

## EQUALITY IMPACT ASSESSMENT - DRAFT

### NAME OF SERVICE/POLICY/STRATEGY BEING ASSESSED:

**Understanding and Supporting Carers  
DRAFT Carers Strategy 2016 - 2019**

To be developed and finalised once the Council and CCG have considered feedback from carers, service users and other stakeholders, this feedback will also inform the final Carers Strategy and Action Plan.

### DETAILS OF LEAD COMMISSIONERS COMPLETING THIS SCREENING:

<b>Name</b>	<b>Paul Frisby</b>	<b>Denise Swain</b>
<b>Title</b>	<b>Partnership Manager</b>	<b>Commissioning Manager</b>
<b>Dept/Service</b>	<b>Partnership &amp; Integration</b>	<b>Children Adults &amp; Health</b>
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### APPROVED AND SIGNED BY RELEVANT DIRECTOR:

<b>Name</b>	<b>Guy Stenson</b>
<b>Title</b>	<b>Director of Partnership and Integration</b>
<b>Date</b>	

**N.B.**

1. Once this Equality Impact Assessment has been approved and signed off, an electronic copy will need to be sent to the CCG's Equalities and Patient and Public Involvement Officer for publication on the CCG website.
2. Please read the background to the EqIA at the back of this document prior to starting.

**1. PLEASE GIVE A BRIEF DESCRIPTION OF THE STRATEGY'S AIMS:**

There are 27,639 carers in South Gloucestershire. Caring can impact significantly on all aspects of a carer's life and wellbeing, and it is important that carers receive information and support in their caring role. We know that the number of carers in South Gloucestershire is growing.

The purpose of this draft strategy is to test our ideas for improving support for carers with carers themselves and other stakeholders via a public engagement from 23 May to 22 August 2016. Our priority areas:

- 1) Identifying carers at an early stage, recognising their contribution and involving them from the outset in designing local care provision and in planning individual care packages;
- 2) Carers releasing and realising their potential in education and employment. This encompasses support for young carers, young adult carers and carers of working age.
- 3) Carers have a family and community life alongside caring, personalised support for carers around the life, goals and needs of the carer and providing good quality information, advice and support.
- 4) Supporting carers to stay healthy, mentally and physically.

The results of this engagement will inform:

- The final version of the 2016-2019 Carers Strategy
- An action plan to improve our support for carers
- The final version of this Equality Impact Assessment (EIA)

**2. IS THIS STRATEGY ...**

New <input checked="" type="checkbox"/>	Existing <input type="checkbox"/>	Refreshed <input type="checkbox"/>
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**3. WHO IS THIS STRATEGY LIKELY TO HAVE AN IMPACT ON?**

Patients <input checked="" type="checkbox"/>	Carers <input checked="" type="checkbox"/>	Visitors <input type="checkbox"/>	Staff <input checked="" type="checkbox"/>
Other <input type="checkbox"/> [Please state who]			

**4. WHAT EVIDENCE ARE YOU USING TO INFORM THIS ASSESSMENT?**

SOURCE	<input checked="" type="checkbox"/>	Date	Details of Evidence [hyperlink to documents]
Demographic (including Census) data	<input checked="" type="checkbox"/>	2016 2014 2016	See Strategy and JSNA (links as below)
Research Findings	<input checked="" type="checkbox"/>	2016 2014	11 references in Draft Carers Strategy <a href="https://consultations.southglos.gov.uk/gf2.ti/-/697634/20878597.1/PDF/-/Carers_Strategy.pdf">https://consultations.southglos.gov.uk/gf2.ti/-/697634/20878597.1/PDF/-/Carers_Strategy.pdf</a>

SOURCE	<input checked="" type="checkbox"/>	Date	Details of Evidence [hyperlink to documents]
		2016	<a href="https://edocs.southglos.gov.uk/jsna/">https://edocs.southglos.gov.uk/jsna/</a>
Recent Consultations and Surveys	X	2012  2016	Caring for Others survey <a href="http://www.southglos.gov.uk/caring-for-others-survey-2012/">www.southglos.gov.uk/caring-for-others-survey-2012/</a>  State of Caring <a href="http://www.carersuk.org/for-professionals/policy/policy-library/state-of-caring-2016">http://www.carersuk.org/for-professionals/policy/policy-library/state-of-caring-2016</a>
Results of: ethnic monitoring data; any equalities data from the LA/ joint service; or Health inequality data	<input type="checkbox"/>		To be sought, to inform final strategy, action plan and EIA, including:  <a href="http://www.healthtalk.org/peoples-experiences/mental-health/mental-health-ethnic-minority-carers-experiences/support-spirituality-and-religion">http://www.healthtalk.org/peoples-experiences/mental-health/mental-health-ethnic-minority-carers-experiences/support-spirituality-and-religion</a>
Anecdotal information from groups and agencies within South Gloucestershire	X	Ongoing	Regular feedback from carers representatives on Carers Advisory Partnership (CAP) and Carers Strategy Implementation Group (CSIG)
Comparisons between similar functions / policies elsewhere	X	Ongoing	Via South West Carers Lead ADASS network
Analysis of PALS, complaints and public enquires information	<input type="checkbox"/>		To be sought, to inform final strategy, action plan and EIA
Analysis of audit reports and reviews	X	2015	Carers Support Centre social return on investment report

## 5. ASSESSMENT OF THE EFFECTS OF THE SERVICE/POLICY/STRATEGY ON THE PROTECTED CHARACTERISTICS [EQUALITY GROUPS]

Assess whether the Service/Policy has a positive, negative or neutral impact on the Protected Characteristics.

- **Positive impact** means promoting equal opportunities or improving relations within equality groups
- **Negative impact** means that an equality group(s) could be disadvantaged or discriminated against
- **Neutral impact** means that it has no effect currently on equality groups

Please answer Yes or No in the following table and provide reasons accordingly:

Assessment of Impact of Policy/Service on Protected Characteristics [Equality Groups]				
Protected Characteristic	Positive Impact ✓	Negative Impact ✗	Neutral Impact ✓	Please provide reasons for your answer and any mitigation required
<b>Age</b> [Children and Young people 0 to 19; Older People 60+]	✓			Caring responsibilities have a particularly detrimental impact on the lives of young people, and older adults. This is directly addressed in the strategy and the action plan we will develop in response to responses from carers.
<b>Disability</b> Physical Impairment; Sensory Impairment; Mental Health; Learning Difficulty; Long-Term Condition	✓			Many carers will be caring for someone with a disability including parent carers. There is no robust local data on the prevalence of disability amongst carers. Improving support for carers will also benefit carers.
<b>Gender Reassignment</b> [Trans people]			✓	No negative or differential impact currently identified.  Local response plus Sara's Group (Parents and Carers of trans Young People) - See more at: <a href="http://www.allsortsyouth.org.uk/parent-carers/group/#sthash.1cWVaJ07.95LYi2ZA.dpuf">http://www.allsortsyouth.org.uk/parent-carers/group/#sthash.1cWVaJ07.95LYi2ZA.dpuf</a>

Assessment of Impact of Policy/Service on Protected Characteristics [Equality Groups]				
Protected Characteristic	Positive Impact ✓	Negative Impact ✗	Neutral Impact ✓	Please provide reasons for your answer and any mitigation required
<b>Race</b>			✓	There is potential for a differential impact upon those from non-white British ethnicities. We will ensure that our plans are informed by discussions with people from a range of different communities.
<b>Religion or Belief</b>			✓	We do not have any evidence of the impact religion may have on access to carers support. We will ensure that our plans are informed by discussions with people of faith.
<b>Sex</b> [Male or Female]	✓			The patterns of caring are different in men and women. The majority of adults caring are women although the percentage of carers who are men increases with age.
<b>Sexual Orientation</b>			✓	No negative or differential impact currently identified.
<b>Carers</b> [People with caring responsibilities]	✓			Caring has significant implications for all aspects of a carers life. Given that Carers are the focus of this strategy, it has the potential to have the most significant impact on carers.
<b>Marriage and Civil Partnership</b>			✓	No negative or differential impact currently identified.

- **Positive impact** means promoting equal opportunities or improving relations within equality groups
- **Negative impact** means that an equality group(s) could be disadvantaged or discriminated against
- **Neutral impact** means that it has no effect currently on equality groups

## **6. ELIMINATING DISCRIMINATION, HARASSMENT AND VICTIMISATION**

Some young carers report discrimination, harassment and victimisation by their peers at school. Discussions with them and schools will focus amongst other issues on what we can together do to address this.

The issue will also be raised with adult carers, and actions developed to address them, if this is reported to be an issue.

## **7. ADVANCE EQUALITY OF OPPORTUNITY**

Advancing equality of opportunity is an objective for this strategy for young carers, carers of working age and older carers.

Encouraging employers to recognise that there is benefit in supporting carers and avoiding losing their skills and experience is the focus of the Carers in Employment project that started in 2015.

The importance of advancing equality of opportunity will be reflected in the action plans for young and adult carers.

## **8. FOSTER/PROMOTE GOOD RELATIONS BETWEEN PEOPLE**

Building individual and community resilience is another focus of the strategy. It too will be reflected in the action plan that will be developed following the public engagement.

## 9. HAVE YOU SET UP OR ARRANGED FOR ANY OF THE FOLLOWING:

Attribute	Yes	No	If Yes, please describe what these are, If No, please give reasons.
<b>Equality Monitoring Systems</b>		<input checked="" type="checkbox"/>	The services or programmes that deliver on the strategy are expected to have equality monitoring systems in place.
<b>Equality Related Performance Indicators</b>		<input checked="" type="checkbox"/>	The services or programmes that deliver on the strategy are expected to have relevant equality related performance indicators systems in place.

## 10. ACTION PLAN

Ref	Issue	Action Required	Milestone	Lead Officer
1	<b>Age</b>	Ensure that young people/schools in particular are engaged in developing the strategy  Separate action plan for young carers services and support.	October 2016	Denise Swain/ Sarah Collett
2	<b>Disability</b>	Ensure that the South Glos DEN are engaged in developing the strategy  Strategy to be provided in easy read on request.  Ensure that actions from the strategy include ensuring that providers meet the <a href="#">Accessible Information Standard</a>	October 2016	Denise Swain/ Paul Frisby
3	<b>Race</b>	Ensure that the South Glos REN are engaged in developing the strategy.  Ensure that actions from the strategy include	October 2016	Denise Swain/ Paul Frisby

		ensuring that providers provide information in alternative language formats, and have appropriate interpretation and translation services.		
<b>4</b>	<b>Lesbian Gay and Bisexual</b>	Ensure that the LGB people have a chance to shape the strategy by promoting the engagement through appropriate channels e.g. Diversity Trust.	October 2016	Denise Swain/ Paul Frisby
<b>5</b>	<b>Religion, Faith or Belief</b>	Ensure that the strategy includes an action around service providers being sensitive to the beliefs of carers and their patients.	October 2016	Denise Swain/ Paul Frisby
<b>6</b>	<b>Transgender</b>	Ensure that the strategy includes an action around service providers being sensitive to the needs and wishes of Carers and/or their dependants who are Trans.	October 2016	Denise Swain/ Paul Frisby
<b>7</b>	<b>Sex [Gender]</b>	Ensure that services support men and women appropriately	October 2016	Denise Swain/ Paul Frisby
<b>8</b>	<b>Pregnancy and Maternity</b>	Appropriate support needs to be identified for carers who are pregnant - this may be addressed through the maternity strategy and needs to be checked/cross referenced.	October 2016	Denise Swain/ Paul Frisby
<b>9</b>	<b>Marriage or Civil Partnership</b>	No specific action.		



## 11. RECOMMENDATIONS FOR THE PROJECT BOARD/CCG GOVERNING BODY

- a) **Use this section to also draw attention to any issue where there has been a significant impact, and demonstrate how you either propose to mitigate it [cross reference to action plan] or if you cannot, why you cannot.**  
*No significant impact. There are a number of issues which are addressed in the action plan.*
- b) **Explain how the results of this assessment have influenced your service/policy/strategy**  
*This has identified the need to engage certain groups in shaping the strategy and in identifying actions that need to be taken to improve access and experience of people with different protected characteristics.*

12. **DATE EQIA DRAFTED:** \_\_\_\_\_ 10<sup>TH</sup> JUNE 2016 \_\_\_\_\_

13. **REVIEW DATE:** \_\_\_\_\_ 31<sup>ST</sup> OCTOBER 2016 \_\_\_\_\_

## Equality Impact Assessment – Background Information

**Before you start, please ensure that you have completed the online training available on the MLE <http://nhssw.e2train.com/southwest>**

In completing this assessment you should keep the Equality Duty set out in the Equality Act 2010 in mind. The Duty has three aims. It requires public bodies to have **due regard** to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

This EqIA is based on the following principles, drawn from case law and provides the essential information to enable us to fulfil our Equality Duty. Public bodies are expected to ensure:

**Knowledge** – those who exercise the public body’s functions need to be aware of the requirements of the Equality Duty. Compliance with the Equality Duty involves a conscious approach and state of mind.

**Timeliness** – the Equality Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken – that is, in the development of policy options, and in making a final decision. A public body cannot satisfy the Equality Duty by justifying a decision after it has been taken.

**Real consideration** – consideration of the three aims of the Equality Duty must form an integral part of the decision-making process. **The Equality Duty is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision.**

**Sufficient information** – the decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the Equality Duty.

**No delegation** – public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the Equality Duty, are required to comply with it, and that they do so in practice. It is a duty that cannot be delegated.

**Review** – public bodies must have regard to the aims of the Equality Duty not only when a policy is developed and decided upon, but also when it is implemented and reviewed. The Equality Duty is a continuing duty

Completing this assessment will help us demonstrate compliance with the Equality Duty

**Please use a minimum 12 pt font size.** This assessment must be signed off by the relevant director and will be made publicly available on our website.