

# Impact Assessment

## Transform Direct Payments Model



Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

## 1. Proposal Information

<b>Author Name</b>	Sharon Frewin
<b>Head of Service</b>	Sharon Frewin
<b>Portfolio Holder</b>	Sian Cox, Cabinet Member for a Caring Powys
<b>Proposal title</b>	Transform Direct Payments Model
<b>Description of proposal</b>	<p>To actively encourage greater take-up of direct payments, which is a more cost-effective means of funding care and support compared to externally commissioned domiciliary care organised by the Local Authority.</p> <p>Working in a strength-based way with citizens receiving Direct Payments to promote and encourage the establishment of pooled payments under the citizen cooperative model.</p>

## 2. Savings and Consultation

### Profile of savings delivery

2023-24	2024-25	2025-26	2026-27	2027-28	2028+	Total Savings
0	100,000	200,000	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

## Further information

Direct payments are a way that local authorities can help to meet individual's eligible need for care and support, or a carer's need for support.

They are a way for people to arrange their own care and support.

Direct payments are not a form of income but are paid specifically to buy services or equipment.

Direct payments are intended to improve choice, control and independence for people.

Individuals can work with the local authority to decide how their care and support needs will be met using direct payments.

They can decide who provides that support and control how, where and when it is delivered.

Direct payments are suitable for a wide range of people who have been assessed as eligible for social care services, including:

Adults of any age with an eligible care and support need

Care aged 16 or over who need support

People with parental responsibility for a disabled child

Part 4 Code of Practice is clear that "Local authorities must promote self-management and aim to increase independence by enabling people to become actively involved in shaping their care and support. In the development of, and provision of a direct payment, a local authority must encourage and support people to determine their own personal outcomes and the care and support they require to achieve these considering their existing support networks. People must be encouraged to find creative, flexible and innovative ways to maximise their personal outcomes."

## What

This proposal seeks to further grow the direct payments offer by making them easy to understand and use. This would enable people to use direct payments to purchase their care. By making the information and process easy to understand, people are better enabled to make an informed decision about whether they would like to have their care needs and outcomes met through a direct payment.

This proposal also seeks to support people to make better use of their direct payment by enabling people to share their fund with other direct payment recipients to create a 'Pooled Fund'. People pooling their Direct Payments can use them to commission and pay for collective resource or activity from which they all benefit. This would be achieved through effective communications and engagement leading to the development of easy and accessible self-service options. The risk to the community is low and the benefits are positive as this will enable

people to take control of how their care is delivered and make best use of their collective resource. It also enables people to build relationships and support each other.

The proposal aims to enable people to stay living at home for as long as possible and to live a good life. The longer that people are enabled to live independently, the demand for more intrusive and costly forms of care provided by the Local Authority is delayed and reduced.

## Consultation requirements

<b>Consultation required?</b>	No
<b>Union consultation date</b>	Click or tap to enter a date.
<b>Staff consultation date</b>	Click or tap to enter a date.
<b>Public consultation date</b>	Click or tap to enter a date.

### Consultation plan (or justification where no consultation is required)

Engagement with people who are in receipt of services, their families and supportive networks will be undertaken to help design how best pooled payments can be delivered. This will lead to an informed understanding of the benefits and delivery of an optimum model.

## 3. Impact on other service areas, geographical areas, and data protection

### 1a. Impact on other service areas

Commissioning & Partnerships (Social Services)  
Adult Services  
Third Sector Partners  
Leisure

### 1b. Impact on geographical locations

The entire county

## 1c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes

### Further information

Adult Services processes personal details of individuals for the purpose of securing necessary care and support and in line with our privacy notice. See below:

[Privacy Notice for Adult Social Care - Powys County Council](#)

## 4. Impact on well-being goals including Welsh language and equalities

### 1d. A prosperous Wales

<b>Impact</b>	<p>There may be a greater use of community/third sector and independent providers of care as more people look to use direct payments to fund more creative means of support.</p> <p>There will be a greater use of universal services such as local facilities available to the whole population as access is improved through the provision of support</p>
<b>Impact Rating</b>	Good
<b>Mitigation</b>	<p>There will be a need to review the impact of greater use of the third sector and to support building capacity and resilience as a sector to meet increased utilisation. For example:</p> <p>Ongoing promotion of resources that enable the direct payment recipients to utilise their fund appropriately and transactions are clear. The development of tools such as a online Personal Assistant Finder so that direct payments are made as easy as possible to use and manage.</p> <p>Ongoing promotion of Personal Assistant roles to ensure there is capacity and that there is a sufficiency of the necessary care and support that can be purchased via direct payments.</p> <p>The pooled direct payment model will increase the availability of care</p>

<b>Mitigated Rating</b>	Good
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### 1e. A resilient Wales

<b>Impact</b>	The direct payment model actively strives to achieve resilience, people using local amenities and commissioning local care will reduce travel, mileage, emission
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

### 1f. A healthier Wales

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs, but they can only be spent in line with the support plan. Direct payments can subsequently lead to an increase in an individual's quality of life, although this relies on a choice and sufficiency of provision being available.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and pooled payments will enable the Council to support the matching of direct payment recipients with suitable care and support options. This has a positive effect of peoples prolonged health outcomes
<b>Mitigated Rating</b>	Good

### 1g. A Wales of cohesive communities

<b>Impact</b>	As people are enabled to take control and have greater choice, they will remain strong and living at home for longer. The direct payment model actively strives to achieve resilience.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet.

<b>Mitigated Rating</b>	Good
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## 1h. A globally responsible Wales

<b>Impact</b>	Direct payments provide more autonomy for individuals in terms of how they want their care and support to be delivered. Pooled DPs will encourage people to work collaboratively and establish shared value systems, promoting volunteering and social values where appropriate.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Ongoing promotion of virtual wallet so that direct payments are made as easy as possible to use and manage. Ongoing promotion of Personal Assistant roles to do all we can to ensure that there is a sufficiency of the necessary care and support that can be purchased via direct payments.
<b>Mitigated Rating</b>	Good

## 1i. A Wales of vibrant culture and thriving Welsh language

### Using Welsh

<b>Impact</b>	Direct payments would enable people to secure Welsh speaking support staff should this be available and required..
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet
<b>Mitigated Rating</b>	Choose an item.

### Promoting Welsh

<b>Impact</b>	Direct payments would enable people to secure Welsh speaking support staff should this be available and required.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet.



<b>Mitigated Rating</b>	Good
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## Sports, Art & Recreation

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs. Direct payments may be used therefore to improve physical wellbeing enabling people to make use of resources in their community such as theatre, galleries, singing groups and other cultural activity if they so wish to do so.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support. Promotion of virtual wallet.
<b>Mitigated Rating</b>	Good

## 1j. A more equal Wales

### Age

<b>Impact</b>	Direct payments offer flexibility and choice about how to meet care and support needs this means that people are enabled to lead a good life, participate in their community and achieve equal opportunity across all aspects of their life
<b>Impact Rating</b>	Good
<b>Mitigation</b>	n/A
<b>Mitigated Rating</b>	Good

### Disability

<b>Impact</b>	Direct Payments enable people to overcome the barriers associated with a disabling environment to achieve the care and support outcomes and life they want to lead.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support.
<b>Mitigated Rating</b>	Good

## Gender Reassignment

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Marriage or Civil Partnership

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Race

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Religion or belief

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sex

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sexual Orientation

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Pregnancy and Maternity

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Socio-economic Duty

<b>Impact</b>	Creating a Powys workforce capacity by the growth of Direct Payments contributes significantly to the socio-economic duty
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 1k. Evidence

The evidence that direct payments positively impact on the ability to achieve equality is set out and mandated through the Social Services and Well-Being Act

Powys has a strong record in the promotion of direct payments with one of the highest uptakes in Wales. Engagement with direct payment recipients in Powys has shown that they are a key means of helping people decide how they can meet their own care and support needs in a way that works for them.

## 5. Impact on key guiding principles & workforce

### 1l. Sustainable development principles

#### Long-term

<b>Impact</b>	With an ageing population, we know that more people will require care and support. Personalised care options such as direct payments will contribute to the Council's ability to manage this increase in demand in a sustainable way.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Good

#### Collaboration

<b>Impact</b>	Direct Payments and pooled DPs enhance collaboration between the council and its residents in the development and maintenance of people's individual wellbeing and the resilience and wellbeing of their communities, which supports the council's effort towards meeting its wellbeing goals.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Good

#### Involvement (including Communication & Engagement)

<b>Impact</b>	Click or tap here to enter text.
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<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Prevention

<b>Impact</b>	The use of direct payments directly contributes to keeping people strong and preventing their care and support needs from increasing. The pooling of direct payments not only contributes to enabling people to form communities of interest it can contribute to preventing the need for intensive and intrusive services.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	Promotion of direct payments as a means of securing care and support and promotion of virtual wallet and pooled payments to maximise the care and support options that can be purchased by direct payment recipients
<b>Mitigated Rating</b>	Good

## Integration

<b>Impact</b>	Direct payments make it easier for a resident to draw upon a mixed economy of provision when identifying how eligible needs can be best met.
<b>Impact Rating</b>	Good
<b>Mitigation</b>	The promotion and increase of the use of Direct Payments and pooled DPs will be happening alongside Adult Social Care's development of place-based services, increased collaboration between the council, the 3 <sup>rd</sup> Sector and communities, increased mutual understanding and mapping and gapping of services, resources and amenities and a more joined-up way of working
<b>Mitigated Rating</b>	Good

## 1m. Impact on the workforce

<b>Impact</b>	The promotion of direct payments and increasing capacity of self employed personal assistants will increase the volume of people working in the care sector
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<b>Impact Rating</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

### 1n. Impact on payroll

<b>Impact</b>	The payroll function is not delivered by the Local Authority
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

### 1o. Welsh language impact on Staff

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

### 1p. Impact on apprenticeships

<b>Impact</b>	Click or tap here to enter text.
<b>Impact Rating</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

### 1q. Evidence

There is evidence to suggest that increasing capacity within direct payments, self employed personal assistants increases the capacity and resilience of the workforce

## 6. Likelihood and risks

<b>Risk 1</b>					
If direct payments are deemed too difficult to manage or pooled payments complicated, then uptake will be lower than anticipated.					
<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	9
<b>Mitigation</b>					
Through promotion of virtual wallet/direct payment support service and underpinned by intelligence from place-based planning work when appropriate.					
<b>Residual likelihood score</b>	1	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	3

<b>Risk 2</b>					
Click or tap here to enter text.					
<b>Likelihood score</b>	Choose an item.	<b>Impact score</b>	Choose an item.	<b>Risk rating</b>	Choose an item.
<b>Mitigation</b>					
Click or tap here to enter text.					
<b>Residual likelihood score</b>	Choose an item.	<b>Residual impact score</b>	Choose an item.	<b>Residual risk rating</b>	Choose an item.

<b>Risk 3</b>					
Click or tap here to enter text.					
<b>Likelihood score</b>	Choose an item.	<b>Impact score</b>	Choose an item.	<b>Risk rating</b>	Choose an item.
<b>Mitigation</b>					

Click or tap here to enter text.

**Residual likelihood score**

Choose an item.

**Residual impact score**

Choose an item.

**Residual risk rating**

Choose an item.

#### Risk 4

Click or tap here to enter text.

**Likelihood score**

Choose an item.

**Impact score**

Choose an item.

**Risk rating**

Choose an item.

#### Mitigation

Click or tap here to enter text.

**Residual likelihood score**

Choose an item.

**Residual impact score**

Choose an item.

**Residual risk rating**

Choose an item.

#### Risk 5

Click or tap here to enter text.

**Likelihood score**

Choose an item.

**Impact score**

Choose an item.

**Risk rating**

Choose an item.

#### Mitigation

Click or tap here to enter text.

**Residual likelihood score**

Choose an item.

**Residual impact score**

Choose an item.

**Residual risk rating**

Choose an item.



## 7. Overall summary and judgement

### Outline assessment

This proposal seeks to further embed our direct payments offer and the development of pooled payments, by making direct payments easy to understand and use, through effective communications and engagement, and easy to use self-service options. The proposal is in line with the Social Services and Well-being Act, which promotes independence and flexibility and choice around care and support.

#### Cabinet reference

Click or tap here to enter text.

## 8. Additional evidence

<https://socialcare.wales/resources-guidance/improving-care-and-support/care-and-support-at-home/myths-and-facts-about-direct-payments#section-30964-anchor>

## 9. Monitoring arrangements

Monitoring will be through monthly data intelligence reporting and finance savings tracker.

#### Review date

Click or tap to enter a date.