

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Living Wage - Impact Upon The Directorate For People
Directorate	People
Service Area	Adults - Joint Commissioning
Type	New/Proposed Policy
EA Summary	<p>From 1st April 2016, the National Living Wage will be implemented for citizens aged 25 years and over.</p> <p>At Cabinet on February 16th, 2016, proposals will be made about the phasing in of the Birmingham Living Wage to social care.</p>
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Task Group Member	
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Policy and expected outcomes?	<p>When the Living Wage Policy was approved by Cabinet on 22nd April 2013 it was understood that social care was an area where other local authorities had found applying the Living Wage hardest to achieve and social care contracts were approved as being outside the scope of the Living Wage Policy.</p> <p>However, it has always been the Council's ambition to include care staff working on Council contracts and as a result of decisions proposed within the budget, a sum of money has been identified subject to approval by full Council on 1st March 2016 - to introduce a Birmingham Care Wage.</p>
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
<u>Comment</u> Like the Birmingham Living Wage, the introduction of the Birmingham Care Wage will help individuals and families, and will boost the overall wellbeing of Birmingham's citizens. It is also aimed at boosting productivity, improving the quality of work and has been seen to reduce sickness and aid staff retention.	
A Fair City	Yes
<u>Comment</u> Skills for Care have estimated that there are over 24,000 adult social care jobs in Birmingham, a significant number of them will be associated with the delivery of City Council care contracts.	
A Prosperous City	Yes
<u>Comment</u> The Living Wage Policy accepted that the UK's current social care industry was wholly predicated on a low-pay business model and therefore the introduction of the Birmingham Care Wage is an opportunity to put more money into those people's pockets and will help local shops and businesses, creating a virtuous spiral that can treble its value to the local economy.	
A Democratic City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment

It is expected that citizens who use City Council contracted care services and their carers will benefit from increased skills development among care staff, increased staff performance and job satisfaction and increased staff retention, as a result of the introduction of the Birmingham Care Wage.

Birmingham's Market Position Statement for Social Care - 2012-2014 indicates that there are potentially as many as 2,000 self-funding older adults in bed-based care in Birmingham, along with 4,800 with some level of self-funding of home support services. There is no indication of the number of working age self-funders of care, as the numbers are thought to be very low.

Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Analysis on Initial Assessment

It is expected that citizens who use City Council contracted care services and their carers will benefit from increased skills development among care staff, increased staff performance and job satisfaction and increased staff retention, as a result of the introduction of the Birmingham Care Wage.

There is a risk that citizens who arrange and fund their own care may see an increase in the cost of their care. They too, however, should benefit from enhancements to the quality of the care that they receive.

3 Concluding Statement on Full Assessment

The Living Wage Policy accepted that the UK's current social care industry was wholly predicated on a low-pay business model and therefore this opportunity to put more money into those people's pockets will help local shops and businesses, creating a virtuous spiral that can treble its value to the local economy.

Skills for Care have estimated that there are over 24,000 adult social care jobs in Birmingham, a significant number of them will be associated with the delivery of City Council care contracts.

Like the Birmingham Living Wage, the introduction of the Birmingham Care Wage will help individuals and families, and will boost the overall wellbeing of Birmingham's citizens. It is expected that citizens who use City Council contracted care services and their carers will benefit from increased skills development among care staff, increased staff performance and job satisfaction and increased staff retention, as a result of the introduction of the Birmingham Care Wage.

There is a risk that citizens who arrange and fund their own care may see an increase in the cost of their care. They too, however, should benefit from enhancements to the quality of the care that they receive.

4 Review Date

02/03/16

5 Action Plan