

EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY	
<i>Refer to Equality Analysis guidance page 4</i>	
1.1 Name of policy/ project/ decision	Proposal 3: Develop an all age disability service To develop an all age disability service therefore providing one service for all customers whatever their age, concentrating on the needs and strengths of the individual, not their disability. Therefore, clients would not have to move from children and young people service to adult’s service when they turned a certain age, as the proposal would remove the need to hand over or transfer between the two services.
1.2 Lead for policy/ project/ decision	Adrian Crook, Director of Community Commissioning, OCO
1.3 Committee/Board signing off policy/ project/ decision	Community Commissioning Team Meeting and Innovation and Savings program governance meetings
1.4 Author of Equality Analysis	Name: Hayley Ashall
1.5 Date EA completed	Role: Strategic Lead, Integrated Commissioning, Carers, Physical Disability and Prevention

SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT	
<i>Refer to Equality Analysis guidance page 5</i>	
2.1 Detail of policy/ decision being sought	<p>The longer term vision for Learning Disabilities (LD) services in Bury is an all age service, this would remove the need for transitions as it would be one smooth pathway despite age. However, whilst an all age service vision and new ways of working is developed there is still an immediate need to undertake transitions planning, focused on those young people transitioning to adults services.</p> <p>Current practice for managing transitions in Bury is inefficient, therefore there is an identified need to look at those transitioning from Children & Young People at an earlier age, ideally around the age of 13/14 years.</p> <p>This approach will provide one service for all customers whatever their age, concentrating on the needs and strengths of the</p>

	individual, not their disability. Enabling more appropriate support of the individual and family/ carers, better management of expectations and potentially a phased reduction in support packages (where appropriate).
2.2 What are the intended outcomes of this?	<p>If the proposal is agreed:</p> <ul style="list-style-type: none"> • To Provide one service for all customers whatever their age, concentrating on the needs and strengths of the individual, not their disability. • Review and develop the transitions service in Bury.

SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS

Refer to Equality Analysis guidance pages 5-8 and 11

Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	Yes	<p>Care Act 2010, outlines a clear requirement for processing assessment of need. The Care Act assessment is undertaken to understand of a client requires services such as respite. This ensures, equal opportunities, dignity, inclusion also promotes independence and building on strengths.</p> <p>Removing barriers and reducing disadvantages experienced by people's diverse demographic</p>
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	<p>The care act criteria promote equality despite a person's background, beliefs or any protected characteristic.</p> <p>System remodel to better meet the needs of people from diverse groups and those recognised as vulnerable</p>
3.3 To foster good relations between people who share a protected characteristic and those who do not	Yes	<p>Individuals with a learning disability are under the disabled protected characteristic. Working in a person-centered way and support clients to transition at an early age for better planning, management and support will be a benefit to clients, their family, and carers. Involving clients, their family, and carers at the earliest stage possible and through out the care journey fosters positive relationships.</p> <p>System redesign to be more equitable for all, through undertaking transition process in a person centered way with Personalised conversations to</p>

		encourage and enable those from protected groups to participate in public life and increased opportunities within their communities
3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
The list of Human Rights have been explored and this proposal does not have a detrimental impact on any area specified.		

SECTION 4 – EQUALITIES DATA			
<i>Refer to Equality Analysis guidance page 8</i>			
Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	Yes	Provider and care record collates the client’s data including age.	
4.2 Disability	Yes	All clients affected by this work will have a disability, as they will be accessing the Learning Disability Service.	
4.3 Gender	Yes	Provider and care record collates the client’s data including gender.	
4.4 Pregnancy or Maternity	No – Not applicable		No – Not applicable
4.5 Race	Yes	Provider and care record collates the client’s data including race. BAME population 20,028 (Census 2011) Bury has a Black, Asian and Minority Ethnic (BAME) population of around 10.8% compared to 14.7% of the population of England and Wales (2011 Census).	
4.6 Religion and belief	Yes	Provider and care record collates the client’s data including religion or belief. Census 2011 responses: Christian (62.7%, nationally 59.3%), Muslim (6.1%, nationally 4.8%) and Jewish	

		(5.6%, nationally 0.5%). 18.6% identified as having no religion	
4.7 Sexual Orientation	No – Not applicable	There is currently no national or local data on sexual orientation. However, estimates provided by the LGBT Foundation and Stonewall that between 5% and 7% of the population identify as Lesbian, Gay or Bisexual nationally.	No – Not applicable
4.8 Marriage or Civil Partnership	Yes	Provider and care record collates the clients data including married/ spouse details etc The Census 2011 showed those married as 70,088 and those in a registered same-sex civil partnership status as 253 in Bury	
4.9 Gender Reassignment	No – we don't believe this is currently being collated.	There is currently no national or local data on gender identity	To be reviewed
4.10 Carers	Yes	Provider and care record collates the clients data including whether the person is a carer or supported by a carer Stats in Bury: 19,954 - Census 2011 294 carers registered with the Bury Carers Hub	
4.11 Looked After Children and Care Leavers	Yes	If the client has transferred from children's services in particular and below the age of 25 we will record if they are a LAC.	
4.12 Armed Forces personnel including veterans	No – we don't believe this is currently being collated.		To be reviewed Specific question being asked in 2021 census
4.13 Socio-economically vulnerable	No – we don't believe this is currently being collated.	15,700 Housing benefit / Council Tax support claimants NOMIS Claimant Count: 8,135 (October 2020)	To be reviewed

		<p>356 people whom the council has a homeless duty</p> <p>Data is collected by BCSN and reported through to Bury Council and GM Humanitarian Aid Group regarding no. of people asking for financial support, advice and food parcels. C. 900 Food parcels distribute per week through Bury Community Support Network (Nov 2020-Feb 2021</p>	
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SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
5.1 Identify stakeholders	Customers using the services Carer and family of customer Workforce	Potential future users of the service Members of the public
5.2 Engagement undertaken	Bury People First Engagement through the co-production network over the past 12 – 18 months Workforce engagement	N/A
5.3 Outcomes of engagement	The engagement has shaped the proposal	
5.4 Outstanding actions following engagement (include in Section 8 log)	Public consultation is required to understand views on this proposal. This would include existing clients, their carers and family, potential future clients, providers, public and wider stakeholders.	Public consultation is required to understand views on this proposal. This would include existing clients, their carers and family, potential future clients, providers, public and wider stakeholders.

SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age	Positive	A one all age system approach, improved preparedness providing the right help at the right time for individuals in the process of transitioning from a young person to adulthood leading to a more enjoyable and fulfilling adult life.

		There may be some disruption, mainly in the short term, to individuals and their families/carers. However, overall this work is anticipated to impact individuals positively by improving independence, supporting individuals in gaining and maintaining employment, providing the right help at the right time and reducing the intrusiveness of care.
6.2 Disability	Positive	<p>A one all age system approach, improved preparedness providing the right help at the right time for individuals in the process of transitioning from a young person to adulthood leading to a more enjoyable and fulfilling adult life.</p> <p>All social worker reviews will continue to be completed in line with the Care Act. They will involve the individual, their carer and families and providers. They will continue to take the views and aspirations of the individual and their carers/families into account ensure that eligible needs are identified and met through the support plan.</p> <p>Working closely with providers to ensure that their models of support promote independence and progression.</p>
6.3 Gender	None	
6.4 Pregnancy or Maternity	None	
6.5 Race	None	
6.6 Religion and belief	None	
6.7 Sexual Orientation	None	
6.8 Marriage or Civil Partnership	None	
6.9 Gender Reassignment	None	
6.10 Carers	Positive	<p>A one all age system approach, improved preparedness providing the right help at the right time for individuals in the process of transitioning from a young person to adulthood leading to a more enjoyable and fulfilling adult life.</p> <p>Many of the people affected by this redesign will have a carer. Increases in independence and quality of care for individuals could have a beneficial impact for carers in terms of peace of mind and seeing the person they care for achieve better life outcomes.</p> <p>As stated in the 'Age' section, there could be some disruption or dissatisfaction, especially in the short term, for carers who are happy with the current model of provision.</p>
6.11 Looked After Children and Care Leavers	None	
6.12 Armed Forces personnel including veterans	None	
6.13 Socio-economically vulnerable	None	
6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration	Positive	An all age vision therefore removing the need for transitions overtime will provide positive impacts on communities and service users in that the work will be undertaken in a person centered way, a move of social care practice towards more Personalised conversation and strength and asset based working. Supporting clients to live independently with choice and control in their local community. Also where

on intersectionality?	<p>possible designing/ redesigning services in co-production and involving people with LD their family and carers at every opportunity.</p> <p>Work to be undertaken with education establishments to understand gaps in provision to better accommodate the educational needs for those with LD and or MH to remain in borough through improved education and housing opportunities and support.</p> <p>To carry out reviews of care plans and ensure that eligible care needs will continue to be met. As part of the work, increased scrutiny will be given to reviews to ensure that they are effective and robust and take into account initiatives being developed in the community, with staff given extra support and training in person-centered practice and developing independence for people.</p> <p>Work will also take place with providers to ensure that they are delivering value for money and supporting the independence and / or progression of people. The development of other services, support and community-based assets will also contribute to this agenda.</p>
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SECTION 7 – ACTION LOG			
<i>Refer to Equality Analysis guidance page 10</i>			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
8.1 Actions to address gaps identified in section 4			
None that will have an impact on this proposal			
8.2 Actions to address gaps identified in section 5			
Public consultation will be undertaken	Hayley Ashall	24.05.21 – 02.07.21	Public consultation has been undertaken and the results have informed recommendations included in a cabinet report on the 21.07.21.
8.3 Mitigations to address negative impacts identified in section 6			
N/A			
Social workers will continue to take carers/families views into account as partners in care and ensure compliance with the Care Act by making sure carers/families receive information and advice on their rights to a Carers Assessment along with signposting to The Bury Carers Hub	Adrian Crook		
8.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics			
N/A			

SECTION 8 - REVIEW*Refer to Equality Analysis guidance page 10*

Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Review EA after public consultation	HA	July 2021	Reviewed 07.07.21
Review EA after Cabinet paper July 2021	HA	July/ August 2021	