

## 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: PROPOSALS FOR THE REACH SERVICE</b>	
<b>Date of Equality Analysis (EA): 29<sup>th</sup> September 2021</b>	
<b>Directorate: Adult Care, Housing &amp; Public Health</b>	<b>Service area: Strategic Commissioning</b>
<b>Lead Person: Ian Spicer - Assistant Director, Adult Care &amp; Integration</b>	<b>Contact number: (01709) 823905</b>

Is this a:

Strategy / Policy

X

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)
Jo Hinchcliffe	RMBC	Service Improvement & Governance Manager Adult Care, Housing and Public Health Directorate
Julie Moore	RMBC	Head of Service – Provider Services Adult Care, Housing and Public Health
Ian Spicer	RMBC	Assistant Director, Adult Care & Integration

**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)**

Any future changes to the delivery model and/or location of the REACH services will directly impact individuals who have a Protected Characteristic or multiple protected characteristics. These key stakeholders are people with disabilities who are currently accessing services and who are funded by Adult Care and/or the CCG. The historic change has also impacted on the Carers, families, RMBC staff, and people who provide informal support.

All of those who will be impacted by any future changes to the REACH service will have the opportunity to feedback on its future location via the planned consultation. This will enable the Council to take due consideration of their views, concerns, and preferences when deciding on the services future.

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

This service comprises 2-day centres – Maple Avenue is RMBC owned whilst the Elliott Centre located on a large NHS owned site is Leased.

**Data regarding the Learning Disability cohort in Rotherham:**

Data is available for users of the services and is captured on the Adult Care LAS system.

**Data regarding the Learning Disability cohort at REACH:**

**Disability:** All people accessing the services identify with a disability, with a primary client group identified as Learning Disability and/or Autism.

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

The services are available to all who have an assessed need regardless of the Protected Characteristics.

Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured.

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

The policy outlined in the Cabinet Paper is to request a Consultation Exercise and options appraisal to help determine future service changes which have directly impacted those in the LD community. This represents a check on the impact of future potential changes and a route to determining what they feel about the future.

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 staff to Adult Social Care staff on the quality of service provision they receive.

People using the services and their families 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 are in place and followed.

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

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

Engagement with People from REACH:  
(Additional to any referenced in this Cabinet Paper)

The last Consultation that took place with REACH service users, their carers, and families was in 2017 and reported upon in a detailed Cabinet Report.

The intention with the new proposals is to undertake an extensive communication plan to ensure that all potential consultees and related stakeholders are aware of the council's plans and potential for future investment and development.

**Engagement undertaken with staff (date and group(s) consulted and key findings)**

Detailed above

**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)

The proposal in the Cabinet Paper will directly impact the users of REACH by informing where the service is located and what it might look like in the future. It will enable the impacted communities (LD) and groups to ensure the service meets their needs.

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

No.

The Consultation process requested in the Cabinet Paper will help determine if a new service or its location presents any problems to the LD users of the REACH service, carers, families, and RMBC staff.

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

Yes.

By undertaking a Consultation and Options Appraisal on future changes, it is hoped that relationships between staff, council, and users of the REACH service are strengthened. It will help demonstrate that the council places service users, their families, and the LD community at the heart of their decision-making process and so promote mutual trust.

**What affect will the Policy/Service have on community relations?**

It is anticipated that the recommendations will have a positive impact on the community and the relationship between the Council and the Learning Disability Community in particular.

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: September 29<sup>th</sup> 2021 – PROPOSALS FOR THE REACH SERVICE</b>
<b>Directorate and service area: Adult Care, Housing &amp; Public Health, Strategic Commissioning</b>
<b>Lead Manager: Ian Spicer</b>
<b>Summary of findings:</b>
The Equality Analysis has been completed to ensure that the request for a Consultation and Options Appraisal will enable LD community to fully influence any future service changes and so fully and fairly reflect the views of those directly impacted. Care has will be taken in the design of the consultation programme so that people’s views can be properly captured using tools and techniques that make the process effective, inclusive, and accessible to all.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Design process to take account of protected characteristics in terms of supporting information, questions poised, and tools used to communicate.	Primary focus on D, C,	October - November 2021 Design Phase
Project Team to use learnings/methodology from previous consultations and to seek expert advice from Cloverleaf our advocacy partner. The council’s guidelines on undertaking consultations will be used as a background reference document to ensure the process is effective, legal, and compliant with agreed policy.	Primary focus on D, C,	November 2021 Preparation Phase
Consultation to cover 90 days and to be fully inclusive and so include the views of residents, staff, and their families.	Primary focus on D, C,	December 2021 – March 2022 Delivery Phase
Project Team to ensure that consultation results are reported in a clear, representative, and balanced form back to Cabinet. Feedback from the 2018 consultation report and 2021 Parkhill Report will be reviewed and reflected in the approach.	Primary focus on D, C,	March - April 2022 Reporting Phase

Project Team to ensure that consultation results are shared with all stakeholders in a timely fashion and using tools/techniques that take account of individual circumstances and protected characteristics. Advice, where required, will be sought from Cloverleaf.	Primary focus on D, C,	April + 2022 Reporting Phase
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\*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
Ian Spicer	Assistant Director, Adult Care & Integration	29/09/21
Anne Marie Lubanski	Strategic Director of Adult Care, Housing and Public Health	29/09/21
Cllr David Roache	Cabinet Member for Adult Social Care & Health	29/09/21

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 <sup>th</sup> September 2021
<b>Report title and date</b>	<b>PROPOSALS FOR THE REACH SERVICE – 22/11/21</b>
<b>Date report sent for publication</b>	9 December 2021
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	