

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

| 1. Title | |
|--|---|
| Equality Analysis title: To launch a new building based respite offer to replace current provision | |
| Date of Equality Analysis (EA): 8 January 2020 | |
| Directorate: Adult Care, Housing & Public Health | Service area: Strategic Commissioning |
| Lead person: Kay Nicholes, Strategic Commissioning Manager | Contact number: 01709 334043 |
| Is this a: | |
| <input type="checkbox"/> Strategy / Policy | <input checked="" type="checkbox"/> Service / Function |
| | <input type="checkbox"/> Other |

If other, please specify

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

| Name | Organisation | Role (eg service user, managers, service specialist) |
|--------------|---------------------|--|
| Garry Parvin | RMBC | Joint Head Of Service, Learning Disability, Autism, Transitions & Transforming Care, Strategic Commissioning |
| Kay Nicholes | RMBC | Strategic Commissioner |
| Chris Corton | RMBC | Head of Provider Services |
| | | |

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

To ensure that the proposal to launch a new building based residential respite offer at Conway Crescent to replace the current provision at Treefields and Quarry Hill has considered customers, future customers, key stakeholders such as unpaid carers and local residents within the vicinity of the proposed scheme. The purpose is to ensure that everyone's protected characteristics are considered.

The current services provide building based overnight accommodation services to meet the assessed respite needs for the Carer(s) of people with Learning Disabilities and or Autism. The stays are provided on a pre booked basis to best meet the needs of the unpaid carers. There is also opportunity to access unplanned respite within the services in an emergency.

What equality information is available? (Include any engagement undertaken)

There is data available for 122 people who access all four of the respite services, including the independent sector offer. There are 72 people who access the services at Treefields and Quarry Hill.

Age: The age range of people within the services is 20 to 71 with an average age of 38 years across the four services. The services are available to all who have an assessed need for carer respite, regardless of their Age.

Gender: There are currently 81 males and 41 females accessing the service. No other gender is recorded. The services are available to all who have an assessed need regardless of their Gender.

Race: These services are available to all who have an assessed need regardless of their Race.

Rotherham's 18+ population is 93.04% White British (ref: Census 2011), in comparison 95.69% of the Learning Disability cohort are from this ethnic group.

Customers from Black Minority Ethnic (BME) groups appear to be under represented in this cohort who accesses these services; 4.31% of the cohort is from a BME background, compared with 6.96% of the total population. 89.32% of the BME cohort are age 18-64, and Rotherham's 18-64 population has the higher proportion from the BME community of 8.01%. The 'Asian-Pakistani' BME group has the highest number of customers (20)(2.61% of cohort.)

This could indicate the BME community not engaging with Adult Care Services in general.

Rotherham's respite services are predominantly accessed by people who identify themselves as White British (117 or 95.90%), followed by Pakistani (2 or 1.64%) and Any Other Asian Background (2 or 1.64%). This could indicate the BME community prefer to access different types of respite services.

There was one person who did not divulge their Race.

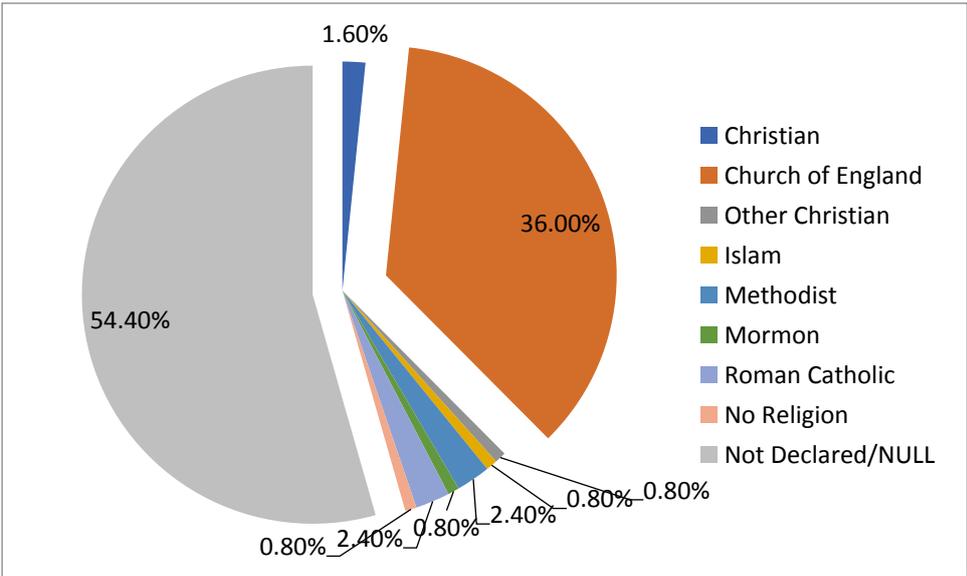
Religion or Belief: These services are available to all who have an assessed need regardless of their Religion or Belief.

The majority of people (68 or 55.74%) did not declare a Religion/Belief or the information was not previously captured.

Where a Religion or Belief is recorded (45 or 36.89%) identify as Church of England, Christian or other Christian. A breakdown of the data recorded is below

| Religion | Number | Percentage |
|-------------------|--------|------------|
| Christian | 2 | 1.60% |
| Church of England | 45 | 36.00% |
| Other Christian | 1 | 0.80% |
| Islam | 1 | 0.80% |
| Methodist | 3 | 2.40% |
| Mormon | 1 | 0.80% |
| Roman Catholic | 3 | 2.40% |
| No Religion | 1 | 0.80% |
| Not Declared/NULL | 68 | 54.40% |
| Total | 125 | 100.00% |

Table 1- Religion or Belief



Marital Status: These services are available to all who have an assessed need regardless of their Marital Status.

From the data available the majority of people who access the service identify as single (114 or 93.44%), this characteristic was not recorded for 8 people (6.56%).

Disability: All people accessing the services identify with a disability. These services provide overnight respite for Unpaid Carers of people with a primary client group identified as Learning Disability and/or Autism. Therefore disability will be the main focus in relation to this Equality Assessment.

Carers: The current services provide building based overnight accommodation services to meet the assessed respite needs for the unpaid carer(s) of people with Learning Disabilities and or Autism. The stays are provided on a pre booked basis to best meet the needs of the Unpaid Carers. There is also opportunity to access unplanned respite within the services in an emergency.

Demographic data has been analysed about the carers for the people who access the respite services.

The gender data about this cohort, indicates that 77% are female. The 2011 Census data for Rotherham, shows that 51% of the adult population are female.

The age data for this cohort breaks down as, and compared with the Rotherham 2011 figures:

| Age range | Carer cohort number | Carer cohort % of this population | Rotherham number | Rotherham % of the population |
|-----------|---------------------|-----------------------------------|------------------|-------------------------------|
| Under 18 | 1 | 0% | 56,059 | 22% |

| | | | | |
|---------------|-----|-----|---------|-----|
| 18-29 | 0 | 0 | 36,854 | 14% |
| 30-39 | 7 | 2% | 30,432 | 12% |
| 40-49 | 18 | 6% | 38,832 | 15% |
| 50-59 | 78 | 27% | 33,597 | 13% |
| 60-69 | 84 | 29% | 30,350 | 12% |
| 70+ | 94 | 33% | 31,156 | 12% |
| Age not known | 7 | 2% | 0 | 0 |
| Totals | 289 | | 257,280 | |

The demographic data for ethnicity and religion show broadly similar trends as identified above.

All people who access overnight respite are supported by one or more Unpaid Carer as part of their care and support needs and the service ensures that these Unpaid Carers are able to take a break from their caring role to support and maintain their own health and resilience.

The proposal to launch a new building based residential respite offer at Conway Crescent, to replace the current provision at Treefields and Quarry Hill, will ensure that the quality of accommodation is improved and that there remains choice for Carers in relation to the type of respite services they are able to access.

Are there any gaps in the information that you are aware of?

Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured. The services are available to all who have an assessed need regardless of the Protected Characteristics.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The service change has not yet been made and the proposal does not mandate a formal public consultation, though there will be active engagement with the people in receipt of care and support and unpaid carers currently using Treefields and Quarry Hill to view the Conway Crescent provision to help them consider their options, should the proposal be approved by Cabinet.

There are a range of mechanisms for capturing and monitoring the impact of the proposal residential respite offer on people with Learning Disabilities and/or Autism and their Unpaid Carers in receipt of the service.

Equality information is routinely collected as part of the assessment process for individuals through reviews and the annual reassessment. These processes also afford an opportunity for feedback to be provided by the cared for person and Unpaid Carers to Adult Social Care staff on the quality of service provision they receive.

People using the respite services and their carers have the option to make a formal complaint regarding the quality of the care or pertaining to issues with systems and processes aligned to it through the Councils process regardless of whether the offer is directly delivered by the Council or commissioned from the independent sector. For more serious concerns there is also the route of an s.42 safeguarding investigation being triggered and where appropriate following the Council's Whistleblowing policy.

In addition the respite services offered by both the Council and the independent sector are registered with the Care Quality Commission (CQC) and are subject to their monitoring regime. This actively encourages providers to collect user feedback and to respond to complaints in a timely fashion.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

A variety of engagement events took place across the borough between September and December 2017, in relation to the in-house services for Adults with a Learning Disability and/or Autism, to meet with customers face to face. This process was undertaken as part of a 60 day consultation. This informed the 21 May 2018 Cabinet report – *The Transformation of Services and Support for People with A Learning Disability*. However, engagement with Adult Care customers has continued to be the focused through the individual services on a regular basis.

People who responded to the Consultation in 2017 felt that respite:

- Was important to support carers in their caring role. However, not all carers have access to respite care as the services are not accessible to all people with a learning disability.
- needs to be accessible, fair and to enhance the skills of staff to support a wide range of support needs in a personalised way.
- needs to provide access to all people with a Learning Disability including those with Autism and Physical Disabilities.

In relation to respite services specifically for people with Autism, People who responded felt that respite services need to be made more available and accessible.

The key theme that runs through all consultation undertaken is that Unpaid Carers and the people they care for want support and services that are about the individual, with a person centred approach that meets their individual needs.

People expressed that they wanted a wider range of options, opportunities and choice to help them live a more fulfilled and valued life.

It is proposed that proactive engagement will take place with Unpaid Carers and people in receipt of care and support around the move to the new premises and the furnishing of the premises should this proposal be approved.

| | |
|---|--|
| <p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p> | <p>There were a number of events held with Council staff throughout the consultation process undertaken between September and December 2017.</p> <p>These events have included managers, staff, HR and Unions. Consistent messages have been given to all staff in relation to the consultation and staff have also had the opportunity to talk on a one to one basis with managers where necessary and have been able to offer their comments and feedback through the use of the Learning Disability inbox which was created as another way of communicating and sharing views.</p> <p>As covered within the Cabinet report, further HR consultation will take place with Council staff around the move to the new premises should this proposal be approved.</p> <p>Any staff member covered by the Equality Act will be considered for reasonable adjustments and this will be referenced in the consultation documentation.</p> |
|---|--|

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

These services are available to all with a Learning Disability and/or Autism, whose Unpaid Carers have an assessed need for overnight respite, regardless of any Protected Characteristics.

Does your Policy/Service present any problems or barriers to communities or Groups?

These services are available to all people requiring support with a Learning Disability and/or Autism, whose unpaid carers have an assessed need for overnight respite, regardless of any Protected Characteristics.

There is currently a negative impact in relation to the layout and design of the existing buildings utilised by the Council to provide the overnight respite services at Quarry Hill and Treefields. The buildings are not easily accessible for people with mobility issues due to the lack of ground floor bedroom space and narrowness of the internal corridors. Currently there is only one ground floor bedroom in each of the properties, limiting choice and access for some people with mobility issues.

The proposed launch of the new premises at Conway Crescent will ensure that the current

issues around accessibility will be reduced as additional accessible bedrooms will be available in the new properties and both properties have a through lift ensuring access to upstairs bedrooms for people with mobility issues.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The services are specifically provided to support Unpaid Carers of people with a Learning Disability and/or Autism

There is a positive impact in relation to the proposed new buildings that will address the current lack of suitable bedroom space and narrowness of the internal corridors. The proposed new buildings have wider doorways and corridors with lift access to upper floors in both buildings and ceiling track hoists available in one of the buildings. The new properties are also Wi-Fi enabled and allow for increased use of Assistive Technology to ensure a person's levels of independence can be maintained and promoted.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The proposal should have limited adverse impact on community relations as there has already been two rounds of consultation with the local community living in the vicinity of Conway Crescent, East Herringthorpe as part of the planning application process. The residential respite provision would be within a contained environment – two detached premises, therefore limiting the risk of neighbour noise. The premises would be staffed 24 hours per day, ensuring that people using the services are suitably supported at all times.

It would be pertinent, should the proposal be approved, for relevant Officers to carry out further engagement with the neighbours on Conway Crescent to provide additional reassurance and key points of contact should any issues arise with regard to the buildings, the residents, parking and access/egress.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

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 - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: To launch a new building based respite offer to replace current provision

Directorate and service area: Adult Care, Housing & Public Health, Strategic Commissioning

Lead Manager: Kay Nicholes

Summary of findings:

The Equality Analysis has been completed to ensure that the proposal to launch a new building based residential respite offer at Conway Crescent to replace the current provision at Treefields and Quarryhill, has considered the Protected Characteristics of customers, future customers, key stakeholders such as Unpaid Carers and local residents within the vicinity of the proposed scheme.

The Equality Analysis found that the primary focus of the proposal will be to support people with Disabilities and Unpaid Carers as the services form part of the Council's statutory duties under the Care Act 2014. However, the process has identified that there are data gaps in terms of some of the Protected Characteristics including: Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured.

Extensive consultation has previously taken place with regard to the closure of Treefields and Quarryhill residential respite facilities and this informed the Cabinet and Commissioners Decision making decision at the 21 May 2018 meeting to approve the closure of both. The proposed opening of the Conway Crescent residential respite facilities will require engagement with people with a Learning Disability and/or Autism currently using the Treefields and Quarryhill services and their Unpaid Carers to view the services and to consider their future options from an informed position. HR engagement with Council staff has already been undertaken, and more will be required with Council staff who will potentially operate the Conway Crescent services. The Equality Analysis has also identified that it would be good practice to continue to engage local residents with regard to any issues that may emerge from the Conway Crescent facilities should they be approved.

| Action/Target | State Protected Characteristics as listed below | Target date (MM/YY) |
|--|--|--|
| Discuss options and appraise the quality of the current offer for residential respite provision at annual reassessments and reviews for people in receipt of care and support and their Unpaid Carers | Primary focus on D & C but also A, S, GR, RE, RoB, SO, PM, CPM & O | On-going (will vary depending on individual circumstances) |
| Engagement with Unpaid Carers and people in receipt of care and support at Quarryhill and Treefields to view the proposed provision at Conway Crescent | A, D, S, GR, RE, RoB, SO, PM, CPM, C & O | March 2020 |
| 30 day HR consultation with relevant Council staff regarding the proposed new offer and premises at Conway Crescent as an alternative to Quarryhill and Treefields should the proposal be approved | A, D, S, GR, RE, RoB, SO, PM, CPM, C & O | March 2020 |
| Officers to carry out further engagement with the neighbours on Conway Crescent to provide additional reassurance and key points of contact should any issues arise with regard to the buildings, the residents behaviour, parking and access/egress should the proposal be approved | A, D, S, GR, RE, RoB, SO, PM, CPM, C & O | Ongoing, but start process in April 2020 |

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

| 6. Governance, ownership and approval | | |
|--|---|-----------------|
| Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member. | | |
| Name | Job title | Date |
| Anne Marie Lubanski | Strategic Director, Adult Care, Housing and Public Health | 14 January 2020 |
| | | |

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

| | |
|---|--|
| Date Equality Analysis completed | 8 January 2020 |
| Report title and date | To launch a new building based respite offer to replace current provision |
| Date report sent for publication | 28 January 2020 |
| Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 14 January 2020 |