

Appendix 2

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: Development of The Borough That Cares All-Age Carers Strategy 2026-31	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead person: Katy Lewis	Contact: 822834 katy.lewis@rotherham.gov.uk
Is this a:	
<input checked="checked" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The development of a new Strategy for Unpaid Carers in Rotherham for 2026-31.</p> <p>The Borough That Cares Strategic Framework 2022-2025 set out a commitment to unpaid carers and identified a three-year roadmap of strategic outcomes to ensure a strong foundation of advice, information and support for unpaid carers.</p>

Work is now commencing to develop a new Strategy for 2026-2031 to build on the success of the previous strategy and to improve and strengthen the support for unpaid carers in Rotherham over the next 3 years.

Background

There are 26,313 people in Rotherham providing unpaid care to their family and friends. Based on projections, by 2030, the number of unpaid carers in Rotherham will be approximately 33,300. Under the Care Act 2014, Rotherham Council has a statutory duty to support the wellbeing of its unpaid carers and provide them with parity of esteem.

The Act places an overarching general principle of wellbeing on commissioning activity to ensure Commissioners promote wellbeing, consider individual need, be person centred and holistic. It also places a specific duty to give due regard to:

- personal dignity
- physical and mental health
- emotional wellbeing
- protection from abuse and neglect
- control by the individual over day-to-day life; including care and support and the way it is provided
- participation in work, education, training, or recreation
- social and economic wellbeing
- domestic, family, and personal relationships.

The Unpaid Carers Strategy 2026-31 will set out our commitment to create a carer friendly borough and the priorities and objectives to be achieved through co-production and strong partnerships between organisations to reduce the inequalities unpaid carers experience.

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?	x	
Could the proposal affect service users?	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	x	
Have there been or likely to be any public concerns regarding the proposal?		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect the Council's workforce or employment practices?		x
If you have answered no to all the questions above, please explain the reason		
N/A		

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?**

We will consider Rotherham's results of the 2023-24 Survey of Adult Carers in England (SACE).

The survey is undertaken every two years and seeks the opinions of carers aged 18 or over, (caring for a person aged 18 or over), on topics that are considered indicative of a balanced life alongside their unpaid caring role.

205 (35.2%) carers returned a completed survey, 155 carers responded to the initial postal survey and 50 to the follow up reminder.

ASCOF		Rotherham 2023-24					2021-22 (last survey)	
Measure		2021-22	2023-24	Change	DOT	Preliminary Analysis	Y&H Avg.	England Avg.
1D	Carer reported quality of life score	7.5	7.1	-0.4	↓	Decline of 0.4 to 7.1. Now below the previous national and regional benchmarking data from 2021/22.	7.4	7.3
1I2	Proportion of carers who reported that they had as much social contact as they would like	30.2%	26%	-4.20 %	↓	Decline of 4.20% to 26%. Now below the previous national and regional benchmarking data from 2021/22.	31.2	28.0
3B	Overall satisfaction of carers with social services	42.7%	41.5%	-1.20 %	↓	Decline of 1.20% to 41.5%. Still above both the previous national and regional benchmarking data from 2021/22.	37.7	36.3
3C	Proportion of carers who report that they have been included or consulted in discussions about the person they care for	71.7%	74.4%	2.7 %	↑	Improvement of 2.7% to 74.4%. Significantly above both the previous national and regional benchmarking data from 2021/22.	64.7%	64.7%
3D2	Proportion of carers who find it easy to find information about support	61.8%	59.5%	-2.30 %	↓	Decline of 2.3% to 59.5%. Remains above both the previous national and regional benchmarking data from 2021/22.	56.3%	57.7%

Analysis of Rotherham Carers:

- 53% of carers were 65 and over, 59% were 75 and over.
- 49.8% of those cared for have Dementia.
- 65.8% of carers in addition to their caring role, are retired.
- 42.6% carers spend 100 or more hours looking after or helping the person they care for.
- 80.3% carers live with the adult they care for.
- 33.3% of carers were able to access a break from their caring role for more than 24 hours.
- 31% of the adults cared for, access day care or day activities.

- 45% of carers are getting enough sleep or eating well due to the impact of their caring role.
- 53.3% of carers have some encouragement and support but not enough.
- The top 3 impacts on the carer's health due to their caring role continues to be: feeling tired, disturbed sleep and general feeling of stress.
- 37.5% of carers stated their caring role caused some financial difficulties.
- 32.9% of carers felt information and advice received had been very helpful.
- 68% of carers whose gender was known were female.
- By known ethnic group 88% of carers were white and 3% non-white, nationally the largest ethnic group were white at 76% and 11.5% non-white.

Statistical Analysis

We will utilise national and local demographic data to understand how Rotherham compares to the national picture.

There are 26,313 carers in Rotherham. Nationally, there is a higher number of carers within certain age ranges and carers are more likely to be more prevalent in areas of deprivation.¹

- Data available from a local Charity supporting unpaid carers (2022-23) shows a high proportion of carers being supported in Rotherham are working age – 59% in the age range 25-64 and that a higher % of women are being supported in Rotherham compared to the national average.
- Generally in Rotherham the ethnic group of unpaid carers follows the ethnic-group distributions in the whole population.²

Rotherham population

- The population is 265,800.¹
- By 2030, the total population size for Rotherham is estimated to be 277,500. Data projections show the largest increases are expected to be in the 35-44, 65-69 and 80+ age groups.
- Rotherham people live longer with ill-health and/or disability than the England average.²
- 9.9% of Rotherham residents were identified as being disabled and limited a lot and 11.4% were identified as being disabled and limited a little in 2021.³
- Age structure is slightly older than the national average.
- Rotherham is becoming more ethnically diverse. The percentage of Asian population has risen from 4.1% in 2011 to 5.3% in 2021.

¹ [Rotherham Census - ONS 2021](#)

² [Equality and Health Inequalities Pack - NHS Rotherham CCG 2018](#)

³ [RMBC Market Position Statement](#)

- The Pakistani and Slovak Roma communities have above average proportions.⁷
- Rotherham has significantly higher than average deprivation, unemployment and long-term unemployment.⁷

Engagement with Unpaid Carers

In 2023, we completed eleven engagement events with carers that attend local groups and organisations that support carers, employees of the Council that also have an unpaid caring role, and at public events to capture the views of unpaid carers that may not engage with formal support groups.

Activity / host organisation	Date	Target audience
Rotherham Hospital	14.08.23	General population
Crossroads	16.08.23	General carers accessing carers support services
Making Space Dementia Café - Dalton	17.08.23	Carers of people with dementia
Headway	30.08.23	Carers of people with a head injury
Rotherham Show	02.09.23	General population
Carers Forum	14.09.23	General carers
Parent Carers Forum	14.09.23	Carers of children
Making Space Dementia Café - Thurstoft	03.10.23	Carers of people with dementia
BAME Carers	18.10.23	BAME Carers
Young Carers	23.10.23	Young Carers
Council Employees	16.11.23	General carers

In 2024, through the provision and monitoring of a small grants programme we have engaged with and supported the following VCS organisations who support carers with, or who care for people with, protected characteristics.

Organisation	Protected Characteristic
Activate Rawmarsh	Disability
Active For Life Solutions Ltd	Disability
Beacon South Yorkshire Ltd	Disability
Headway Rotherham	Disability
High St Centre Rawmarsh	Disability
Kiveton Park and Wales Community Development Trust	Disability
Lost Chord	Disability
Nayi Zindagi	Race
Pivotal Health and Wellbeing CIC	Disability
Rotherham Carers Forum	Disability
Rotherham Parent Carers Forum	Disability
Rotherham United Community Trust	Disability
Rotherham Wah Hong Chinese Association	Race
S62 Community Together Rotherham	Disability
The Brecks Community Hub CIC	Disability

The Centre Brinsworth	Disability
The Learning Community Ltd	Disability
The LIFE Group	Race
The Rainbow Project	Sexual Orientation

Carers Week 10th – 14th June 2024

We engaged with 167 Carers at the five in-person events held throughout the week and reached 14,552 people through 6 social media postings on Facebook and X, receiving 343 reactions and 492 people also engaged with the Carer Information webpages.

Carers Rights Day 21st November 2024

We engaged with 36 people face to face and the 4 social media posts were viewed 737 times. 4,500 views were also received by the GP participation member of the Borough That Cares Network and 261 people engaged with the Carer Information webpages.

Further consultation and co-production events will be undertaken in the development of the Strategy over the next 6 months.

Key findings

The engagement to date has highlighted the following in relation to equality and diversity:

- Importance of understanding the client group and their needs, to ensure the strategy delivers support for the whole range of carers.
- Importance of enabling a varied range of carer support, with flexible options - recognising that different age ranges and diversities require different support solutions.
- The strategy should support the availability of a range of services to improve the health and wellbeing needs of unpaid carers, ensuring there is an appropriate offer that is accessible to those with protected characteristics.
- Information for Carers remains a priority and should be held within one source specific to carers to make it relevant and easy to find, carers told us they don't have the time to search in different places. We should ensure that information is available in print form as well as digital and complies with Accessible Information Standards.
- The strategy should continue to strengthen the networking approach so that health and social care professionals and the informal support services carers access, are able to provide information, identify appropriate services and know how to signpost carers for support at the appropriate time to support changing needs.

Actions

Through consultation and co-production

- Determine the priority areas of focus of the strategy.
- Set out clear objectives and measurable outcomes within the strategy to enable unpaid carers and key stakeholders, including health and social care to work in

partnership to reduce inequalities for unpaid carers. <ul style="list-style-type: none"> • Ensure all communities can access services and no protected characteristic group is being unintentionally excluded or disadvantaged. 	
Date to scope and plan your Equality Analysis:	December 2024
Date to complete your Equality Analysis:	July 2025
Lead person for your Equality Analysis (Include name and job title):	Katy Lewis – Carers Strategy 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
Scott Matthewman	AD Strategic Commissioning - Adult Care, Housing and Public Health	07/02/25

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	November 2024
Report title and date	The Borough That Cares All-Age Carers Strategy 2026-31
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	10/02/2025