

PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title		
Title: Adult Care Services – Early Intervention Community Support Services - The Carers Support Worker and Dementia Cafes Service		
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning	
Lead person: Joanne Bell – Strategic Commissioning Manager	Contact number: 01709 823942	
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
The Carers Support Worker and Dementia Café Service was developed in 2010 to support people experiencing the symptoms of dementia and unpaid carers in their

role. The service was developed in line with the Rotherham Joint Carers Strategy 2008-11 to deliver against the objective of providing flexible support options to meet the needs of unpaid carers. The service remains relevant today and meets the objectives of the current 'Caring Together – The Rotherham Carers Strategy – 2016-21' in that the service helps to identify carers, enables them to realise that they are carers with entitlements and ensures carers have proportionate advice in the right way at the right time.

Existing contractual arrangements for the provision of a Dementia Café and Dementia Support Worker Service services are due to reach their initial contractual term at 31 March 2021 with an option to extend for one year. Approval processes are currently underway to determine how the service will be commissioned post March 2022.

This initial screening concerns the wider Equality Analysis exercise being undertaken to ensure the service is relevant and inclusive of those with protected characteristics.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	•	
Could the proposal affect service users?	•	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	•	
Have there been or likely to be any public concerns regarding the proposal?	•	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	•	
Could the proposal affect the Council's workforce or employment practices?		•

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

The service prioritises people living with dementia and their unpaid carers but encompasses people with the full range of protected characteristics within that primary group. The current service and any future provider is required to comply with all statutory requirements relating to the Equality Act 2010.

The service collects and monitors data on the protected characteristics of the people using the service and reports to commissioners:

- In 2020 – 2021 to date – 26 referrals received and all 26 are recorded as White British
- In 2019 – 2020 – 106 referrals received and all 106 were recorded as White British
- In 2018 – 2019 – 104 referrals received & 99 were recorded as White British, 1 recorded as Black British, 1 as Asian / Asian Black & 3 were unknown
- 94% of users of the Carer Support Worker service (Dementia) are over 65 years but is accessible to adults aged 18+.
- The service supports the Unpaid Carers cohort (protected characteristic) and people with a range of disabilities including dementia (mental ill-health).
- The service is flexible and offers outreach to people who may have problems with mobility/travel – holding Dementia cafes at a number of accessible venues across Rotherham. The service is also accessible via e-communication methods – video link-‘zoom’ for people unable to travel. Group and 1:1 support options are available.
- The service proactively supports and promotes national targeted events to raise the profile of marginalised groups people with dementia and unpaid carers – i.e. ‘Carers Week’
- The service is proactive in its promotion of access to unpaid carers who are don’t recognise themselves as carers.
- The service promotes positive mental health offering soft therapies – ‘time to talk’, identifying unpaid carer stress and offering intervention, supporting unpaid carers with contingency planning and avoiding stressful situations.

<ul style="list-style-type: none"> • Key findings • It is noted that people from the BAME communities generally do not access the service. 	
<ul style="list-style-type: none"> • Actions • The intention is to procure a future service which continues to provide a service to meet the needs of the people and their unpaid carers living in Rotherham with dementia which is accessible to people with a range of protected characteristics. The ongoing service will be required to build upon existing and develop new links with other marginalised communities and have indicated they will also identify and apply to funding opportunities to develop their work in this area. • The numbers of people from the BAME communities who have a diagnosis of dementia will be quantified and any services they access offering similar support will be identified. This will assist in establishing if there is a gap in this type of support for this cohort. 	
Date to scope and plan your Equality Analysis:	9 September 2020
Date to complete your Equality Analysis:	31 March 2020
Lead person for your Equality Analysis (Include name and job title):	Joanne Bell – Strategic Commissioning Manager – Strategic Commissioning – Adult Care Housing and Public Health

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Anne Marie Lubanski	Strategic Director – Adult Care, Housing and Public Health	
Cllr David Roche	Cabinet Member for Adult Social Care and Health	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed	9 September 2020
Report title and date	Adult Care Services – Early Intervention Community Support Services – 19 October 2020 - Cabinet Report
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	