

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 1: Persona Daycare To reduce the number of unused places in the day care service, close Pinfold Lane Centre and relocate the dementia day service to a designated area at Grundy. If this proposal was agreed, the dementia day service would have its own secure area at Grundy and be refurbished to be ‘dementia-friendly’.
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 Role: Strategic Lead, Integrated Commissioning, Carers, Physical Disability and Prevention Contact details: h.ashall@bury.gov.uk
1.5 Date EA completed	21.01.21 (reviewed July 2021)

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	Data shows demand and usage of day care provision over the past 24 months (including before any impacts generated from the Covid-19 pandemic), indicates there is an oversupply of day care places. As these places are paid for as part of the Persona contract, to remove this unused excess capacity would generate a saving. As the number of places would be reduced, the proposal would be to close Pinfold Lane Centre and relocate the dementia day service to a designated area at Grundy. If this proposal was agreed, the dementia day service would have its own secure area at Grundy and be refurbished to be ‘dementia-friendly’.
2.2 What are the intended outcomes of this?	If the proposal is agreed: <ul style="list-style-type: none"> Removal of unused day care places, therefore generating a removal of unrequired places and release a saving.

	<ul style="list-style-type: none"> • To close Pinfold Lane Centre and relocate the dementia day service to a designated area at Grundy. • Dementia day service would have its own secure area at Grundy and be refurbished to be 'dementia-friendly'
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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 if a client requires services such as daycare. This ensures, equal opportunities, dignity, inclusion also promotes independence and building on strengths.</p> <p>Day care placements will continue to be provided on the basis of assessed need. Performance monitoring of contracts regularly takes place and Social Workers, and families / carers /advocates give feedback.</p> <p>In addition, the Council monitors data on placements made to ensure that there is fair access to all that meet the eligibility criteria.</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 promotes equality despite a person's background, beliefs or any protected characteristic.</p> <p>Placements are based on a person's individual need and offers opportunities for people to live as independently a life as possible including in the wider community.</p>
3.3 To foster good relations between people who share a protected characteristic and those who do not	Yes	<p>The Day care service is open to all. However the LD day service is aimed at those with a learning disability. The older person's day services is aimed at those over 50 years. The proposal considers how these groups of people could be brought together and also considering how links with wider community groups would be beneficial to customers. This fosters a good relationship between people who share a protected characteristic and those who do not.</p> <p>In addition, day care services support people with disabilities to live within the community thus</p>

		making sure that disability is accepted and understood by the wider community. Bury Council work with Provider's to ensure that they provide appropriate services to disabled people on a contract and service specification basis and monitoring of service delivery.
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. Part of this service is age specific as aimed at supporting the older generations.	
4.2 Disability	Yes	Provider and care record includes data on any disability as this is a service to support those who may have a disability. Over 21,224 people in Bury have a limiting long-term illness, health problem or disability equating to 11.24% of our resident population, compared to 18.8% of the population of England and Wales (Census 2011)	
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%	Limited information on smaller and emerging communities in Bury

		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.		Specific question being

			asked in 2021 census To be reviewed
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) 356 people whom the council has a homeless duty 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)	To be reviewed

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	Workforce engagement Provider engagement	N/A
5.3 Outcomes of engagement	The engagement has shaped the current and future care provision	
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 customers, their carers and family, potential future customers, providers, public and wider stakeholders.	Public consultation is required to understand views on this proposal. This would include existing customers, their carers and family, potential future customers, 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 &	<u>Older People Day service</u>

	Negative	<p>Negative: If the places are reduced and therefore there is a change in venue for delivery of service. This change of venue and or staff delivering service may generate a negative impact on a client in terms of change and or a venue further away/ longer travel, although still within the Bury area.</p> <p>Positive:</p> <ul style="list-style-type: none"> • Changing venue may impact positively on a client as closer to home and or preferred venue. • Bringing groups together may increase a social connectivity. • Change in staff may generate benefits or an individual in terms of increased social connectivity, may prefer new member of staff and new activities. • Opportunity to meet other likeminded individuals. • Potential development to link into local community groups may bring further positive opportunities and experience for clients of the service. • If proposals are agreed then this would continue a day care service provision for customers to use.
6.2 Disability	Positive & Negative	<p><u>Learning Disability Day service or older people with a disability</u></p> <p>Negative: If the places are reduced and therefore there is a change in venue for delivery of service. This change of venue and or staff delivering service may generate a negative impact on a client in terms of change and or a venue further away/ longer travel, although still within the Bury area.</p> <p>Positive:</p> <ul style="list-style-type: none"> • Changing venue may impact positively on a client as closer to home and or preferred venue. • Bringing groups together may increase a social connectivity. • Change in staff may generate benefits or an individual in terms of increased social connectivity, may prefer new member of staff and new activities. • Opportunity to meet other likeminded individuals. • Potential development to link into local community groups may bring further positive opportunities and experience for clients of the service • If proposals are agreed then this would continue a day care service provision for customers to use.
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 & Negative	<p>Negative: If the cared for experiences negative impacts then the carer may have to deal with those negative impacts. Creating an increased need for support from the carer increasing the pressure on them. The proposal will impact upon those carers who may access the respite service provision if the cared for can no longer access/or does not wish to access a change of venue.</p> <p>Positive: If there are positive impacts on the cared for this may impact the care positively to and may lead to a reduced need for input to the cared for's care and support. If proposals are agreed then this would continue a day care service provision, which provides a break for carers.</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 on intersectionality?	<p>Positive & Negative, this will be dependent on the individual. The staff at persona will support the clients and carers of those clients as best as possible and ensure any change is well detailed and planned in order to mitigate any negative impact created.</p> <p>However, given the removal of surplus places has been evidenced by the lack in demand, removing empty spaces should not have an impact on any individuals. There are also 6 other commissioned/ grant funded day care services with capacity and a wealth of voluntary community and faith sector services which offer alternatives to day care.</p>	

SECTION 7 – ACTION LOG

Refer to Equality Analysis guidance page 10

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			
If the proposals are agreed, support clients to manage a change of venue. This will be done where appropriate on a 1:1 basis and will depend on the individual needs so that planned respite can be continued to meet the individual's needs. This will be planned, open and transparent conversation and where possible undertaken over time to minimise any impact.	Persona team manager	To be started following agreement of savings proposal if agreed	
Carers / family members to be involved in the assessment and transfer process. All carers to be made aware of their rights to a Carers Assessment, along with information on the Bury Carers Hub.	Persona team manager	To be started following agreement of savings proposal if agreed	
Support clients to manage a change of staff. This will be done where appropriate on a 1:1 basis and will depend on the individual needs. This will be planned, open and transparent conversation and where possible undertaken over time to minimise any impact.	Persona team manager	To be started following agreement of savings proposal if agreed	
8.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics			
To consider how the day care services can link in to broader community groups	Persona team manager	Throughout 2021 - 2022	

SECTION 8 - REVIEW			
<i>Refer to Equality Analysis guidance page 10</i>			
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	