

## 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: Adults - Independent Advocacy Services – Commissioning and Procurement Approach.</b>	
<b>Date of Equality Analysis (EA): 1 August 2019</b>	
<b>Directorate:</b> Adult Care Housing and Public Health	<b>Service area:</b> Strategic Commissioning
<b>Lead Manager:</b> Jacqueline Clark	<b>Contact number:</b> 22358
<b>Is this a:</b> <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other  <b>If other, please specify</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**

Name	Organisation	Role (eg service user, managers, service specialist)
Jacqueline Clark	Rotherham MBC	Head of Prevention Early Intervention – Strategic Commissioning
Jo Bell	Rotherham MBC	Strategic Commissioning Manager -
Nathan Atkinson	Rotherham MBC	Assistant Director – Strategic Commissioning

**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.)

The independent advocacy service is being commissioned is for adults, though there is also some provision for young people aged between 16 and 17 years old, who require health and social care or have disabilities and require support to have their voice heard on issues that are important to them. Defend and safeguard their rights. Have their views and wishes genuinely considered when decisions are being made about their lives.

The majority of people who receive these services reside within Rotherham, with a smaller number of people placed in care and support services located outside Rotherham also eligible to receive support.

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

- Data available on the Adult Care management system about adults who require health and social care.
- Equality monitoring data on adult care management systems – Adult Care
- Equality monitoring data produced by the service provider that references people accessing the service
- Joint Strategic Needs Assessment data
- Projecting Older Peoples Population Information – IPC
- Projecting Adult Needs and Service Information - IPC

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

No

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

The incumbent service provider is required to routinely collect/collate specific data around the protected characteristics of people accessing the service and the trend data enables the service to consider demand and gaps in delivering the service to people with protected characteristics.

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

**Co-Production Events have taken as illustrated below:**

<b>Event venue</b>	<b>Date</b>	<b>Target Audience</b>
Forum/Town Hall	18 April 2019	People who Access Services
Forum/Town Hall	10 July 2019	Service Providers who represent vulnerable people from the full spectrum of protected characteristics and specialist organisations who's remit is to support particular cohorts – i.e. people with Learning Disabilities – 'Speak Up' and Healthwatch the independent consumer champion – for people who are consumers of health and social care services.

- 1:1 – optional discussion/ Woodlands -Dementia Unit 16 August 2019 - People who experience Dementia and access the IMHA service
- 1:1 – optional discussion /Swallownest Court –

	<p>Mental Health service August 2019 to be arranged with unit manager – (Secure Unit) - People are or were detained under the Mental Health Act</p> <p>Key Findings:</p> <ul style="list-style-type: none"> <li>• There is a problem accessing the service for people who wish to self-refer – this includes people with protected characteristics.</li> <li>• There is limited understanding of what an ‘advocacy’ service offers.</li> <li>• Lack of group/peer and self-advocacy to support people who do not require statutory advocacy services</li> </ul>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Forum/Town Hall 14 May 2019 Professional Stakeholders who represent vulnerable people from the full spectrum of protected characteristics.</p> <p>1:1 Meetings with provider organisations - 10 July – 30 July 2019 -8 x Providers in the market.</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)

The recommendations in this report will promote assisting those most vulnerable in society to express their wishes and feelings, and defend their rights. The Statutory Advocacy Services are available to all people who have protected characteristics and who meet the eligibility criteria relevant to the type of statutory advocacy under the Care Act 2014, the Mental Capacity Act 2005, the Mental Health Act 2007 and the Health and Social Care Act 2012. Statutory independent advocacy services provide support to people:

- who may require assistance throughout the care and support assessment and through the review process,
- who lack mental capacity to make decision about themselves
- who are detained under the Mental Health Act
- who require support to complain about services provided by the NHS.

The Care Act defines four areas where people may experience substantial difficulty.

These are:

- understanding relevant information
- retaining information
- using or weighing information
- communicating views, wishes and feelings.

Generic advocacy:

Independent advocacy services which are non-statutory (or generic) are available to people living in Rotherham who have difficulty articulating and negotiating their health and social care needs. This support empowers people to effectively navigate the health and social care system.

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

No

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

Yes

The service commissioned will seek to ensure that people, particularly those who are most vulnerable in society, are able to: Have their voice heard on issues that are important to them. Defend and safeguard their rights. Have their views and wishes genuinely considered when decisions are being made about their lives.

**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)

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

**Title of analysis:  
Equality Analysis -**

**Directorate and service area: Adult Care, Housing and Public Health, Strategic Commissioning**

**Lead Manager: Jacqueline Clark – Head of Prevention and Early Intervention**

### **Summary of findings:**

There are a number of concerns in respect of the low levels of referrals to some of the types of advocacy - service which indicate the requirement for increased awareness of the service/requirements of professionals to involve an advocate:

- Numbers of unpaid carers accessing the service appear relatively low (un-paid carers in Rotherham are considered to have a protected characteristic)
- People who have physical disability accessing the service is low
- There is a lack of understanding regards the term 'Advocacy' by the public and people who need to self-refer
- There appear to be lower numbers than expected of older people accessing the service
- There is a problem accessing the service for people who wish to self-refer – this includes people with protected characteristics.
- Group advocacy, peer advocacy and self-advocacy are not well developed in the service – increasing this function could offer further support to people i.e.
  - Group advocacy can support people who have commonalities of issues in situations where there is for example service change/redesign and the affected people can be supported to influence change as a group
  - Peer advocacy can offer support from people with disabilities to others with similar disabilities. The advantage of this type of advocacy is that the experience of the peer advocate can add insight to the issue for the recipient of the service which adds quality and offers a better experience.

- Self-advocacy can offer people the opportunity to gain skills to advocate for themselves

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<b>Design Commission and Procure a future service which addresses the key findings of the service review and issues identified from the Initial Equality Screening Assessment</b>	<b>Age, Disability, Sex, Gender Reassignment, Race/ Ethnicity, Religion or Belief, Sexual Orientation, Pregnancy/Maternity, Civil Partnership or Marriage. Carers, other groups</b>	<b>1 April 2020</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

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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>	
<b>Report title and date</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>	