

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: Dementia Cafes and Support Workers – Commissioning and Procurement Approach.	
Date of Equality Analysis (EA): 1st September 2020	
Directorate: Adult Care Housing and Public Health	Service area: Strategic Commissioning
Lead Manager: Joanne Bell – Strategic Commissioning Manager	Contact number: 01709 823942
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)
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 Cares Support Worker and Dementia Café Service is being recommissioned to support people experiencing the symptoms of dementia and unpaid carers in performing their role.

The Carers Support Worker and Dementia Café Service was developed in 2010 to support people experiencing the symptoms of dementia and unpaid carers in their role. The service was developed in line with the Rotherham Joint Carers Strategy 2008-11 to deliver against the objective of providing flexible support options to meet the needs of unpaid carers. The service remains relevant today and meets the objectives of the current 'Caring Together – The Rotherham Carers Strategy – 2016-21' in that the service helps to identify carers, enables them to realise that they are carers with entitlements and ensures carers have proportionate advice in the right way at the right time.

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 are suffering from dementia
- 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
- Data available from other services that for the Dementia Pathway

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

- It is noted that people from the BAME communities generally do not access the service.
- Whilst the service collects data 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

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)

Engagement undertaken with staff (date and group(s) consulted and key findings)

Equality data monitoring from the provider – Making Space 7 September 2020 It is noted that people from the BAME communities generally do not access the service.

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 positively impacts on:

- Older People

- Unpaid Carers
- People with a range of disabilities including dementia and mental ill-health

The service does not discriminate against sex, sexual orientation, religion or belief

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

Possibly

- In 2020 – 2021 to date – 26 referrals received and all 26 are recorded as White British
- In 2019 – 2020 – 106 referrals received and all 106 were recorded as White British
- In 2018 – 2019 – 104 referrals received & 99 were recorded as White British, 1 recorded as Black British, 1 as Asian / Asian Black & 3 were unknown
- It is noted that people from the BAME communities generally do not access the service.

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

- 94% of users of the Carer Support Worker service (Dementia) are over 65 years but is accessible to adults aged 18+.
- The service supports the Unpaid Carers cohort (protected characteristic) and people with a range of disabilities including dementia (mental ill-health).
- The service is flexible and offers outreach to people who may have problems with mobility/travel – holding Dementia cafes at a number of accessible venues across Rotherham. The service is also accessible via e-communication methods – video link-‘zoom’ for people unable to travel. Group and 1:1 support options are available.
- The service proactively supports and promotes national targeted events to raise the profile of marginalised groups people with dementia and unpaid carers – i.e. ‘Carers Week’
- The service is proactive in its promotion of access to unpaid carers who are don’t recognise themselves as carers.
- The service promotes positive mental health offering soft therapies – ‘time to talk’, identifying unpaid carer stress and offering intervention, supporting unpaid carers with contingency planning and avoiding stressful situations.

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)

There are no negative impacts on community relations to note.

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 – The Carers Support Worker and Dementia Cafes Service – Adult Care - Early Intervention Community Services
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:
<ol style="list-style-type: none"> 1. It is noted that people from the BAME communities generally do not access the service. 2. Whilst the service collects data 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.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Strategic Commissioning Manager: 1. The numbers of people from the BAME communities who have a diagnosis of dementia will be quantified and any services they access offering similar	RE= Race/ Ethnicity	December 2020

<p>support will be identified. This will assist in establishing if there is a gap in this type of support for this cohort.</p> <p>The provider will</p> <ul style="list-style-type: none"> • Determine why the BAME community is not accessing the service. • Increase access to the service from the BAME community. • Build upon existing links with BAME organisations and communities (The Tassibee Centre and The Unity Centre) to create culturally sensitive Memory Cafés and focus on supporting BAME carers and People Living with Dementia. • Develop links with the Rotherham Ethnic Minority Alliance and explore how they can work in partnership to overcome barriers and make a positive difference for families living with Dementia in local BAME communities throughout Rotherham. • Explore, identify & apply for funding opportunities that will enable us to further develop our work around increasing our service profile within local BAME communities and supporting carers and People Living with dementia. 		<p>September 2021</p>
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2. In future 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.	D= Disability, S = Sex, GR Gender Reassignment, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups	September 2020 – with immediate effect
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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 for 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 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	9 September 2020
Report title and date	Adult Care Services – Early Intervention Community Support Services – 19 October 2020 - Cabinet Report
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	