

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

<p>Under the Equality Act 2010 Protected characteristics are age, disability, gender, gender identity, race, religion or belief, sexuality, civil partnerships and marriage, pregnancy and maternity. Page 6 of guidance. Other areas to note see guidance appendix 1</p>	
<p>Name of policy, service or function. If a policy, list any associated policies</p>	<p>Caring Together Supporting Carers in Rotherham (Carers' Strategy) Caring Together Delivery Plan</p>
<p>Name of Service and Directorate</p>	<p>This is a partnership strategy, however, within RMBC the lead Directorate is Adult Care and Housing</p>
<p>Lead Manager</p>	<p>Sarah Farragher</p>
<p>Date of Equality Analysis (EA)</p>	<p>29th August 2016</p>
<p>Names of those involved in the EA (Should include at least two other people)</p>	<p>Caring Together Delivery Group</p>
<p>Aim/Scope (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1</p> <p>This is partnership strategy which sets out the ambition to build stronger collaboration between carers and other partners in Rotherham.</p>	
<p>What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>Caring disproportionately effects:</p> <ul style="list-style-type: none"> • Women - 58% compared to 42% male • Older adults - 1 in 5 people aged 50-64 are carers • There are around 350,000 young carers nationally <p>Information has been collected from National sources on carers and locally based on 2011 Census data. In Rotherham there are a higher proportion of carers from BME background (12% compared to national average of 10.3%).</p> <p>Research shows caring has an impact on the physical and mental wellbeing of carers.</p> <p>This strategy has been fully co-produced with:</p> <ul style="list-style-type: none"> • The Caring Together Delivery Group - this is made up of carer representation from the Carers Forum and Caring4Carers, who have also undertaken wider consultation at various stages of the development. • The Voluntary sector – co-ordinated via Crossroads as the local Carers' Support Service but with input from other voluntary sector organisations. • NHS Rotherham Clinical Commissioning Group. • Young carers through Children's Commissioning, who have consulted with young carers via Barnardo's. 	

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<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Engagement has been undertaken with customers through the Carers Forum and Caring4Carers networking groups, through Children's services with Barnardo's and through the wider voluntary sector forums. In addition, specific feedback was gathered from a range of sources (through the period November 2015 – January 2016) on the question:</p> <p><i>What three things would make a positive difference to your caring role</i></p>
<p>Engagement undertaken with staff about the implications on service users (date and group(s) consulted and key findings)</p>	<p>Colleagues from the following parts of the Council have been involved in shaping this strategy:</p> <ul style="list-style-type: none"> • Adult Social Care • Culture and Leisure Services • Training and Development • Carers Corner
<p>The Analysis</p>	
<p>How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of age, disability, gender, gender identity, race, religion or belief, sexuality, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 and page 8 of guidance step 4</p> <p>The strategy recognises the following type of carers:</p> <p>Adult Carers, Young Adult Carers, Young Carers, Older Carers, Culturally Diverse Carers, LGBT Carers, Family Carers, Parent Carers, Sibling Carers.</p> <p>There is an emphasis within the strategy on identifying hidden carers.</p>	
<p>Analysis of the actual or likely effect of the Policy or Service: See page 8 of guidance step 4 and 5</p> <p>Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics</p> <p>This plan sets out the following aims:</p> <ul style="list-style-type: none"> • Every carer is recognised and supported • Carers are not financially disadvantaged • Carers are recognised and respected as partners in care • Carers have a life outside caring • Young carers are identified, supported and nurtured 	

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The Analysis

How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of age, disability, gender, gender identity, race, religion or belief, sexuality, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 **and** page 8 of guidance step 4

The strategy recognises the following type of carers:

Adult Carers, Young Adult Carers, Young Carers, Older Carers, Culturally Diverse Carers, LGBT Carers, Family Carers, Parent Carers, Sibling Carers.

There is an emphasis within the strategy on identifying hidden carers.

Analysis of the actual or likely effect of the Policy or Service: See page 8 of guidance step 4 and 5

Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics **Does the Service/Policy provide any improvements/remove barriers?** Identify by protected characteristics

This plan sets out the following aims:

- Every carer is recognised and supported
- Carers are not financially disadvantaged
- Carers are recognised and respected as partners in care
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What affect will the Policy/Service have on community relations? Identify by protected characteristics

Emphasis on hidden carers, carer friendly communities, etc – will have an impact on BME carers, older carers, young carers, carers with mental health difficulties, disabled carers

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

ASC/SF
(04.11.16)

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Equality Analysis Action Plan -

Time Period:

Manager: Sarah Farragher

Service Area: Adult Care and Housing

Tel: 22610

Title of Equality Analysis:

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)

Name of Director who approved Plan		Date:	
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*A = Age, C= Carers D= Disability, G = Gender, GI Gender Identity, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

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Website Summary – Please complete for publishing on our website and append to any reports to Elected Members, SLT or Directorate Management Teams

Completed equality analysis	Key findings	Future actions
Directorate: Function, policy or proposal name: Function or policy status (new, changing, existing): Name of lead officer completing the assessment: Date of assessment:		

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