

DRAFT Initial Budget Equality Impact Assessment

1. The Project

Directorate: Adult Social Services & Housing

Theme or area: Income

Lead Officer: Graham Booth

Date: 3 December 2025

		Budget reduction (£)		
Budget Reference	Budget Proposal	2026/27	2027/28	2028/29
ASSH12	Inflationary uplift to Fees & Charges	1,137,000	1,148,000	1,160,000

Description of the project:

Annual increase in fees and charges for adult social care related services specifically linked to the national increase in benefit rates.

Summary of changes:

Increase in income from increase to benefit rates which will increase maximum charges.

Following government announcements to changes in pensions, benefits and minimum income guarantees, the Council will review all financial assessments and client contributions and adjust the amounts that clients will need to contribute towards their care. This will be based on their income and the amount that the government identifies that clients can retain before making any contribution. The financial assessment process involves a means test that ensures that contributions are affordable. Income from charges will grow in line with pension and benefit increases.

Are any of the proposals within this theme a continuation of a previous medium-term financial plan saving?

Yes **No**

If yes, please insert reference number and year of assessment?

Budget Proposal	Year of assessment	Budget Reference
Inflationary uplift to Fees & Charges	2025/26	ASH10

If yes, please describe what steps you have taken to review the equality impacts from previous years?

Client contributions continue to be subject to a mean-test based financial assessment which means that the customers' ability to pay social care fees will be looked at and assessed on an individual case by case basis.

2. Customer equality impact summary

Will the changes proposed in this project have a disproportionate impact (or bias) for any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)			X			X
People from different ethnic groups				X		
Men or women (including those who are pregnant or on maternity leave)				X		
People who are LGBTQ+				X		
People on a low income			X			X
People in particular age groups			X			X
People in particular faith groups				X		
People who are married or in a civil partnership				X		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents. Please specify:						

3. Explanation of customer impact

Increase in income from increase to benefit rates which will increase maximum charges.

Clients in receipt of care, who are most likely to be older people, or disabled people will be asked to contribute more towards their care because of increased costs to the Council and increases to pensions and benefits. However, this contribution will continue to be based on a means-tested financial assessment. It is also expected that the government will announce increases to the Minimum Income Guarantee and the Personal Expenses Allowance (i.e. the amounts that clients can keep before they start paying for their care) in line with inflation, which should mitigate the impact.

Most clients whose care is arranged by the Council have a maximum weekly charge, which results from their financial assessment. For non-residential care packages, this averages at around £70 per week and for residential care, the average is around £210 per week for older people and £100 per week for younger adults.

Clients who are “self-funders” will feel the full impact of increases in costs, i.e. they will be expected to pay in full for any cost increases that arise from increases in provider costs.

Please describe how you will communicate these changes to those impacted.

As part of the Financial Assessments annual review process, which is undertaken prior to the start of each financial year.

4. Staff equality impact summary

Are there any staffing implications for this proposal?	Yes	No
---	------------	-----------

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

N/A

5. Cumulative equality impacts

Is this project linked to or likely to have an impact on any other service areas?

For example are you moving the location of a service that may also be impacted upon by a change to public transport provision.

N/A

6. Action Plan

Are there any further actions that should be taken because of this Equality Impact Assessment?

Issue Identified	Planned Action	Lead Officer	Time for review

7. Review and Sign Off

Service Manager Review

Insert any service manager comments here.

<<Text here>>

Is a further detailed equality impact assessment needed? Yes **No**

Please note that if this assessment indicates a potential 'medium' or 'high' impact on any protected or significant group a further, more detailed assessment will be required.

If 'yes', when will the further assessment be completed? N/A

Service Manager: Graham Booth

Date: 3 December 2025