





What is the accountable officer's email address?	John Williams
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### Data Sources

Data sources	["Birmingham City Observatory data and insight"]
Data source details	Adult Social Care - Eclipse System and Care First

### Protected Characteristics

Protected Characteristic	Age
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.
How will you mitigate against any negative impact to the age characteristic?	No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.

### Protected Characteristic Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
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Please describe the impact to the disability characteristic





What legal marital or registered civil partnership status will be impacted by this proposal?

["Single", "Never married and never registered a civil partnership", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]

Please describe the impact to the marriage and civil partnership characteristic

No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be



How will you mitigate against any negative impact to the pregnancy and maternity characteristic?

Adult social care has a long history of reviewing care



<p>What religions could be impacted by this proposal?</p>	<p>["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>No direct impact/minimal impact is anticipated because of reviewing care packages. Under existing arrangements, review of care packages will continue (this initiative has been ongoing since 2018). Over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted positively or negatively by a reduction or increase in care. A policy of reviewing care packages of itself does not lead to packages going up or down - that depends on each person's individual circumstances. What the initiative does do though is to make it more likely that a person's care package more accurately reflects their needs.</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>Adult social care has a long history of reviewing care packages.</p>





How will you mitigate against any negative impact to the sexual orientation characteristic?

Adult social care has a long history of reviewing care packages. Regular monitoring and reviewing of changes in care packages will be undertaken to identify and mitigate any potential negative impact to this protected characteristic, because of this proposal. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?

Monthly meetings held between Heads of Services and director to monitor cases. Cases which have a reduction in care or increase will be monitored based on the protected characteristics, to seek any possible trends. Programme board will inform SMT of high-level milestones and developments.

Please enter the email address for the officer responsible for monitoring impact and mitigation

John Williams

