

## 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: Sensory Impairment Service – Rotherham Sight and Sound – Commissioning and Procurement Approach 2020.</b>	
<b>Date of Equality Analysis (EA): 1 September 2020</b>	
<b>Directorate:</b> Adult Care Housing and Public Health	<b>Service area:</b> Strategic Commissioning
<b>Lead Manager: Joanne Bell – Strategic Commissioning Manager</b>	<b>Contact number: 01709 823942</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>
<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.)

**Rotherham Sight and Sound service provided by Sheffield Royal Society for the Blind**

The Rotherham Sight and Sound service located at Ship Hill in Rotherham Town Centre. opened in July 2017 and is delivered by Sheffield Royal Society for the Blind. The service was developed following a review of sensory support services. The findings of the review indicated that Rotherham’s model of support for people with sensory disabilities was focused on ‘front loaded’ statutory led support at the point of diagnosis with a significant gap in the ongoing support available for people who are deaf, blind and deafblind. It was concluded that there was an urgent need to develop local services to assist people with sensory disabilities to remain as independent for as long as possible and prevent dependency on statutorily provided services. The service supports people who experience sensory impairment (deaf, blind or deaf-blind).

The service supports the Council to meet its obligations under the Equality Act 2010 as it provides accessible support, including outreach support, assists in overcoming societal barriers to inclusion and positively supports and promotes issues experienced by disabled people and unpaid carers.

The Rotherham Sight and Sound service currently provides support to 638 hearing impaired people and a further 338 visually impaired people who are also hearing impaired.

They employ Community Advice Officers to advise on, for example, types of equipment required to maintain independence and they provide advisers proficient in British Sign Language (BSL) to support those who use BSL as their first language.

There are a number of services arranged specific to the hearing impaired group including hosting meetings for Rotherham Hard of Hearing Group and a Tinnitus Group, provision of equipment to support the hearing impaired, training sessions including technology sessions,

lip reading classes, introduction to BSL and the offer repair of hearing aids, replacing batteries and tubing etc.

The service is inclusive and provides supported access regardless of the type of sensory impairment experienced:

- Increase access to information in suitable formats to assist in making decisions/choices i.e. provide documents in suitable formats and interpretation services
- Overcome barriers to participate in society, feel valued and lead a meaningful life i.e. IT literacy, lip reading classes, social events, peer support, civic activity
- Improved mental health and physical wellbeing i.e. peer support, access to soft therapies (Yoga/Tai Chi) and health and social care services
- Overcome barriers to inclusion, including societal attitudes i.e. provide outreach service and positive promotion of role models
- Achieve financial Inclusion i.e. support into employment or access benefits
- Have influence in the way in which services are delivered and developed i.e. participation in consultation

#### Response in Covid-19 Period

During the period of Covid-19 Rotherham Sight and Sound have continued to deliver an adapted service remotely to meet the needs of sensory impaired people. They have maintained contact with people that have been identified as vulnerable and needing regular contact by telephone or by text messaging and escalating issues where necessary.

Proposals are now being considered on the options for securing the future of the service and the available procurement options which include a competitive tender process or a grant to assist Sheffield Royal Society for the Blind to continue the provision of a Sensory Impairment Service at Ship Hill in Rotherham.

This Equality Analysis will serve to evaluate whether the service has a discriminatory impact on people from protected groups and will inform future actions to be undertaken.

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

- Data available on the Adult Care management system about adults who have a sensory impairment.
- 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 – Institute of Public Care
- Projecting Adult Needs and Service Information – Institute of Public Care

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

**No**

The Council has received concerns from a local group representing people who are reliant on British Sign Language for their communication needs. Extensive consultation has taken place with this group and several contingencies have been put in place i.e. dedicated BSL sessions and have been supported to access funding to continue their own activity.

The incumbent provider Sheffield Royal Society for the Blind has accommodated the needs of this group and it will be necessary to carry out further consultation to ensure their needs continue to be included in the sensory service offer.

**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.

Whilst the service collects data on sensory disability, ethnicity, gender, age and carer status data in respect of other protected characteristics are not routinely collected i.e. other physical disabilities, religion, sexual orientation, maternity and marriage/partnership.

See Equality Analysis Action plan

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

Consultation was undertaken with various sections of the community and included the 'Hard of Hearing Group' and people who use British Sign Language as their first language.

Consultation with people who have a range of sensory impairments and key stakeholders took place between - 26 October 2018, and 5<sup>th</sup> December as part of the budget proposals affecting the service.

5<sup>th</sup> December 2018 – Town Hall Consultation event attended by 64 people including representation from a wide range of key stakeholders, customers and staff from the service

Key Findings:

- The service was well used and considered essential by the customers in attendance.

<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>8<sup>th</sup> November – Meeting with the trustees from the Sheffield Royal Society for the Blind who operate the service</p> <p>5<sup>th</sup> December 2018 Town Hall Consultation event</p> <p>Key findings</p> <ul style="list-style-type: none"> <li>• Staff feel they make a difference</li> <li>• Employ staff with a disability</li> <li>• There is a need of the specialist knowledge the staff have and they are always learning.</li> </ul>
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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 recommendations in the Cabinet Report will enable the continuation of the service which enables people with sensory impairment to achieve their optimum level of independence, make representations on their behalf for change and provide a social outlet in supported environment. The focus being to achieve outcomes which make a real difference to the quality of life and wellbeing of people living with sensory impairment. The Rotherham Sight and Sound Services will provide service all people who have protected characteristics and who meet the eligibility criteria for the service ie a sensory impairment.

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

No – the service has a major role in supporting people with disabilities to overcome barriers to inclusion. Where there have been concerns from groups (BSL) the service adapted to accommodate the needs of this group and has procured a specific advice service for people using BSL as a first language.

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

**Yes**

The service commissioned will seek to ensure that people with sensory impairment are able to receive support to maximise control over their daily lives, improve independence

and combat social isolation

**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)

The service commissioned will seek to ensure that people with a sensory impairment are supported and are able to have their voice heard on issues that are important to them and overcome societal barriers to inclusion so has a positive impact on communities experiencing difficulty in this area.

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:</b> <b>Equality Analysis - Rotherham Sight and Sound – Adult Care - Early Intervention Community Services</b>
<b>Directorate and service area:</b> <b>Adult Care, Housing and Public Health, Strategic Commissioning</b>
<b>Lead Manager:</b> <b>Jacqueline Clark – Head of Prevention and Early Intervention – Strategic Commissioning</b>
<b>Summary of findings:</b>
The equality data monitoring provided by the service reflects that the service is accessed by people of all ages and gender. The service has a focus on people with disabilities - protected characteristic – specifically those people who experience sensory disability. The service is accessed by people from BAME backgrounds and reflects the Rotherham BAME profile.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<p><b>Strategic Commissioning Manager to maintain oversight of the service to ensure the service continues to positively impact on people with sensory disabilities with a range of protected characteristics.</b></p> <p>The service provider will be required to collect data on the protected characteristics currently not routinely collected i.e. other physical disabilities, religion, sexual orientation, maternity and marriage/partnership.</p>	<p style="text-align: center;">D= Disability</p> <p>A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB=</p>	<p><b>Ongoing throughout the service delivery and any review thereof</b></p>

	Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups	
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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
Anne Marie Lubanski	Strategic Director – Adult Care, Housing and Public Health	
Cllr David Roche	Cabinet Member – Adult Social Care and Health	

### 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>	24 <sup>th</sup> September 2020
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<b>Report title and date</b>	Adult Care Services – Early Intervention Community Support Services – 19 October 2020 - Cabinet
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a></b>	