

Appendix 4.

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: Learning Disability Strategy 2024 – 2027	
Date of Equality Analysis (EA): 14/12/23	
Directorate: Adult Care, Housing and Public Health	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, Adult Care, and Integration
Garry Parvin	RMBC	Head of Service, Adult Care, Commissioning.
Faye Prosser	RMBC	Project Development Worker, Service Improvement and Governance, Adult Care, and Integration
Claire Marie Whiting	RMBC	Area Specialist Psychologist, Inclusion, CYPS.

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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The proposed strategy will be specifically designed for adults with a learning disability, this will also include younger people who are transitioning into adult services.

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.

Adults (18+ yrs) with learning disability receiving long- term support from local authorities (per 1,000 population) – In Rotherham, 3.82 per 1,000 adult population (18+ yrs) with a learning disability receive long- term support from the local authority (2019/20).

Age: The age range of people within the cohort is 18 to 95 with most 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.

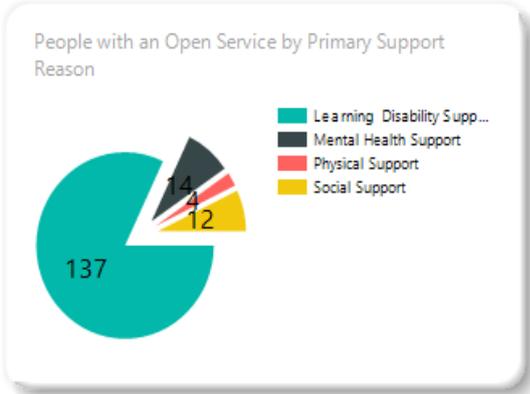
Marital Status: These services are available to all who have an assessed need regardless of their Marital Status.

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. 7.1% of the Rotherham GP registered population living with a learning disability had a mental health condition; this compares to 0.8% in the population without a learning disability (2021/22).

Autism:

Council/ Adult Social Care Data most autistic people will have an additional learning disability. See below:



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, some 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 strategy is accessible to people with a learning disability who may wish to understand the vision and strategy.

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

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.

Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation 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?

The strategy will be fully accessible, with simple language and reduced jargon. The strategy will also be available in an easy read format. Concurrently, adult social care is developing feedback mechanisms for residents which will launch around the same time as the strategy is published. This will ensure people can feedback any issues or concerns.

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)

12th of July 2023 until the 10th of October 2023. See appendix 2 of the report for the full breakdown and responses.

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

12th of July 2023 until the 10th of October 2023. Staff feedback was received as part of the engagement. See appendix 2 of the report for the full breakdown and responses.

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.

Data is available for customers aged over 18 in the Learning Disability/Autism cohort accessing services.

The strategy will directly impact upon those with a learning disability and their carers as well as their families.

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

There may be limited understanding or lack of awareness of what the strategy aims to achieve.

The strategy will be provided in easy read and the communication campaign will use Plain English to ensure as many people as possible can access the strategy and vision. Alternate and additional communication aids will be considered as part of the communication.

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

It is intended that this strategy delivery 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)

Enabling people with a learning disability their families and cares to the strategy will support and strengthen community relations, as community accessibility and belonging is a key feature of the strategy.

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: Learning Disability Strategy (2024 – 2027)
Directorate and service area: Adult Care, Housing & Public Health Adult Care and Integration
Lead Manager: Helen Fisher Head of Specialist Services
Summary of findings:
The equality analysis has been completed to ensure that people with a learning disability, their families and carers can fully access the Learning Disability Strategy. Care has been taken in the design of the strategy to ensure it is inclusive and accessible to all.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Strategy design process to take account of protected characteristics in terms of supporting accessibility and understanding including an easy read version.	Primary focus D,C,	01/24

***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	3/1/24
Ian Spicer	Strategic Director	3/1/24
Cllr Roche	Councillor	3/1/24

22

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	14/12/23
Report title and date	Learning Disability Strategy 2024 – 2027
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	14/12/23