

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	
Equality Analysis title: Crisis Support – outcome of co-design for provision of crisis support 2020 - 2023	
Date of Equality Analysis (EA): 7th February 2020	
Directorate: ACX	Service area: PPI
Lead Manager: Steve Eling	Contact number: 54419
Is this a: <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> 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)
Steve Eling	RMBC	Service commissioner
Shafiq Hussain	VAR	Partner organisation
Karen O'Reilly	LASER CU	Partner organisation
Gareth Batty	FareShare Yorkshire	Partner organisation

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.)

Crisis Support provided by the Council is now the final welfare safety net for many people in Rotherham.

The Crisis support services are delivered in partnership with community based voluntary organisations in Rotherham.

Crisis support continues to receive significant demand in Rotherham. Data for 2018/19 shows that 433 people accessed crisis loans at a total value of £34,585; and 4408 food parcels were provided that fed 5867 people.

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

Equality information is collected under the current arrangements for crisis support. This in particular shows that people from BAME communities are disproportionately affected by crisis and access crisis support services, especially food in crisis

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

The current information from monitoring collects BAME data and number of children. It can be improved going forward, especially in relation to gender and disability.

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

Going forward, the partners will work with stakeholders organisations support them and ensure that their services are open to all (accepting some have specific criteria) and non-discriminatory.

Specifically, anonymised data re the ethnicity, gender and, where available, disability will be provided to monitor demand and usage of the services. This will help, as part of the review process, to identify and address any equalities issues throughout the period of the

agreement; and that the relevant protected characteristics are fully addressed.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	Consultation has been undertaken via stakeholder and service providers as there is not a fixed “customer” base, rather people become service users only if they are in crisis.
Engagement undertaken with staff (date and group(s) consulted and key findings)	<p>A questionnaire was developed in partnership with some of the stakeholders. This was circulated to a wider group of stakeholders, which included:</p> <ul style="list-style-type: none"> • A range of RMBC services; • ‘Food in Crisis’ Partnership members (including represented Children Centres); • Services and organisations that refer people into either for emergency food parcel support and or Laser Credit Union loans; • Advice and support sector organisations; • In addition to the written / paper consultation, all ‘Food in Crisis’ Partnership members were invited to a consultation workshop organised for mid-January; and • Organisations and groups were also able to provide their feedback and comments by contacting the core partners by email or phone, via three named individuals. <p>The summary of the consultation findings are:</p> <ul style="list-style-type: none"> • Most of the respondents work / provide services and support to people who also require ‘financial crisis’ support such as an emergency food parcel and or financial advice / support. • Respondents provide a wide range of support to people, including: <ul style="list-style-type: none"> • Pre tenancy support; • Mental Health support; • Training / Education; • Showers, laundry, clothing; • 1:1 work with Children and Families; • Homelessness Prevention; • Domestic violence support; and • Support to refugees and asylum seekers. <p>Some of the respondents provide targeted services for specific communities –for e.g. refugees and asylum seekers, domestic abuse victims, council housing</p>

	<p>tenants (this is not an exhaustive list)</p> <ul style="list-style-type: none"> • In terms of recording and monitoring equality of access to existing services; this was varied across organisations; • The composition of emergency food parcels required included all types of ambient foods (stored at room temperature, in sealed packages) to fresh food (including fruit and dairy). Culturally appropriate food was also required. For e.g. to cater for vegetarians and Muslims; • Additional items that may be required by those in a financial crisis, included clothes, baby equipment, 'white goods', small appliances, furniture, bedding, towels and toiletries. Toiletries were mentioned most frequently; • Greater awareness of the eligibility criteria for access to loans. There was some feedback suggesting that there should be ease of access to loans without ID or fixed abode; • Other support services and or areas / items that may be required included: travel expenses, smart clothing for interviews, budgeting support, addiction support, benefits advice, mental health support, housing, money for utilities, school uniform and personal hygiene items; • The responses to clarity of pathways to other support services, was mixed. Some felt these were clear, but some felt pathways to other services was confusing and or blurred. The issues of long waiting times and or restrictive services were also raised; • The types of services and support mentioned to prevent people being from requiring financial crisis support again, included: Benefit advocacy, Refugee advocacy, Crisis grants, emergency accommodation, financial advice / budgeting support, faster processing of benefits, debt advice and addiction support; and • The barriers to people being able to access crisis support services, were seen as high demand / stretched existing services (e.g. availability of housing), clarity of what support available, not wanting to ask for help / 'burying head in sand', no mental health crisis respite provision in Rotherham, mental health and addiction issues, experience / expectations and lack of trust in some services, availability of services, shame that comes with accepting
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	<p>charity, not meeting strict criteria, general economic conditions / 'working poor' and services waiting lists.</p> <p>The consultations to date show clarity of the types of food that need to be provided as part of an emergency food parcel and the related non-food items required. In some areas there has been a mixed response to the consultation and this suggests a number of approaches, including working specifically with those organisations / services who feel where there are gaps in information or wider provision, and follow up further detailed consultations / communications with some to understand and unpack some of the issues.</p>
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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 service is aimed at addressing crisis need rather than being a general service.

From monitoring data, crisis need appears to be experienced by people with protected characteristics around age, sex and race at a disproportionate level. The service clearly currently meets needs associated with the relevant groups. Developments in the service under the recommended new SLA will extend provision, some of the need for which has been identified through the consultation, that will benefit all but will particularly meet specific needs of some groups in relation to types of food provision.

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

No barriers are identified but this is kept under review and is part of data collection, monitoring and evaluation. Built in review under the SLA will enable newly identified unmet need and other considerations to be addressed over the lifetime of the SLA.

Some of the crisis service provision is provided by organisations that target their work of people with protected characteristics, the Unity Centre being one.

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

Not really relevant to this service provision.

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)

Not really relevant to this service provision. Services are on the basis of need. There are no issues of 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.

There are no specific additional actions and targets required. The monitoring and review in light of equalities data and monitoring is embedded in the arrangements for the SLA and will be included in quarter monitoring and the built in six monthly reviews.

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: Crisis Support – outcome of co-design for provision of crisis support 2020 - 2023
Directorate and service area: ACX; PPI
Lead Manager: Steve Eling
Summary of findings:
There are no specific additional actions and targets required. The monitoring and review in light of equalities data and monitoring is embedded in the arrangements for the SLA and will be included in quarter monitoring and the built in six monthly reviews.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)

*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

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	7 th February 2020
Report title and date	Crisis support - outcome of co-design for provision of crisis support 2020-2023 – Cabinet 23 rd March 2020
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	