

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Cabinet
Date of meeting: 3rd December 2024
Title: Direct Payments Policy
Purpose of the report: To approve the policy
For: Decision

Cabinet Portfolio and Cabinet Member:
Cllr Alun Williams, Deputy Leader of the Council and Cabinet Member for Through Age and Wellbeing

Introduction

This Policy sets out how the Ceredigion Council will discharge its duties to provide Direct Payments to eligible people. This Policy supports the principles of empowerment and reflects the requirements and duties described within the Direct Payments Regulations and Code of Practice set out under the Social Services and Well-being (Wales) Act 2014. This document will provide the overarching framework to which social care professionals will refer to when enabling people to take greater control of their support solutions via a direct payment.

Current Situation

The previous policy was a Three Counties Local Authority policy when the Direct payments Support Service was a regional provision outsourced. Since the regional model was dissolved, the Direct Payments Support Service has now been well established within Ceredigion County Council and the policy has been revised to support the continued delivery of direct payments to citizens within Ceredigion.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? Yes – appendix 2.

Summary of Integrated Impact Assessment:

Long term: Enable communities to be aware of care and support needs within their natural communities.
Mitigate travel to work by targeting those communities with unfilled vacancies for work and care and support closer to home.
Promotion of opportunities for employment diversification to blend PA job roles with other localised employment through promotion to other sectors where adding flexible additional work may be combined with other employment activities.

Collaboration: Working with Jobcentre Plus, Employment Support teams, Restart, Agricultural agencies, tourism sectors.

Involvement: Service Users and PAs views sought on all service proposals.

Prevention: Direct Payments support early help and prevention for service users without the need for direct support services interventions and enable long arm interventions to support personal independence.

Integration: Promotes local communities' employment opportunities and networks. Promotes social engagement and interaction facilitated by a Direct Payment for the service user with care and support needs to be supported by their PA building skills and confidence. Direct Payments support local communities through accessing local services, goods and activities and the PA employed in turn will spend from their salaries within their communities supporting their economic stability and that of their families.

Recommendation(s):

To approve the Direct Payments Policy (Appendix 1).

Reasons for decision:

The policy will enable the Council to discharge its duties in relation to the provision of direct payments.

Overview and Scrutiny:

Presented to Healthier Communities Overview and Scrutiny committee 6th November 2024. It was AGREED to recommend that the Cabinet endorse the Ceredigion County Council Direct Payments Policy.

Policy Framework:

Social Services and Wellbeing Act (2014)

Corporate Well-being Objectives:

Creating Caring and Healthy Communities

Finance and Procurement implications:

The policy ensures there are systems in place to support good financial accounting for care and support services.

Legal Implications:

N/A

Staffing implications:

N/A

Property / asset implications:

N/A

Risk(s):

There is a risk of not meeting statutory duties and complaints against the Council without a valid policy in place.

Statutory Powers:

Direct Payments are utilised to meet statutory duties in relation to provision of care and support services.

Background Papers:

None

Appendices:

Appendix 1- Direct Payments Policy

Appendix 2- Integrated Impact Assessment

Corporate Lead Officer:

Donna Pritchard, Corporate Lead Officer: Porth Gofal

Reporting Officer:

Donna Pritchard, Corporate Lead Officer: Porth Gofal

Date:

11th November 2024

DIRECT PAYMENTS SUPPORT SERVICE

DIRECT PAYMENTS POLICY



Cyngor Sir
CEREDIGION
County Council



Annibyniaeth	Independence
Dewis	Choice
Cefnogaeth	Support

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SECTION ONE: INTRODUCTION

This Policy sets out how the Ceredigion Council will discharge its duties to provide Direct Payments to eligible people. This Policy supports the principles of empowerment and reflects the requirements and duties described within the Direct Payments Regulations and Code of Practice set out under the Social Services and Well-being (Wales) Act 2014. This document will provide the overarching framework to which social care professionals will refer to when enabling people to take greater control of their support solutions via a direct payment.

This Policy is aligned to the Social Services & Well-being (Wales) Act 2014 (the Act) and replaces previous statutory legislation. Under the Act councils have powers to provide Direct Payments to meet the care and support needs of adults (section 50), children (section 51) and Carers (section 52). The Code of Practice under Part 4 of the Act – Meeting Needs will underpin and inform this Policy and the practice of Local Authority Officers in relation to the provision of Direct Payments.

1. Direct Payments are sums of money made available by Ceredigion County Council to people eligible to receive a service from Social Services, or their representative, to meet their care and support requirements. Direct Payments replace the support provided directly, or commissioned by the Council, partly or fully.
2. Direct Payments can in most instances, mean the person may have more responsibility for the care and support they receive than other options available. Day-to-day control of the money is given to the individual or their representative, who must ensure that it is spent appropriately on the care and/ or support which has been identified in their integrated assessment. This could include long and short-term provision of assistance, preventative and rehabilitative solutions.
3. Direct Payments Regulations extend direct payments to those who are drug and alcohol dependent and can be used for long or short-term residential care. Direct payments can be made to an 'Appointed Suitable Person' who can receive, manage, and administer the payments and the scheme on behalf of a person who lacks capacity and needs the support and assistance.
4. Where a child is assessed as needing services the Council must be satisfied that the direct payment will 'safeguard and promote' the welfare of the child for whom the service is needed. DBS (Disclosure and Barring Service) checks must be undertaken on all Personal Assistants (PA's) working with children. However, this should not be used as a barrier to stop parents or legal guardians from using direct payments for

their child. DBS checks must be completed on anyone undertaking regulated activity as defined by the DBS policy and guidance for the council available in Policies and Procedures on Ceri net.

5. Wherever a person has an assessment completed and their care and support needs are identified jointly with the assessor, direct payments should be offered as a way of that person meeting their identified outcomes. The Council must always offer direct payments as a choice for providing the care and support the individual may require and if the person wishes to receive a direct payment, then the social care department must offer this method of meeting the persons care and support needs. If for any reason this method is ruled out, an alternative method to provide care and support will be offered.

6. The aim of this policy is to outline the Councils responsibility in respect of direct payments.

7. This Policy will impact all citizens of Ceredigion County Council who have eligible care & support needs that cannot be met without the provision of funded solutions from their Local Authority. This document will enable the following key policy objectives to be achieved:

- More citizens will have choice, control, and flexibility over the funded support that they need to achieve their bespoke needs and outcomes.
- Direct Payments will become the preferred method of enabling eligible people to be empowered to take greater control over their funded support arrangements
- Direct Payments can nurture a culture of enablement and this culture and associated best practice will be developed and embedded throughout Ceredigion.
- Empowering, outcome focussed, person centred practice is facilitated consistently across Ceredigion
- There is increased innovation and creative, efficient use of available funding across Ceredigion Social Services
- A co-productive approach will determine the future design, implementation and administration of Ceredigion County Council Direct Payments schemes This document will enable the following key outcomes to be achieved:
 - People enjoy good health and well-being.
 - People live independent and fulfilled lives.
 - Vulnerable people are safeguarded.
- Care and support are effectively delivered and coordinated.
- People have voice, choice, and control.
- There are strong and vibrant communities

Equality and Diversity

1. This policy supports the Council's equality scheme that sets out how the Council will address the race, disability and gender equality duties placed upon public bodies through the Race Relations Amendment Act 2000, Disability Discrimination Act 2005, and the Equality Act 2010. There are nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
2. The policy is committed to equality of opportunity for all and through this policy; we aim to ensure that individual carers and their families are treated fairly and respectfully.

SECTION TWO: DIRECT PAYMENTS AIMS & OBJECTIVES

1. Direct Payments promote choice, voice, control, and flexibility by enabling people to meet their well-being outcomes as agreed in the integrated assessment. The main objective is for individuals to remain independent, with or without support, to live in their own homes, be fully involved in family and community life, and to engage in work, education, and leisure when and where possible.
2. Direct Payments should always be considered when deciding how to meet a person's well-being outcomes and should always be discussed at the point of assessment and or review.
3. If formal support from the Social Care and Housing Department is required then individuals can receive the money via a direct payment to purchase and arrange the support themselves.
4. Direct Payments can cover all or part of an individual's care and support plan.
5. The Council has a duty to anyone who is identified as requiring care and support to make them aware of the direct payment scheme as a first step in meeting their well-being outcomes and to assist them in making an informed decision as to whether direct payments would be the best option for them.
6. Depending on the circumstances, the individuals may consent to and manage the direct payment themselves. If they require additional support this can be provided. Where someone lacks capacity to consent to the direct payment an Appointed Suitable Person can be nominated to receive and administer the direct payments on behalf of the individual.
7. Where someone has drug and/or alcohol dependency, an Appointed Suitable Person can only be identified when the person lacks capacity long term. The person should be supported and encouraged to administer their direct payment themselves when they are able.

8. In the case of children with a disability, or children with parents with a disability, a person with parental responsibility for the child (usually the parent) purchases support to meet the needs of their child or the child's family up to the child's 18th birthday.

9. Carers may be able to access the use of direct payments to meet their well-being outcomes.

It should be noted that once somebody has signed to say they agree to administering and running the direct payment in line with the Councils guidance and expectations they are responsible for the funds. Any associated paperwork, employment responsibilities and any legal and/or statutory obligations, even if they delegate part of the administration to someone else, remains their responsibility overall.

10. Direct Payments can be integrated into preventive and rehabilitative strategies, so long as the Council is satisfied that the person's well-being outcomes will be met through direct payments, and they are eligible to receive them.

11. Direct Payments promote individuals' independence, they do so most effectively when introduced in a spirit of partnership between the council and the individual. Therefore, choice as much as possible will be left in the hands of the person receiving the direct payment and they will be allowed to address their own well-being outcomes and organise their care and support requirements in innovative ways if the Council is satisfied that their identified agreed outcomes are met.

12. The Council will remain responsible for ensuring that public funds are being spent appropriately and with best value. Therefore, robust but not over bureaucratic systems will be in place to monitor the use of direct payments and those receiving them will sign a legally binding agreement to agree to this.

13. Direct Payments **must** only be refused where it is clear after extensive exploration that a direct payment would not secure the outcomes required. Where a decision is made that direct payments are not to be provided or will be ended the relevant evidence to support any decisions is recorded and communicated to the individuals concerned.

14. To support positive changes to ethos, culture and social care practice the following principles will underpin this Policy: Well-Being – means that a person is happy, healthy and is comfortable with their life and what they do. People – The focus is on what matters to the person and how they can use their own strengths and resources to do those things. Assessment is a partnership between the person and the professional. Partnership & Integration Ceredigion County Council and Hywel Dda Health Boards will work together to assess care and support needs (and carer support needs) of the population in their area. Prevention – Ceredigion County Council will develop preventative services and solutions that reduce the needs for formal funded support.

SECTION THREE: POLICY

Eligibility

The approach to determining eligibility will be an outcome-based approach that relates closely to the National Outcomes Framework.

All Assessments will begin with a conversation about what matters to that person within the context of their life and personal circumstances. The focus of discussions will be on the person's bespoke well-being outcomes and any barriers there are to the person achieving them. The assessor will draw on the person's strengths, assets, personal relationships and wider community networks and resources to explore all potential natural solutions.

The eligibility Regulations within the Act provide four separate conditions which must all be met:

- The first condition relates to the persons circumstances and is met if the need arises from the kind of circumstances which are specified in the regulations, for example, physical or mental ill health. The regulations specify various kinds of circumstances for adults, children, and Carers.
- The second condition is met if the need relates to one or more of the outcomes specified in the regulations, for example, the ability to conduct self-care or domestic routines. The Regulations specify different outcomes for adults, children, and carers.
- The third condition is met if the need is such that the person is not able to meet that need alone, with the care and support of others who are able or willing to provide that care and support; or with assistance of resources in the community. This condition is modified in the case of a child such that it is met if the need is one that neither the child, the child's parents nor other persons in a parental role can meet either alone or together.
- The fourth condition is met if the person is unlikely to achieve one or more of their personal outcomes unless the local authority provides or arranges care and support to meet the need in accordance with a care and support plan or it enables the need to be met by making Direct Payments.

Any adult, child or Carer who is eligible, under the Act for funded support by Ceredigion County Council will also be eligible for a Direct Payment under the terms of this Policy.

Direct Payments can be used for the following which are subject to appropriate governance conventions.

1. Personal Care
2. Socialisation
3. Respite Care
4. Residential at Home
5. Payment for Equipment

Considerations when arranging a Direct Payment

- a. **People Centred:** Individual and family views and wishes will shape the form of engagement with services where this is appropriate. This will include the option of individuals receiving direct payments to meet their care and support needs, or in the case of carers, their support needs.
- b. **Promote Well-being:** Services will build on people's and families' strengths and abilities and enable them to maintain an appropriate level of autonomy with the appropriate level of care and support provided this is consistent with their well-being.
- c. **Outcome Based:** work with people and families will be based on a comprehensive analysis of needs, personal outcomes, risks, and the strengths and capabilities people and families have available to them.
- d. **Involving wider family, community, and carers:** recognise the contribution of the wider community, family and carers and seek to provide support to them whenever appropriate.
- e. **Clear:** work with individuals and families will be straightforward and understandable for them. People will be informed of the process and their rights. Support will be based on evidence and research about what works. This should not exclude innovative practice.

Direct Payments Policy intends to underpin a consistent approach to the accessibility and implementation of Direct Payments, within the context of greater choice, voice, and control for eligible citizens of the County.

Offer and Scope of Direct Payments

Where eligible care and support needs, or support needs in the case of a carer, have been identified and that individual, or their representative, expresses a wish to receive one, direct payments **must** be made available in all cases where they enable personal outcomes to be achieved. A local authority **must** be innovative and creative when working in partnership with recipients or their representatives to explore ways a direct payment can be used to secure the personal outcomes. Direct payments **must** only be refused where it is clear after extensive exploration that a direct payment would not secure the outcomes required.

In developing care and support plans which are delivered via a direct payment, a local authority **must** be satisfied that the person's requirements and their personal outcomes can and will be met through this provision. Where a person's needs fluctuate over time, a local authority **must** work in partnership with the individual, or their representative, to agree how the direct payment will be used to secure care and support that varies according to requirement.

Developing Direct Payments

In addition to collaborating with individuals to develop ways in which they can meet their requirements, a local authority **must** develop its direct payment scheme to be

responsive to solutions and outcomes, and more relevant to the communities they serve. A local authority **must** work in partnership with local care and support providers to support initiatives which will meet well-being outcomes not only in the traditional way but through the development of citizen led direct payment co-operatives.

SECTION FOUR: IMPLEMENTATION

Policy Implementation

This Policy sets out a framework within which Direct Payments will be offered, managed, and administered. Ceredigion County Council will produce a range of supporting advice and guidance for employee's and citizen's, to assist with the interpretation of this policy, and its implementation in line with the relevant sections of the Act. Ceredigion County Council will be responsible for ensuring that social care practitioners have access to ongoing training to enable them to understand and confidently implement the requirements of this Policy. We will provide day to day support and advice for social care practitioners and citizens to ensure that they understand the intentions of this policy and have opportunities to explore, challenge and discuss Direct Payments within the context of real lives.

Any person who wishes to discuss, or make a complaint about the Direct Payments scheme, or how this policy has been implemented can request representation from an advocate and/or the Council's complaints procedure. Ceredigion County Council Direct Payments Support Service will be responsible for ensuring that this Policy remains fit for purpose.

Author: Direct Payments Support Service, Porth Gofal
Publication Date:
Final Publication Date:
Review date:



INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

Proposal Details

Title of Policy / Proposal / Initiative	
Direct Payments Support Service Social Services and Well-being(Wales) Act 2014 Policy and Practice	
Service Area	Officer completing IIA
Direct Payments Support Service	Lis Cooper
Corporate Lead Officer	Strategic Director
Donna Pritchard	James Starbuck
Please give a brief description of the purpose of the proposal	
Creation of a new policy document to replace the former 3 county policy.	
Who will be directly affected by this proposal? HINT	
Service Users, Social Care case management	
Have those who will be affected by the proposal had the opportunity to comment on it?	
Yes	

Version Control

The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision-making process. It is important to keep a record of this process so that we can demonstrate how we have considered and included sustainable development, Welsh language and equality considerations wherever possible.

Version Number	Author	Decision making stage HINT	Date Considered	Description of any amendments made HINT
1	Lis Cooper	Sent for comment	14/7/23	Wording amended

2	Lis Cooper	Sent for comment	12/9/23	Extra elements added
3	Lis Cooper	Sent for Comment	24.10.23	Wording amended and items added
4	Lis Cooper	Sent for comment and review	24.11.23	
5	Lis Cooper	Policy document finalised	14.10.24	
6	Lis Cooper	Policy document sent to scrutiny	20.10.24	

Council Corporate Well-being Objectives

Which of the Council's Corporate Well-being Objectives does this proposal address and how? Click here to read a summary of our [Corporate Strategy 2022-27](#)

Boosting the economy, supporting business, and enabling employment.	Creation of a recruitment policy for PA's. Working with Micro Enterprise team
Creating caring and healthy communities	Enhance well-being across Ceredigion by supporting independent living, preventing health issues, and promoting mental and physical wellness. Guided by the Social Services and Well-being (Wales) Act 2014, working with communities to support those in need closer to home
Providing the best start in life and enabling learning at all ages	
Creating sustainable, greener, and well-connected communities	Encouraging local communities to support those who live within their areas shortening journey times to work and developing responsive community resilience

National Well-being Goal: A Prosperous Wales

An innovative, productive, and low carbon society where everyone has decent work and there is no poverty.

Click [here](#) for information about a prosperous Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Targeting personal assistants recruitment in areas local to the base of the Service User.

What evidence do you have to support this view?

By operational monitoring and measures identifying performance outcomes aligned to PA vacancies to focus targeted recruitment on those areas most affected and in most need.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

Positive awareness of the value of the PA role and its opportunities to combine employment roles with other sectors within and along borders through partnership working.

National Well-being Goal: A Resilient Wales

A society where biodiversity is maintained and enhanced and where ecosystems are healthy and functioning.

Click [here](#) for information about a resilient Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

No

What evidence do you have to support this view?

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

National Well-being Goal: A Healthier Wales

A society where people make healthy choices and enjoy good physical and mental health.

Click [here](#) for information about a healthier Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Yes, by supporting Service Users to identify what matters to them and to engage with their own communities to develop individual and community resilience and seek outcomes to meet their wellbeing goals.

What evidence do you have to support this view?

Facilitating care and support through direct payments opportunities for the service user to develop and sustain socialisation and personal care and support needs through community involvement provides for a long term stable solution that meets the outcomes of voice choice and control. Monitoring, reviews and performance measures consistently support the outcomes achieved by the service user choice where they elect for their services to be delivered through a direct payment.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

Service users and their employed PA's are encouraged and supported to join a peer network to support each other and increase connections within the direct payments community.

National Well-being Goal: A More Equal Wales

A society where everyone has an equal chance whatever their background or circumstances.

This section is longer because you are asked to assess the impact of your proposal on each group that is protected by the **Equality Act 2010**.

Click [here](#) for information about equality in Wales.

Do you think this proposal will have a positive or a negative impact on people because of their age? (Click [here](#) for information)

Children and Young People up to 18	Positive
People 18-50	Positive
Older people 50+	Positive

Describe the positive or negative impacts.

Access to Direct Payments is a fundamental statutory requirement of the Social Services and Wellbeing Act to enable service users to have voice, choice and control to enable them to live their lives as independently as possible. Providing a clear policy pathway and a robust support service to meet the requirements of the service user as an employer and the local authority to oversee those responsibilities under the act ensures that services users have the level of support they require to meet their what matters outcomes. Positive impacts on through age Service Users. Positive impact for the workforce of PAs over the age of 18 years to be economically active.

What evidence do you have to support this?

Ongoing improvements in quality of life of SU and feedback received and the positive feedback from PA's who are employed to support service users.

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Promotion of the value of the PA role as a career, reinforcement of the importance and value of this level of support to those in our communities who need care and support and promotion of the flexibility the job role and the job responsibilities bring for those with care and support needs to engage in and more equitable manner in their communities as their able bodied peers already access .

Do you think this proposal will have a positive or a negative impact on people because of their disability? (Click [here](#) for information)

Hearing Impairment	Positive
Physical Impairment	Positive
Visual Impairment	Positive
Learning Disability	Positive
Long Standing Illness	Positive
Mental Health	Positive
Other	Positive

Describe the positive or negative impacts.

This policy will positively set out the parameters for paying for care for all who are assessed as in need of care and support where they choose to exercise their right to voice choice and control for their eligible needs through a Direct Payment.

What evidence do you have to support this?

Service users and PAs Feedback and Performance data.

What action(s) can you take to mitigate any negative impacts?

The policy is compliant to the Social Services and Wellbeing Act to ensure those who have care and support needs are supported to exercise their rights to meet their eligible needs under a Direct Payment.

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Promotion of the value of the PA role as a career, reinforcement of the importance and value of this level of support to those in our communities who need care and support and promotion of the flexibility the job role and the job responsibilities bring for those with care and support needs to engage in a more equitable manner in their communities as their able bodied peers already access.

Do you think this proposal will have a positive or a negative impact on people who are transgender? (Click [here](#) for information)

Trans Women	Positive
Trans Men	Positive
Non-binary people	Positive

Describe the positive or negative impacts

Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve.

What evidence do you have to support this?

Monitoring and collation of service user feedback through reviews.

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Promotion of the value of the PA role as a career, reinforcement of the importance and value of this level of support to those in our communities who need care and support and promotion of the flexibility the job role and the job responsibilities bring for those with care and support needs to engage in and more equitable manner in their communities as their able bodied peers already access.

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Click [here](#) for information)

Bisexual	Positive
Gay Men	Positive
Gay Women/Lesbian	Positive
Heterosexual/Straight	Positive

Describe the positive or negative impacts

Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve.

What evidence do you have to support this?

Monitoring and collation of service user feedback through reviews.

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Promotion of the value of the PA role as a career, reinforcement of the importance and value of this level of support to those in our communities who need care and support and promotion of the flexibility the job role and the job responsibilities bring for those with care and support needs to engage in and more equitable manner in their communities as their able bodied peers already access.

Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership? (Click [here](#) for information)

People who are married	Positive
People in a civil partnership	Positive

Describe the positive or negative impacts

Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve.

What evidence do you have to support this?

Monitoring and collation of service user feedback through reviews.

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Promotion of the value of the PA role as a career, reinforcement of the importance and value of this level of support to those in our communities who need care and support and promotion of the flexibility the job role and the job responsibilities bring for those with care and support needs to engage in and more equitable manner in their communities as their able bodied peers already access.

Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave? (Click [here](#) for information)

Pregnancy	None / Negligible
Maternity	None / Negligible

Describe the positive or negative impacts

In regards of the workforce of PA's the policy reaffirms the employment legislative requirements.

What evidence do you have to support this?

Employers Liability Insurers support the service users to meet employment legislative responsibilities.

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin? (Click [here](#) for information)

Asian / Asian British	Positive
Black / African / Caribbean / Black British	Positive
Mixed / Multiple Ethnic Groups	Positive
White	Positive
Other Ethnic Groups	Positive

Describe the positive or negative impacts

Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve. Ensures that PA recruitment and employers legislative responsibilities are met.

What evidence do you have to support this?

Monitoring and review with service users
Recruitment monitoring

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs? (Click [here](#) for information)

Buddhist	None / Negligible
Christian	None / Negligible
Hindu	None / Negligible

Humanist	None / Negligible
Jewish	None / Negligible
Muslim	None / Negligible
Sikh	None / Negligible
Non-belief	None / Negligible
Other	None / Negligible
Describe the positive or negative impacts	
Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve. Ensures that PA recruitment and employers legislative responsibilities are met.	
What evidence do you have to support this?	
Monitoring and review with service users Recruitment monitoring	
What action(s) can you to take to mitigate any negative impacts?	
Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?	

Do you think this proposal will have a positive or a negative impact on men or women? (Click here for information)	
Men	Positive
Women	Positive
Describe the positive or negative impacts	
Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve. Ensures that PA recruitment and employers legislative responsibilities are met.	

What evidence do you have to support this?

Monitoring and review with service users
Recruitment monitoring

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between men and women?

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click [here](#) for information)

Members of the Armed Forces	None / Negligible
Veterans	Positive
Spouses	Positive
Children	None / Negligible

Describe the positive or negative impacts

Enabling of all to live the life they wish to by supporting in their communities and families and where there are eligible needs to meet those through a Direct Payment in line with what matters and the outcomes they seek to achieve. Ensures that PA recruitment and employers legislative responsibilities are met
Support in service offered, promote opportunity for employment through the role of the PA.

What evidence do you have to support this?

Monitoring and review with service users
Recruitment monitoring

What action(s) can you take to mitigate any negative impacts?**Socio-economic Duty**

Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, making it more difficult to access basic goods and services.

Family background or where a person is born still affects their life. For example, a child from a wealthy family often does better at school than a child from a poor family, even if the poorer child is more naturally academic. This is sometimes called socio-economic inequality.

<p>Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?</p>	<p>Positive</p>
<p>Describe the positive or negative impacts</p>	
<p>Encouragement to accept support and also offers of employment which is flexible around their needs and community.</p>	
<p>What evidence do you have to support this?</p>	
<p>Uptake in service and employment Monitoring and review with service users Recruitment monitoring</p>	
<p>What action(s) can you to take to mitigate any negative impacts?</p>	
<p>Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?</p>	
<p></p>	

National Well-being Goal: A Wales of Cohesive Communities

A society with attractive, viable, safe, and well-connected communities.

Click [here](#) for information about cohesive communities.

<p>Does the proposal contribute to this goal? Describe the positive or negative impacts. <u>HINT</u></p>
<p>We encourage community support for those who need care and support in their own surroundings with connections to their communities.</p>
<p>What evidence do you have to support this view?</p>
<p>Information and advice to enable all who have care and support needs to make informed choices about what matters to them and how to achieve the outcomes that provide independence voice and control in their decisions. Targeting of specific areas which have PA vacancies and advertising them within community networks.</p>

Targeting the promotion of the value and benefits of working within the PA workforce within communities closer to home.

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

National Well-being Goal: A Wales of Vibrant Culture and Thriving Welsh Language

A society that that promotes and protects culture, heritage, and the Welsh language and which encourages people to take part in the arts, sports, and recreation.

Click [here](#) for information about culture and the Welsh language

Does the proposal contribute to this goal? Describe the positive or negative impacts.

Positive impacts:

Ensure all service users are able to utilise their Direct Payments to meet their care and support needs in their language of choice

Ensure PA applicants are able to do so in the language of choice

Ensure recruitment practices support the language of choice

What evidence do you have to support this view?

Monitoring and review with service users

Recruitment monitoring

Support to access other services that can offer wider access to arts, culture and recreational opportunities that having a Direct Payment can facilitate to meet their outcomes

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?

Click [here](#) for information

Opportunities for people to use the Welsh language

Positive

Treating the Welsh language, no less favourably than the English language	Positive
What evidence do you have to support this view?	
<p>The policy framework ensures all service users are able to utilise their Direct Payments to meet their care and support needs in their language of choice. Ensures PA applicants are able to do so in the language of choice Ensures recruitment practices support the language of choice</p>	
What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?	

National Well-being Goal: A Globally Responsible Wales

A society that considers how our actions might impact on other countries and people around the world.

Click [here](#) for information about global responsibility.

Does the proposal contribute to this goal? Describe the positive or negative impacts. <u>HINT</u>
NO
What evidence do you have to support this view?
What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

Strengthening the Proposal

If you have identified any negative impacts in the above sections, please provide details of any practical changes and actions that could help remove or reduce the negative impacts.

What will you do?	When?	Who is responsible?	Progress
<p>If no action is to be taken to remove or mitigate negative impacts, please justify why. (If you have identified any unlawful discrimination then the proposal must be changed or revised.)</p>			
<p>How will you monitor the impact and effectiveness of the proposal?</p>			
<p></p>			

Sustainable Development Principle: 5 Ways of Working

Describe below how you have implemented the five ways of working in accordance with the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015

<p>Long term Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	<p>Enable communities to be aware of care and support needs within their natural communities. Mitigate travel to work by targeting those communities with unfilled vacancies for work and care and support closer to home. Promotion of opportunities for employment diversification to blend PA job roles with other localised employment through promotion to other sectors where adding flexible additional work may be combined with other employment activities.</p>
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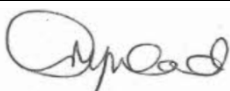

<p>Collaboration Working together with other partners to deliver.</p> <p><u>HINT</u></p>	<p>Working with Jobcentre Plus, Employment Support teams, Restart, Agricultural agencies, tourism sectors.</p>
<p>Involvement Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<p>Service Users and PAs views sought on all service proposals.</p>
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></p>	<p>Direct Payments support early help and prevention for service users without the need for direct support services interventions and enable long arm interventions to support personal independence .</p>
<p>Integration Considering the impact of your proposal on the four pillars of well-being (social, economic, cultural and environment) the objectives of other public bodies and across service areas in the Council.</p> <p><u>HINT</u></p>	<p>Promotes local communities' employment opportunities and networks Promotes social engagement and interaction facilitated by a Direct Payment for the service user with care and support needs to be supported by their PA building skills and confidence Direct Payments support local communities through accessing local services, goods and activities and the PA employed in turn will spend from their salaries within their communities supporting their economic stability and that of their families.</p>

Risk

Summarise the risk associated with the proposal.

	1	2	3	4	5
Impact Criteria	Very Low	Low	Medium	High	Very High
Likelihood Criteria	Unlikely to occur	Lower than average chance of occurring	Even chance of occurring	Higher than average chance of occurring	Expected to occur
Risk Description	Impact	Probability	Score (Impact x Likelihood)		
Service users eligible to receive a Direct Payment are unable to access as a result of the policy change	1	1	2		

Sign Off

Position	Name	Signature	Date
Corporate Manager	Heather West	<i>Heather West</i>	11/11/2024
Corporate Lead Officer	Donna Pritchard		11/11/2024
Corporate Director	Barry Rees		12/11/2024
Portfolio Holder	Cllr. Alun Williams	<i>Alun Williams</i>	21/11/2024

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 3rd December 2024

Title: Direct Payments Policy

Purpose of the report: To provide feedback following the meeting of the Healthier Communities O&S Committee on the 6th of November 2024.

Background

The Cabinet Member, Councillor Alun Williams, and Corporate Lead Officer, Donna Pritchard, presented the report. Committee Members were advised that the previous policy was a three Counties Local Authority policy when the Direct payments Support Service was a regional provision outsourced. Since the regional model was dissolved, the Direct Payments Support Service has now been well established within Ceredigion County Council and the policy has been revised to support the continued delivery of direct payments to citizens within Ceredigion.

Recommendation(s):

Following a lengthy discussion, Committee Members agreed to recommend that Cabinet:

1. endorse the Ceredigion County Council Direct Payments Policy

Councillor Amanda Edwards
Vice-Chair of the Healthier Communities Overview and Scrutiny Committee