

## 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	
<b>Equality Analysis title:</b> Financial Support for Learning Disability Day Opportunity Providers during the Covid-19 Pandemic	
<b>Date of Equality Analysis (EA):</b> 27 April 2020	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Strategic Commissioning
<b>Lead person:</b> Garry Parvin Joint Head of Learning Disability, Autism and Transitions Commissioning	<b>Contact number:</b> 07887 057 491

Is this a:

Strategy / Policy

Service / Function

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 Learning Disability, Autism and Transitions Commissioning
Kay Nicholes	RMBC	Strategic Commissioner

**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.)

Adult Care is presenting a proposal, in response to the Covid-19 Pandemic, to provide additional financial support to providers who support people with disabilities and long-term health conditions (predominantly Learning Disability and/or Autism).

**Overview of the Current Services**

The services provide Care Homes, Supported Living and Day Opportunities and are either directly commissioned by the Council or indirectly commissioned through a Direct Payment. The Day Opportunity Services also support the respite needs for the Unpaid Carer(s) of people with disabilities, namely Learning Disabilities and or Autism.

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

There is data available for 768 customers aged over 18 in the Learning Disability/Autism client group accessing 1382 placements/services. Some customers access more than one service. Data is captured on the Adult Care LAS system.

**Age:** The age range of people within the services is 18 to 95 with the majority of customers, 96% falling into the 20-69 age groups. The services are available to all who have an assessed need, regardless of their Age.

**Gender:** There are currently 58% males and 42% females accessing the services. 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 95.82% 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. 4.18% of the cohort are from a BME background compared with 6.96% of the total population.

The 'Asian-Pakistani' BME group has the highest number of customers - 20 (2.61% of cohort).

This could indicate that the wider BME community are not fully engaging with Adult Care Services in general.

There are 2 customers 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 data is not routinely captured. Data gathered around this characteristic informed us that 502 (65%) did not declare a Religion/Belief, had no religion or the information was not captured.

Where a Religion/Belief was captured 27% identified as Church of England, Christian or Other Christian, 3% identified as Roman Catholic and 2% identified as Islam.

The remaining 3% was split across 7 other Religions/Beliefs.

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

Data gathered around marital status informed that 83% identify as Single, 2% identify as Married and 1% each identify as Divorced, Partnered or Widowed. This characteristic was not recorded for 13% of customers.

**Disability:** All people accessing the services identify with a disability, 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 Day Opportunity elements of the services meet the assessed needs of both the people and the unpaid carer(s) of people with Learning Disabilities and or Autism.

There are approximately 432 unpaid Carers accessing Day Opportunity services to provide respite to maintain their resilience.

The **age** of these Carers is between 24 and 91. With 55% age 20-64, 37% are aged 65+. There are 36 for whom the data is not recorded or is unreliable.

The data indicates that 75% are female and 25% are male. The 2011 Census data for

Rotherham, shows that 51% of the adult population are female.

The data indicates that Carers are mainly White British 76% with the second highest group being Pakistani 4%. Ethnicity is not recorded for 19%.

The data in relation to **Religion/Belief** was limited with 86% recorded as Not Declared/Not recorded/No Religion/Agnostic/Atheist. Of those where a Religion or Belief was recorded, 10% identified as Christian/Church of England, 2% as Islam.

This proposal to provide financial support to organisations will ensure that the services who support these Carers, by providing Respite, can continue to do so, where appropriate, and that the diverse range of services will still be available to both Customers and Carers in the future.

**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?**

There are a range of mechanisms for capturing and monitoring the impact of the proposal for people with Learning Disabilities and/or Autism and their unpaid carers in receipt of the services.

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 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 services offered by both the Council and the independent sector are in the main 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**

This Equality Analysis is to support a request for

<p><b>customers. (date and group(s) consulted and key findings)</b></p>	<p>additional financial support to providers of services for people with disabilities, namely Learning Disabilities and or Autism. As this is in response to the Covid-19 Pandemic timescales did not allow for full consultation with Customers and unpaid Carers. However, the proposed intervention will provide stability within the market and therefore positively impact the people who access the services.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>This Equality Analysis is to support a request for additional financial support to providers of services for people with disabilities, namely Learning Disabilities and or Autism. As this is in response to the Covid-19 Pandemic timescales did not allow for full consultation with Customers. The proposed intervention will provide stability within the market and therefore positively impact the staff within the services.</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 people with disabilities, namely Learning Disabilities and/or Autism who have an assessed need, regardless of any Protected Characteristics.

This proposal is in response to the Covid-19 Pandemic, the proposed financial support will have a positive impact for customers and unpaid Carers as the funding will provide stability for the Organisations who provide the services.

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

These services are available to all people with disabilities, namely Learning Disabilities and/or Autism who have an assessed need, regardless of any Protected Characteristics.

This proposal is in response to the Covid-19 Pandemic, the proposed financial support will have a positive impact for customers and unpaid Carers as the funding will provide stability for the organisations who provide the care and support services.

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

These services are available to all people with disabilities, namely Learning Disabilities and/or Autism who have an assessed need, regardless of any Protected Characteristics.

This proposal is in response to the Covid-19 Pandemic, the proposed financial support will have a positive impact for customers and unpaid Carers as the funding will provide stability for the organisations who provide the care and support services.

**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)

These services are available to all people with disabilities, namely Learning Disabilities and/or Autism who have an assessed need, regardless of any Protected Characteristics.

The proposed financial support will have a positive impact on Community Relations as the funding will provide stability for the providers of the services and subsequently the communities they serve.

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

<b>Title of analysis: Financial Support for Learning Disability Day Opportunity Providers during the Covid-19 Pandemic</b>
<b>Directorate and service area: Adult Care, Housing &amp; Public Health, Strategic Commissioning</b>
<b>Lead Manager: Garry Parvin</b>
<b>Summary of findings:</b>
<p>The Equality Analysis has been completed to ensure that people with disabilities and long-term conditions, namely Learning Disabilities and or Autism are not negatively impacted due to any instability within the market due to the Covid-19 Pandemic. The proposed financial support for the Organisations who provide these services will ensure they are able to continue to provide an increased level of support to the people who access their services during the Pandemic.</p> <p>The Equality Analysis found that the primary focus of the proposal will be to support the organisations who provide services to people with Disabilities and Long Term Conditions together with their 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 routinely and accurately captured.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Provider sustainability both in relation to current services and the impact on sustainability of provisions in future.	Primary focus on D & C but also A, S, GR, RE, RoB, SO, PM, CPM & O	<b>Ongoing during the Covid-19 Pandemic</b>

The continued provision of choice in the Learning Disability and Autism market, ensuring that this continues to be as diverse as possible	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing during the Covid-19 Pandemic</b>
Continuation of the person's preferred care and support option.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing during the Covid-19 Pandemic</b>

\*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
Nathan Atkinson	Assistant Director, Strategic Commissioning	27/04/20

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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
<b>Date Equality Analysis completed</b>	27 April 2020
<b>Report title and date</b>	<b>Financial Support for Learning Disability Day Opportunity Providers during the Covid-19 Pandemic</b>
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	