

Appendix 1.

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: Proposed consultation and co-production of LD vision and strategy	
Date of Equality Analysis (EA): 5/12/22	
Directorate: ACH&PH	Service area: Adult Care and Integration
Lead Manager: Helen Fisher	Contact number: Helen.fisher@rotherham.gov.uk
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input 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)
Helen Fisher	RMBC	Head of Service
Garry Parvin	RMBC	Head of Service
Julie Moore	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)

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 proposed engagement and coproduction will be specifically targeted at people with a learning disability, their carers, key delivery partners, and services that provide support for people with a learning disability.

The intended outcome is everyone can participate in the formulation of a learning disability vision and strategy.

Data regarding the Learning Disability cohort: Data is available for 781 customers aged over 18 in the Learning Disability/Autism cohort accessing 1471 placements/services. Some customers access more than one service. Data is captured on the Adult Care LAS case management system.

Age: The age range of people within the cohort is 18 to 95 with the majority of customers, 90%, falling into the 20-69 age groups. The services are available to all adults who have an assessed need, regardless of their age.

Gender: There are currently 59% males and 41% females accessing services. No other gender is recorded. All services are available to those 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 94.32% 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. 5.68% of the cohort are from a BME background compared with 6.96% of the total population. This is an increase of 1.5% compared to the 4.18% from a BME group recorded in 2020 data.

The 'Asian-Pakistani' BME group has the highest number of customers - 21 (2.71% of cohort).

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 516 (66%) did not declare a Religion/Belief, had no religion or the information was not captured.

Where a Religion/Belief was captured 32% identified as Christian and 1.66% identified as Muslim.

The remaining 0.26% was split across 2 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 80.92% identify as Single, 1.66% identify as Married and 5% identify as either Divorced, Partnered or Widowed. This characteristic was not recorded for 12% of customers.

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

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

Data regarding the Learning Disability cohort in Rotherham with a primary support reason of learning disability is captured on the Adult Care LAS system.

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

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?

The proposal outlined in the Cabinet Paper is to request an engagement and Coproduction Exercise to help determine a future vision and strategy for those directly impacted in the Learning Disability community. This represents a check on the impact of future potential changes and a route to determining what they feel about the future and how they can input and influence that.

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

<p>People using the services and their families 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.</p> <p>For more serious concerns, Safeguarding and Whistle Blowing policy and procedures are in place and followed.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>The intention with the cabinet report is to undertake an extensive communication and co-production exercise to ensure that all potential consultees and related stakeholders are included and coproduce the vision and strategy.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>None</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)

These services are available to all appropriate groups regardless of their **Age, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.**

Data is available for customers aged over 18 in the Learning Disability/Autism cohort accessing services. Data is captured on the Adult Care LAS case management system. 206 of these customers live within a supported living setting.

The proposal in the cabinet report will directly impact upon those with a learning disability and will facilitate their contribution and co-production of the vision and strategy

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

There may be a lack of knowledge or understanding around the purpose and intent

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

Yes, it is intended that this proposal will be shaped and driven by people with a learning disability and their carers. This should promote inclusivity and positive relationships with the council.

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)

Community relations and inclusion may be a factor that comes out of the engagement exercise. If that is the case, then consideration will be given to that factor in the EA that accompanies the next cabinet report – outcome of the engagement and coproduction to develop a learning disability vision and strategy anticipated date Autumn 2023.

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: proposals to engage and coproduce a learning disability vision and strategy
Directorate and service area: Adult care, Housing and Public health
Lead Manager: Helen Fisher
Summary of findings:
The Equality Analysis has been completed to ensure that the engagement and co-production will enable the Learning Disability community to fully engage and influence the vision and strategy. Care will be taken in the design of the engagement and coproduction programme so that people's views can be properly captured using tools and techniques that make the process effective, inclusive, and accessible to all.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Design process to take account of protected characteristics in terms of supporting information, questions poised, and tools used to communicate.	Primary focus on D, C,	
Use learnings/methodology from previous consultations and to seek expert advice from advocacy partner. The council's guidelines on undertaking consultations will be used as a background reference document to ensure the process is effective, legal, and compliant with agreed policy.	Primary focus on D, C,	
Consultation to cover 90 days and be fully inclusive and so include the views of people, their carers and family, service providers and stakeholders.	Primary focus on D, C,	

Ensure that consultation results are reported in a clear, representative, and balanced form back to Cabinet.	Primary focus on D, C,	
Ensure that consultation results are shared with all stakeholders in a timely manner using tools/techniques that take account of individual circumstances and protected characteristics. Advice, where required, will be sought from advocacy partner.	Primary focus on D, C,	

***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
Kirsty Littlewood	Assistant Director	13/12/23
Ian Spicer	Strategic Director	13/12/23
Cllr Roche	Councillor	

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	6 th December 2022
Report title and date	Update on the Transformation of Learning Disability Services and Proposals to Co-produce a Learning Disability Strategy for Rotherham
Date report sent for publication	To be published 30/1/23
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	20/1/23