

## 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:</b> <b>Learning Disability/Autism- Developing Commissioning Solutions</b>	
<b>Date of Equality Analysis (EA):</b>	
<b>Directorate: Adult Care, Housing &amp; Public Health</b>	<b>Service area: Strategic Commissioning</b>
<b>Lead person Nathan Atkinson, Assistant Director, Strategic Commissioning Garry Parvin</b>	<b>Contact number:</b>
<b>Is this a:</b>	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>
	<input type="checkbox"/> <b>Other</b>

**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)
Caroline Stiff	RMBC	Commissioning Officer
Kay Nicholes	RMBC	Strategic Commissioning Manager
Garry Parvin	RMBC	Head of Service

**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)**

**Aim/Scope**

The Cabinet and Commissioners Decision Making report, *'The Transformation of Services and Support for People with a Learning Disability'*, 21 May 2018, made a commitment to transform Learning Disability Services in Rotherham.

*My Front Door*, was launched as the Vision for delivering this transformation of services for people with a Learning Disability and/or Autism in Rotherham. *My Front Door* aims to support people with Learning Disabilities/Autism and their carers to live their best life by supporting choice, together with building and maintaining independence.

Council Cabinet will be asked to consider a further report on 19 October 2020. This report will set out commissioning intentions for services. these intentions will strengthen independence, choice and control for people with a Learning Disability and/or Autism within Rotherham.

The proposed changes will affect individuals who have a Protected Characteristic. The key stakeholders will be people with disabilities, people with Mental Health problems, people with Autism, who are currently accessing services and who are funded by Adult Care and/or the CCG. It will also impact on the Carers and people who provide informal support.

This proposal will also affect providers, and suppliers of services and their employees.

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

**Data regarding the Learning Disability cohort:** Data is available for 767 customers aged over 18 in the Learning Disability/Autism client group accessing 1349 placements/services. Some customers access more than one service. Data is captured on the Adult Care LAS system.

**Age:** The age range of people within the services is 18 to 95 with the majority of customers, 96% falling into the 20-69 age groups. The services are available to all who have an assessed need, regardless of their Age.

**Gender:** There are currently 58% males and 42% females accessing the services. No other gender is recorded. The services are available to all who have an assessed need regardless of their Gender.

**Race:** These services are available to all who have an assessed need regardless of their Race.

Rotherham's 18+ population is 93.04% White British (ref: Census 2011), in comparison 95.82% of the Learning Disability cohort are from this ethnic group.

Customers from Black Minority Ethnic (BME) groups appear to be under-represented in this cohort. 4.18% of the cohort are from a BME background compared with 6.96% of the total population.

The 'Asian-Pakistani' BME group has the highest number of customers - 20 (2.61% of cohort).

This could indicate that the wider BME community are not fully engaging with Adult Care Services in general.

There are 2 customers who did not divulge their Race.

**Religion or Belief:** These services are available to all who have an assessed need regardless of their Religion or Belief.

The data is not routinely captured. Data gathered around this characteristic informed us that 502 (65%) did not declare a Religion/Belief, had no religion or the information was not captured.

Where a Religion/Belief was captured 27% identified as Church of England, Christian or Other Christian, 3% identified as Roman Catholic and 2% identified as Islam.

The remaining 3% was split across 7 other Religions/Beliefs.

**Marital Status:** These services are available to all who have an assessed need regardless of their Marital Status.

Data gathered around marital status informed that 83% identify as Single, 2% identify as Married and 1% each identify as Divorced, Partnered or Widowed. This characteristic was not recorded for 13% of customers.

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

**Carers:** The Day Opportunity elements of the services meet the assessed needs of both the people and the unpaid carer(s) of people with Learning Disabilities and or Autism.

There are approximately 432 unpaid Carers accessing Day Opportunity services to provide respite to maintain their resilience.

The **age** of these Carers is between 24 and 91. With 55% age 20-64, 37% are aged 65+. There are 36 for whom the data is not recorded or is unreliable.

The data indicates that 75% are female and 25% are male. The 2011 Census data for Rotherham, shows that 51% of the adult population are female.

The data indicates that Carers are mainly White British 76% with the second highest group being Pakistani 4%. Ethnicity is not recorded for 19%.

The data in relation to **Religion/Belief** was limited with 86% recorded as Not Declared/Not recorded/No Religion/Agnostic/Atheist. Of those where a Religion or Belief was recorded, 10% identified as Christian/Church of England, 2% as Islam.

This proposal will ensure that the services who support these Carers, by providing Respite, can continue to do so, where appropriate, and that a diverse range of services will still be available to both Customers and Carers in the future.

**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?**

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

People using the services and their unpaid Carers 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 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)**

The development of the specification for the new services will involve a co-production exercise. This will involve service users.

**Engagement undertaken with staff (date and**

As this proposal is in relation to externally commissioned services this will not directly impact on RMBC staff.

<b>group(s) consulted and key findings)</b>	Engagement will take place with providers, and existing providers will be aware of the process and timescales.
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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)

These services are available to all people over the age of 18, who have an assessed need for Adult Care services.

We will ensure that providers make their services available, and work in innovative ways to engage with customers who have additional needs. The providers will be expected to have a person centred, outcome focussed ethos and practice.

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

These services are available to all people over 18 with any of the protected characteristics, who have an assessed need for Adult Care services.

We will ensure that providers who are working in the Borough, make their services available, and work in innovative ways to engage with customers who have additional needs. The providers will be expected to have a person centred, outcome focussed ethos and practice.

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

These services are available to all people over 18 with any of the protected characteristics, who have an assessed need for Adult Care services.

The proposed approach will ensure that we can continue to work with existing, good quality, outcome based providers. The providers will be expected to have a person centred, outcome focussed ethos and practice.

We will be developing a specification for a range of services (supported living, day/activity breaks, employment services, respite services). These specifications will be co-produced (supported by Speak-up who are a local group). This co-production process will offer an opportunity for engagement with a range of service users. This process will be a positive impact and enable service users to engage in the process.

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

These services are available to all people with disabilities, namely Learning Disabilities and/or Autism who have an assessed need, regardless of any Protected Characteristics.

The process and outcome of this proposal 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: Financial Support for Learning Disability Day Opportunity Providers during the Covid-19 Pandemic</b>
<b>Directorate and service area: Adult Care, Housing &amp; Public Health, Strategic Commissioning</b>
<b>Lead Manager: Garry Parvin</b>
<b>Summary of findings:</b>
<p>The Equality Analysis has been completed to ensure that people with disabilities and long-term conditions, namely Learning Disabilities and or Autism are not negatively impacted due to any instability within the market due to the Covid-19 Pandemic. The proposed financial support for the Organisations who provide these services will ensure they are able to continue to provide an increased level of support to the people who access their services during the Pandemic.</p> <p>The Equality Analysis found that the primary focus of the proposal will be to support the organisations who provide services to people with Disabilities and Long Term Conditions together with their Unpaid Carers as the services form part of the Council's statutory duties under the Care Act 2014. However, the process has identified that there are data gaps in terms of some of the Protected Characteristics including: Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been routinely and accurately captured.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Provider sustainability both in relation to current services and the impact on sustainability of provisions in future.	Primary focus on D & C A, S, GR, RE, RoB, SO, PM, CPM & O	<b>Ongoing to embed into commissioned solutions</b>

The continued provision of choice in the Learning Disability and Autism market, ensuring that this continues to be as diverse as possible	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing to embed in to commissioned solutions</b>
Continuation of the person's preferred care and support option.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing to embed in to commissioned solutions</b>
Cost of Care – For the services provided to people with long term conditions and disabilities, namely Learning Disability and/or Autism the Commissioning Team are currently appraising a care cost calculator which, if approved, will be utilised to undertake this work with providers at the earliest opportunity and will be included as part of the assessment and review process for placements within these services moving forward.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing to embed into commissioned solutions.</b>
Commissioning Plan and Market Position Statement will enable commissioning priorities to be shared with Providers and ensures services meet needs of all groups.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing</b>
Commissioning Team to continue to maintain pages dedicated to Adult Social Care providers to ensure Providers are aware of any opportunities and guidance.	A, D, S, GR, RE, RoB, SO, PM, CPM, C & O	<b>Ongoing</b>
Ensure Providers have adequate measures to assess and manage risk to those groups with protected characteristics that make them more susceptible to Covid-19.	A, R, S	<b>Ongoing</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
Nathan Atkinson	Assistant Director, Strategic Commissioning	
Anne Marie Lubanski		
Cllr David Roche		

## 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>	26/6/2020
<b>Report title and date</b>	<b>Further Financial Support for Adult Social Care providers to mitigate the impact of the Covid-19 Pandemic</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>	