) Amendment (Scotland) Regulations 2024 (SSI 2024 No. 21).	The National Assistance Regulations are subject to a separate EQIA. The EQIA relating to this policy can be found here https://www.gov.scot/publications/equality-impact-assessment-amendments-national-assistance-assessment-resources-regulations-1992-respect-windrush-compensation-scheme/pages/7/	

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3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX	Women	This policy applies equally across men and women. However, A number of considerations are in place to take steps to mitigate. Any disproportionate impact arising from sex. Including: • No charge for residential respite accesses in line with carers assessment • Services for carers are not chargeable • Income from benefits on behalf of a dependent child is disregarded.	However, it is recognised that a disproportionate number of carers are female, potentially on low incomes.	Socio economic impact applies across all service users and mitigations have been identified, as outlined below. In addition, there are mitigations identified for women who may be disproportionately impacted. The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services
	Men	This policy applies equally across all service users. No disproportionate		

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
		impact have been identified for men at this stage.		provided, this increased contribution was most likely to have had an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation increase, as there will have been an increased cost for the service and also an increase to the taper. This may have resulted in service users self-excluding from services, due to the cost.
	Transgender	This policy applies equally across all service users. No disproportionate impact have been identified for Trans people at this stage.		Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters. Assessment is based on all charges from non-residential social care to consider impact on individual service users. Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				• Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				disregarded - ILF payments are disregarded - Capital of £6,000 and £10,000 is disregarded for people under 60
RACE*	White	Some groups may not speak English as a first language. Interpreter support and access to translated materials is available on request to support the financial assessment process.		Socio economic impact applies across all service users and mitigations have been identified, as outlined below. The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied to all service users, however it is recognised that due to the nature of the services provided, this increased contribution is most likely to have had an impact on older and disabled people. It is also noted that this option will have had a
Further information on the breakdown below each of these headings, as per census, is available here . For example Asian includes Chinese, Pakistani and Indian etc	Mixed or Multiple Ethnic Groups	Some groups may not speak English as a first language. Interpreter support and access to translated materials is available on request to support the financial assessment process.	The policy applies equally to persons of different race. However, it is recognised that Minority ethnic communities are more likely to be living in poverty compared to white people. Mitigation includes financial assessment basing charge on ability to pay. Full details of mitigations and exceptions are as outlined above. Mixed or Multiple Ethnic Groups are not identified as being at higher risk above any other non-white groups.	
	Asian	Some groups may not speak English as a first language. Interpreter support and access to translated materials is	The policy applies equally to persons of different race. However, it is recognised that Minority ethnic communities are more likely to be living in	

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
		available on request to support the financial assessment process.	poverty compared to white people. Mitigation includes financial assessment basing charge on ability to pay. Full details of mitigations and exceptions are as outlined above. Asian race groups are not identified as being at higher risk above any other non-white groups	cumulative negative impact with the 5% inflation increase, as there was an increased cost for the service and also an increase to the taper. This may have resulted in service users self-excluding from services, due to the cost.
	African	Some groups may not speak English as a first language. Interpreter support and access to translated materials is available on request to support the financial assessment process.	The policy applies equally to persons of different race. However, it is recognised that Minority ethnic communities are more likely to be living in poverty compared to white people. . Mitigation includes financial assessment basing charge on ability to pay. Full details of mitigations and exceptions are as outlined above. African race groups are not identified as being at higher risk above any other non-white groups.	Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance.
	Caribbean or Black	Some groups may not speak English as a first language. Interpreter support and access to translated materials is available on request to support the financial assessment process.	The policy applies equally to persons of different race. However, it is recognised that Minority ethnic communities are more likely to be living in poverty compared to white people. . Mitigation includes financial assessment basing charge on ability to pay. Full	Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
			details of mitigations and exceptions are as outlined above. Caribbean or black race groups are not identified as being at higher risk above any other non-white groups.	reminder will be included in annual uprating letters. Assessment is based on all charges from non-residential social care to consider impact on individual service users.
	Other Ethnic Group	Some groups may not speak English as a first language. Interpreter support and access to translated materials is available on request to support the financial assessment process.	The policy applies equally to persons of different race. However, it is recognised that Minority ethnic communities are more likely to be living in poverty compared to white people. . Mitigation includes financial assessment basing charge on ability to pay. Full details of mitigations and exceptions are as outlined above. Other Ethnic Groups are not identified as being at higher risk above any other non-white groups.	Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
DISABILITY	Physical disability	A number of considerations are in place to take steps to mitigate. Including: • Income to the value of disability related expenditure is disregarded. • ILF payments are disregarded. • Service users who are terminally ill, evidenced through a DS, SR or BASRIS are not charged It has been highlighted that there are challenges with the availability of data recorded on reporting systems and steps will be taken to improve equality data capture. From available data, 60% of service users are disabled.	Households which include a disabled person are at a higher risk of living in poverty. It is recognised that cost of services may result in service users self-excluding from services. Mitigation includes financial assessment basing charge on ability to pay and disregards of disability related expenditure as outlined. It is recognised that due to the nature of the services provided, the charging policy is more likely to apply to Disabled People, who may be accessing services and thus, have higher care costs compared to non-disabled service users.	Socio economic impact applies across all service users and mitigations have been identified, as outlined below. In addition, there are mitigations specifically for Disabled People, as outlined in the left hand column. The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. The taper increased from 50% - 75% in the 2023 policy. This will have has a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services provided, this increased contribution was most likely to have had an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	As above. In addition, Language and format supports are available on request to support the financial assessment process.	It is recognised that due to the nature of the services provided, the charging policy is more likely to apply to Disabled People, who may be accessing services and thus, have higher care costs compared to non-	

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
			disabled service users.	increase, as there will have been increased cost for the service and also an increase to the taper. This may have resulted in service users self-excluding from services, due to the cost. Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual
	Mental Health	As above. In addition, people with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging	It is recognised that due to the nature of the services provided, the charging policy is more likely to apply to Disabled People, who may be accessing services and thus, have higher care costs compared to non-disabled service users.	
	Learning Disability	As above. In addition, Language and format supports are available on request to support the financial assessment process.	It is recognised that due to the nature of the services provided, the charging policy is more likely to apply to Disabled People, who may be accessing services and thus, have higher care costs compared to non-disabled service users.	

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				uprating letters. Assessment is based on all charges from non-residential social care to consider impact on individual service users. Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				order, compulsory treatment order or compulsion order and a restriction order are exempt from charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60
LGBT	Lesbians	This policy applies equally across all service users. No	This policy applies equally across all service users. No disproportionate impact have	Socio economic impact applies across all service users and

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
		disproportionate impact have been identified for lesbians at this stage.	been identified for lesbians at this stage. However this will be reviewed, if potential impacts are highlighted.	mitigations have been identified, as outlined below.
	Gay Men	This policy applies equally across all service users. No disproportionate impact have been identified for gay men at this stage.	This policy applies equally across all service users. No disproportionate impact have been identified for gay men at this stage. However this will be reviewed, if potential impacts are highlighted.	The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost.
	Bisexual	This policy applies equally across all service users. No disproportionate impact have been identified for bisexuals at this stage.	This policy applies equally across all service users. No disproportionate impact have been identified for bisexuals at this stage. However this will be reviewed, if potential impacts are highlighted.	The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services provided, this increased contribution was most likely to have an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation increase, as there will have been increased cost for the service and also an increase to the taper. This may have resulted in service users self-excluding from services, due to the cost.

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters. Assessment is based on all charges from non-residential social care to consider impact on individual service users.

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging • Criminal justice social work services are not chargeable

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				• Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60
AGE	Older People (60 +)	A number of considerations are in place to take steps to mitigate this. Including: • First four weeks of care for people over 65 are free upon hospital discharge	Due to the nature of the services provided, the charging policy is more likely to apply to Older People, who may be accessing multiple services and have higher care costs. There may also be intersections with Disability, as	In addition, there are mitigations specifically for different ages, as outlined in the left hand column. Socio economic impact applies across all service users and mitigations have been identified, as

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
		- Services for children (under 19) are exempt from charging - Capital of £6,000 and £10,000 is disregarded for people under 60 and over 60 years of age respectively	outlined above, which would have a compounding impact. 150,000 pensioners are living in poverty in Scotland. It is recognised that cost of services may result in service users self-excluding from services. This will be mitigated through the mitigations and exemptions outlined in the right hand column.	outlined below. Where there is potential for disproportionate socio economic impact on a protected group, this has been highlighted and targeted mitigations identified. The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services provided, this increased contribution was most likely to have had an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation increase, as there will have been an increased cost for the service and
	Younger People (16-25)	Services for children are exempt for non-residential charging (under 19 years of age). Income from benefits on behalf of a dependent child is disregarded		
	Children (0-16)	Services for children are exempt for non-residential charging (under 19 years of age). Income from benefits on behalf of a dependent child is disregarded		

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				also an increase to the taper. This may have resulted in service users self-excluding from services, due to the cost. Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters.

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				Assessment is based on all charges from non-residential social care to consider impact on individual service users. Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				restriction order are exempt from charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60
MARRIAGE & CIVIL PARTNERSHIP	Women	The policy differentiates between couples and single persons. Minimum Income		Socio economic impact applies across all service users and mitigations have been identified, as

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
		thresholds are higher (for single persons) take account of the combined income and expenditure of couples. The thresholds are fixed having regard to similar thresholds applied by the DWP in relation to social security benefits as well as COSLA guidance in relation thereto.		outlined below. In addition, there are mitigations specifically for marriage and civil partnership as outlined in the left hand column. The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost.
	Men	As above		
	Lesbians	As above		
	Gay Men	As above		The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services provided, this increased contribution was most likely to have had an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation increase, as there will have been increased cost for the service and also an increase to the taper. This

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				may have result in service users self-excluding from services, due to the cost. Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters. Assessment is based on all charges

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				from non-residential social care to consider impact on individual service users. Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60
PREGNANCY & MATERNITY	Women		Women are more likely to be lower earning and on statutory maternity pay. Mitigation includes financial assessment basing charge on ability to pay	Socio economic impact applies across all service users and mitigations have been identified, as outlined below. Consideration of women on lower earnings or

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
			and ability to request a new assessment due to a change in financial circumstances.	statutory maternity pay will be mitigated through the financial assessment The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services provided, this increased contribution was most likely to have had an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation increase, as there will have been increased cost for the service and also an increase to the taper. This may have resulted in service users

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				self-excluding from services, due to the cost. Steps will be taken to mitigate the impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters. Assessment is based on all charges from non-residential social care to

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				consider impact on individual service users. Exemptions and mitigations: • Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				• Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60
RELIGION & BELIEF**	A list of religions used in the census is available here .		Muslims suffer the greatest economic disadvantage of any group in society. Other religions and beliefs are not identified as being at higher risk above the general	Socio economic impact applies across all service users and mitigations have been identified, as outlined below. This would also apply across all religions.

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
			population. Mitigation includes financial assessment basing charge on ability to pay.	The proposal includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this increase to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. The taper increased from 50% - 75% in the 2023 policy. This will have had a socio economic impact for those experiencing poverty. This increase applied across all service users, however it is recognised that due to the nature of the services provided, this increased contribution is most likely to have had an impact on older and disabled people. It is also noted that this option will have had a cumulative negative impact with the 5% inflation increase, as there will have been an increased cost for the service and also an increase to the taper. This may have resulted in service users self-excluding from services, due to the cost. Steps will be taken to mitigate the

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				impact of the increase through the financial assessment. The financial assessment aims to ensure income maximisation has taken place by ensuring that service users are in receipt of all social security benefits to which they are entitled and reflects on the service users ability to pay. It also, acknowledges that there may be circumstances where it is appropriate to consider the waiving or abatement of charges in cases of hardship, exceptional need or other exceptional circumstance. Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters. Assessment is based on all charges from non-residential social care to consider impact on individual service users. Exemptions and mitigations:

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				• Personal Care is free • No charge for residential respite accesses in line with carers assessment • Everyone is income maximised by welfare rights • No charge for services assessed for but not used • Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances • First four weeks of care for people over 65 are free upon hospital discharge • Homeless service users are exempt from charging for two years • Services for children (under 19) are exempt from charging • Services for carers are not chargeable • People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging • Criminal justice social work services are not chargeable • Service users who are terminally ill, evidenced through a DS, SR

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
				- or BASRiS are not charged • Minimum income thresholds in line with COSLA guidance • 25% buffer is applied • 75% taper is applied to reduce the income which is taken into account • Income to the value of disability related expenditure is disregarded • Financial reassessment is available at any time on request • Assessable income is net of housing and council tax costs • Income from benefits on behalf of a dependent child is disregarded • Kinship care payments are disregarded • ILF payments are disregarded • Capital of £6,000 and £10,000 is disregarded for people under 60

For reasons of brevity race is not an exhausti

ve list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

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Summary of Protected Characteristics Most Impacted

The policy includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94). There is potential for this option to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. Due to the nature of the services provided, this increase is most likely to have an impact on older and disabled people. The Council recognises that those with disabilities, women and minority ethnic groups are most likely to be living in poverty in Glasgow.

A financial assessment is undertaken prior to implementing the charge to ensure that it is based on the ability of a person to pay. It is also recognised that those with disabilities experience a higher cost of living, and to ensure that all disability related expenditure is fully considered, financial assessments capture this information from the outset.

A number of mitigations and exemptions are in place for all service users, as outlined in the assessment, including specific mitigations relating to sex, disability and age.

Exemptions and mitigations:

- Personal Care is free
- No charge for residential respite accesses in line with carers assessment
- Everyone is income maximised by welfare rights
- No charge for services assessed for but not used
- Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances
- First four weeks of care for people over 65 are free upon hospital discharge
- Homeless service users are exempt from charging for two years
- Services for children (under 19) are exempt from charging
- Services for carers are not chargeable
- People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging
- Criminal justice social work services are not chargeable
- Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged
- Minimum income thresholds in line with COSLA guidance
- 25% buffer is applied
- 75% taper is applied to reduce the income which is taken into account
- Income to the value of disability related expenditure is disregarded
- Financial reassessment is available at any time on request
- Assessable income is net of housing and council tax costs

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- Income from benefits on behalf of a dependent child is disregarded
- Kinship care payments are disregarded

Summary of Socio Economic Impacts

The policy includes a 5% uprating to charges and a 12.8% uprating to hot meals (£1.72 to £1.94) as compared to the 2023 policy. There is potential for this uprating to have a socio economic impact for those experiencing poverty. This may result in service users self-excluding from services, due to the cost. Due to the nature of the services provided, this increase is most likely to have an impact on older and disabled people. The Council recognises that those with disabilities, women and minority ethnic groups are most likely to be living in poverty in Glasgow.

A financial assessment is undertaken prior to implementing the charge to ensure that it is based on the ability of a person to pay. It is also recognised that those with disabilities experience a higher cost of living, and to ensure that all disability related expenditure is fully considered, financial assessments capture this information from the outset.

A number of mitigations and exemptions are in place for all service users, to mitigate socio economic impact. There is also specific consideration of cumulative impact, in particular related to sex, disability and age.

Exemptions and mitigations:

- Personal Care is free
- No charge for residential respite accesses in line with carers assessment
- Everyone is income maximised by welfare rights
- No charge for services assessed for but not used
- Charges can be abated/waived in cases of hardship/exceptional need/exceptional circumstances
- First four weeks of care for people over 65 are free upon hospital discharge
- Homeless service users are exempt from charging for two years
- Services for children (under 19) are exempt from charging
- Services for carers are not chargeable
- People with a mental illness who are subject to a compulsion order, compulsory treatment order or compulsion order and a restriction order are exempt from charging
- Criminal justice social work services are not chargeable
- Service users who are terminally ill, evidenced through a DS, SR or BASRiS are not charged
- Minimum income thresholds in line with COSLA guidance

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- 25% buffer is applied
- 75% taper is applied to reduce the income which is taken into account
- Income to the value of disability related expenditure is disregarded
- Financial reassessment is available at any time on request
- Assessable income is net of housing and council tax costs
- Income from benefits on behalf of a dependent child is disregarded
- Kinship care payments are disregarded

Existing service users can request financial reassessment at any time and this is highlighted to them to get in touch if their circumstances change or if they are struggling to pay. As an addition for 2024/25, this reminder will be included in annual uprating letters.

Summary of Human Rights Impacts

The Council recognises that those with disabilities, women and minority ethnic groups are most likely to be living in poverty in Glasgow. A financial assessment is undertaken prior to implementing the charge to ensure that it is based on the ability of a person to pay. It is also recognised that those with disabilities experience a higher cost of living, and to ensure that all disability related expenditure is fully considered, financial assessment will now capture this information from the outset.

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4. OUTCOMES, ACTION & PUBLIC REPORTING

Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	No
Does the project, policy or strategy require to be amended to have a positive impact?	No
Does a further Impact Assessment need to be undertaken?	Not at this time.

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Actions: Next Steps		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
Non-Residential Charging Policy has been updated to include wording of exemption for people with a mental illness who are subject to a Compulsion Order, Community Treatment order or Compulsion order.	Sharon Murray	01 April 2024
A reminder to service users will be included in annual updating letters that they can get in touch if their circumstances have changed or if they are struggling to pay.	Sharon Murray	01 April 2024

Public Reporting

All completed EQIA are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

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5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

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Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices
- gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

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