

APPENDIX 2

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: Adult Social Care Strategy for Rotherham		
Date of Equality Analysis (EA): 8 February 2023		
Directorate: Adult Care, Housing & Public Health	Service area: Adult Care and Integration	
Lead person: Kirsty-Louise Littlewood	Contact: Kirsty-louise.littlewood@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)
Kirsty-Louise Littlewood	RMBC	Assistant Director, Adult Care and Integration
Laura Thornley	RMBC	Service Improvement and Governance Manager
Deborah Johnson	RMBC	Performance and Business Intelligence Service Manager

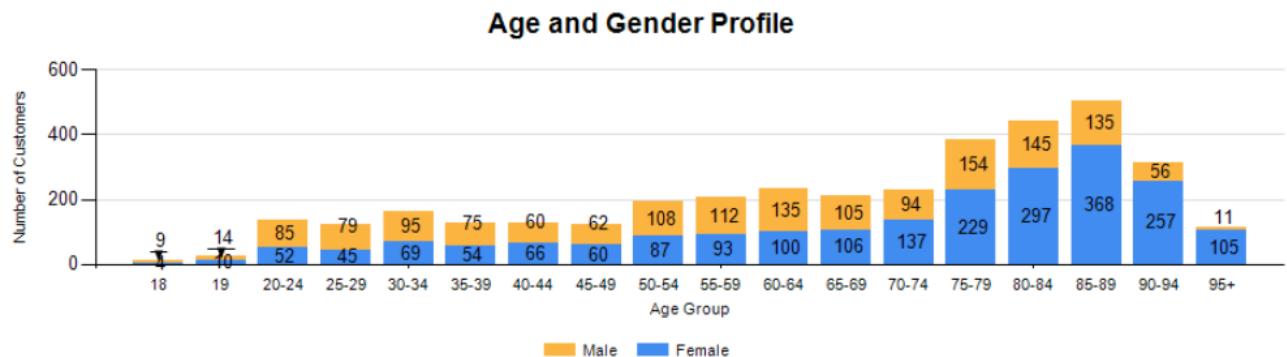
3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

The proposed engagement will be specifically targeted at people with a care and support needs, their families and carers. Providers and key delivery partners will also be engaged. The intended outcome is that everyone is provided the opportunity to participate in the formulation of an adult social care vision and strategy, should they wish to do so.

There are 3673 people with care and support needs in receipt of adult social care support. This can be broken down further into the following categories:

Age and Gender



Ethnicity

90% of Customers are White British and 10% are from a Black Minority Ethnic (BME) groups. The 'Asian-Pakistani' group has the highest number of customers 100 (2.72%) of cohort.

Primary support reasons/Disabilities

- Learning Disability – 22%
- Mental Health Support – 11%
- Physical Support – 57%
- Sensory Support – 2%
- Social Support – 2%
- Support with Memory and Cognition – 7%

Religion or Belief

- 990 (26.95%) of the current customers with an open service have a Christian religion record.
- 69 (1.88%) of the current customers with an open service have a religion of Islam recorded on the system.
- 1471 (40.05%) of the current customers with an open service have not declared their religion.
- 1034 (28.15%) of the current customers with an open service haven't had the religion recorded on the system.

Marital Status

- 751 (20.45%) have a marital status of widowed. Significantly more are female 624 compared to 127 males.
- 724 (19.71%) have a marital status of married. Slightly more are female 408 compared to 316 males.
- 1174 (31.96%) have a marital status of single slightly fewer are female 516 compared to 658 males.
- 685 (18.65%) don't have a marital status recorded.

Sexual Orientation

Sexual orientation can be captured within the case management system but has not been collected for the majority of clients. Only 106 (2.89%) having a valid sexual orientation recorded. Of these 85 are Heterosexual and 21 are LQBT. We have 1499 customers recorded with "don't know" or "preferred not to say" which is a valid option. 2065 (56.22%) of current customers with an open service don't have the sexual orientation recorded.

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

Data regarding people with a care and support need and their carers is captured on the Adult Care LAS system. However, people with care and support needs may be accessing this support privately or informally so may not be known to adult social care. It is essential that the engagement is therefore also open to all residents who may wish to have a say on the future vision and strategy for adult social care.

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

As noted in the previous response, some people with care and support needs or carers may not be known to adult social care. This could be through choice or not being eligible for care and support services due to the level of presenting needs. There are a number of self-funders in Rotherham (figure unknown which is a national gap in data and not just a local issue). It is therefore important that opportunity to contribute to and being engaged in the development of the strategy and vision are widely promoted to residents.

In addition, the data in relation to Gender Reassignment, Pregnancy and Maternity have not been captured within the adult case management system (LAS).

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

As the proposed engagement will be specifically targeted at people with a care and support needs, their families and carers, opportunities to actively engage, influence and shape the future vision and strategy will be monitored to ensure there are no barriers to engagement.

As 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, future monitoring of any impact of the subsequent changes because of a new strategy approach can be effectively monitored. However, the adoption of the vision and strategy will be subject to a further equality impact assessment prior to presentation at Cabinet for approval. Thereby ensuring minimal impact to protected characteristic groups.

People accessing adult social care, carers 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 through the Council's complaints process.

For more serious concerns, Safeguarding and Whistle Blowing policy and procedures are in place and fully adhered to.

Engagement undertaken with customers. (date and group(s) consulted and key findings)	To be completed subjected to Cabinet approval in April 2023
Engagement undertaken with staff (date and group(s) consulted and key findings)	None

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 all people receiving adult social care support and unpaid carers. Data is captured on the Adult Care LAS case management system.

The proposal in the cabinet report will directly impact upon people with care and support needs and carers, as well as their families.

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

There may be a limited understanding of what adult social care is; the communication campaign will therefore use Plain English to ensure as many people as possible can engage with informing the future strategy and vision.

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

As the Adult Social Care Strategy will be shaped and driven by people with care and support needs, their families and unpaid carers, it is intended that this will promote inclusivity and positive outcomes.

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).

Enabling people with care and support needs, carers and wider residents to influence our vision and strategy approach should support and strengthen community relations, as communities will directly influence how they want to see adult social care evolve to meet the needs of individuals, communities and the place.

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:	Development of an Adult Social Care Strategy
Directorate and service area:	Adult Care, Housing & Public Health Adult Care and Integration
Lead Manager:	Kirsty-Louise Littlewood, Assistant Director, Adult Care and Integration
Summary of findings:	
The equality analysis has been completed to ensure that people with care and support needs, their families and unpaid carers can fully engage and influence the future vision and strategy for Adult Social Care. Care will be taken in the design of the engagement 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 A, D, C,	06/23
Use learnings and methodology from previous consultation activities. The council's guidelines on engagement will be used as a background reference document to ensure the process is effective, legal, and compliant with agreed policy.	Primary focus A, D, C,	06/23
Ensure that engagement outcomes are reported in a clear, representative, and balanced form back to Cabinet.	Primary focus A, D, C,	06/23

Ensure that engagement outcomes are shared with all stakeholders in a timely manner using tools and techniques that take account of individual circumstances and protected characteristics.	Primary focus A, D, C,	06/23
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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
Adult Care, Housing and Public Health DLT	Directorate Leadership Team	28 February 2023
Cllr Roche	Cabinet Member for Adult Social Care & Health	
Ian Spicer	Strategic Director, Adult Care, Housing & Public 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	8 February 2023
Report title and date	Proposals to Develop an Adult Social Care Strategy for Rotherham – 24 April 2023
Date report sent for publication	10 April 2023
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	12 February 2023