

## 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> <b>Further Financial Support for Adult Social Care providers to mitigate the impact of the Covid-19 Pandemic</b>	
<b>Date of Equality Analysis (EA): 25 June 2020</b>	
<b>Directorate: Adult Care, Housing &amp; Public Health</b>	<b>Service area: Strategic Commissioning</b>
<b>Lead person: Nathan Atkinson, Assistant Director, Strategic Commissioning</b>	<b>Contact number:</b>
<b>Is this a:</b>	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>
	<input type="checkbox"/> <b>Other</b>

<b>If other, please specify</b>		
<b>2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance</b>		
<b>Name</b>	<b>Organisation</b>	<b>Role (eg service user, managers, service specialist)</b>
Karen Smith	RMBC	Strategic Commissioning Manager
Kay Nicholes	RMBC	Strategic Commissioning Manager
Joanne Bell	RMBC	Strategic Commissioning Manager

**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)**

The Council has been allocated two un-ringfenced grants totalling £16.2m from government to support the Council in meeting additional costs associated with its response to Covid-19 and a subsequent ring-fenced grant through the Infection Control Fund of £3,008,676 specifically for Adult Social Care.

Within the Secretary of State for Health and Social Care, Matt Hancock’s grant letter issued on 19<sup>th</sup> March 2020 were specific requirements to support Adult Social Care based on the guidance previously issued to local authority commissioners by the LGA, ADASS and the Care Provider Alliance. The Council has responded to the requirements set out by the Secretary of State’s letter through Cabinet reports and Officer Executive Decision Records to financially support the Adult Social Care market in Rotherham. However, these measures have been time limited and are due to expire on 30<sup>th</sup> June 2020.

Lower numbers of reported Covid-19 infections and deaths have led the government to reduce the threat level from 4 to 3 with the virus no longer judged to be “high or exponentially rising”. However, despite the welcome improvements nationally and locally in combatting the virus, this has not diminished the impacts on Adult Social Care providers who support the most vulnerable people in society. The people supported are in many cases at high risk should they contract Covid-19. In response to this, the Council proposes to extend the financial support measures to the Adult Social Care sector for a further 3-month period up until 30<sup>th</sup> September 2020.

**Overview of the Services that will benefit from the Grants**

The organisations that will benefit from the grants provide Residential and Nursing Care, Home Care and Support, Supported Living and Day Opportunities services to adults over the age of 18 including unpaid carers and people with physical and learning disabilities and/or Autism.

The services are either directly commissioned by the Council, purchased using a direct payment or privately by people living in Rotherham.

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

#### **Older People's Residential and Nursing Care**

Data is available as follows

- Around 1,209 residents are living in older people's care homes in Rotherham.
- Around 611 residents are financially supported by the Council
- Around 333 residents are self-funders
- Around 221 residents are financially supported by Continuing Health Care or from another Local Authority

Age: New admission data in 2019/20 shows that 3% are aged between 65 to 69 years, 6% aged 70 to 74 years, 16% aged 75 to 79 years, 20% aged 80 to 84 years, 28% aged 85 to 89 years, 17% aged 90 to 94 years and 10% aged 95 years and over. The average age of customers entering care is 85 years of age (LAS data)

Gender: 73% are female and 27% are male residents living in older people's care homes which is mainly attributable to the higher life expectancy of females (LAS data). These types of services are available to all who meet eligibility criteria regardless of their Gender

Race: Rotherham's population aged 18 years and over comprises of 93.04% from a White British background in comparison to 6.96% of customers who are from a BAME background (Census, 2011). Around 1% of the local population living in older people's care homes are from minority ethnic backgrounds. Therefore, customers from BAME groups appear to be under-represented in this cohort.

Religion or Belief: These services are available to all who meet eligibility criteria regardless of their Religion or Belief.

Marital Status: These services are available to all who meet eligibility criteria regardless of their Marital Status.

Disability: The majority of residents accessing the services are aged 65 years and over and have been identified as having a disability or life limiting long-term condition.

Sexual Orientation: These services are available to all who meet eligibility criteria regardless of their Sexual Orientation. LAS data shows that 6% of residents are heterosexual, 43% don't know and 51% not recorded. This demonstrates a gap in officers routinely capturing the data.

#### **Home Care and Support**

Data is available for the 1208 customers that are receiving commissioned home care and support.

The provision of home care and support purchased directly by the customer is regulated by the Care Quality Commission who require that providers comply with all equalities legislation and monitor the uptake and provision of service based on the protected characteristics described in the legislation.

**Age:** The age range of people within the services is 22 to 103 and 16% are 18-64, 15% are 65-74, 34% are 75-84 and 35% are 85+. The services are available to all people over 18 who have an assessed need, regardless of their age.

**Gender:** Currently 37% of people accessing the service are male and 63% are female. No other gender is recorded. The services are available to all people over 18 who have an assessed need regardless of their gender.

**Race:** Currently 96% of people accessing the service identified themselves as White, 1% as Asian/Asian British, 1% as Other Ethnic Group and 2% have not provided this information.

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

Where a Religion/Belief was captured 33% identified as Church of England, Christian or Other Christian, 3% identified as Roman Catholic, 2% as Methodist and 1% identified as Islam.

The remaining 2% is split across 8 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 indicated that 30% identify as widowed, 28% as married, 16% as single, 6% as divorced, 2% partnered and 1% separated. This characteristic was not recorded for 17% of the people on service.

**Disability:** All people accessing the services identify with a disability, which was recorded as a physical disability 82%, memory and cognition 8%, learning disability 3%, mental health 3%, substance misuse 1% and unknown 1%.

**Carers:** 893 unpaid carers are associated with the home care and support service provision

The ages of these unpaid carers fall between 16 and 95 year. 1 unpaid carer is under the age of 18 (0.11%) 46% are aged 18-64, 17% are aged 65-75, 14% are aged 75-84 and 5% are 85+. 17% are unknown.

64% are female and 36% are male.

### **Under 65s Specialist Residential and Nursing Care and Supported Living and Day Opportunities Services**

Data is 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.

**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?**

**All Services**

Equality information on protected characteristics is routinely collected as part of the referral and assessment process for individuals accessing the service and recorded on LAS, which is the adult social case management system. 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 unpaid carers also 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 Council's or the Provider's complaints process.

For more serious concerns Safeguarding and Whistle Blowing policy and procedures will be implemented and followed.

The Care Quality Commission (CQC) also regulates the services and

<b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b>	This Equality Analysis is to support the distribution of grant monies 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 markets and therefore positively impact the people who access the services.
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	This Equality Analysis is to support the distribution of grant monies 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 markets and therefore positively impact the staff within the services.

#### 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 over the age of 18.

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 over 18 with any of the 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 over 18 with any of the protected characteristics.

The financial support provided to care homes for older people will ensure this will continue to promote choice, control and personalisation to the customer and enable them to remain in care homes of their choice in greater comfort, security, safety and warm, regardless of

any protected characteristics.

The additional financial support will provide a positive impact on all services ensuring there are adequate staffing levels and provision of PPE equipment and other supplies and helping providers to meet costs associated with enhanced infection control (including deep cleaning) and the protection of staff and customers providing, a safe and effective service for vulnerable people living in Rotherham regardless of their 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?**

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 Older People, people with Physical Disabilities and 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)
Adult Social Care provider sustainability both in relation to current services and the impact on sustainability of provision in the future.	Primary focus on D & C A, S, GR, RE, RoB, SO, PM, CPM & O	<b>Ongoing during the Covid-19 Pandemic</b>

The continued provision of choice in the Adult Social Care provider 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>
For the Adult Social Care services provided to people with long term conditions and disabilities, namely Older People, people with Physical Disabilities and Learning Disabilities and/or Autism, the Commissioning Team are currently appraising an approach to understand the cost of care to inform the 2021/22 Council budget for Adult Care, considering the impact of Covid-19 costs on providers. This work with providers will commence at the earliest opportunity.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing to embed into commissioned solutions.</b>
A Commissioning Plan and a refreshed Market Position Statement considering the impact of Covid-19 will enable commissioning priorities to be shared with providers and ensures services meet needs of all groups.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing</b>
The Adult Care Commissioning Team will continue to continue to maintain pages on the Council website dedicated to Adult Social Care providers to ensure providers are aware of any opportunities and guidance on managing the impact of Covid-19.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing</b>
The Adult Care Commissioning Team will ensure that providers have adequate measures to assess and manage risk to those groups with protected characteristics that make them more susceptible to Covid-19.	A, R, S	<b>Ongoing</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**

<b>6. Governance, ownership and approval</b>		
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.		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Nathan Atkinson	Assistant Director, Strategic Commissioning	26/06/20

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## 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](mailto: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.

<b>Date Equality Analysis completed</b>	26/6/2020
<b>Report title and date</b>	<b>Further Financial Support for Adult Social Care providers to mitigate the impact of 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>	