

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	ASC proposed savings consultation Due to the significant financial challenge facing the Local Authority, Adult Social Care has proposed savings schemes totaling £12.4million. Understandably as a large proportion of the Adults Social Care budget is spent on our arm’s length provider Persona Care and Support Limited, this contract must be reviewed and reduced to help achieve the savings. The current savings for Persona Care and Support Limited is £2.5m over the next two financial years. Given some of the proposals may have a direct impact on current and future customers of Persona Care and Support Limited, a public consultation is required. This EA outlines the process for the public consultation and details.
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	The ASC proposed savings consultation includes three proposals and two elements: Proposal 1: Persona day care services, proposing 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’.

	<p>Proposal 2: Persona short stay facilities, proposing to reduce the number of unused places in the short stay service, close Spurr House leaving Elmhurst open for short stay care. This proposal would therefore ensure that one building remained open to offer short stay care for customers. The service offered would not change, however the location where a person goes to for short stay care may change for some people.</p> <p>Proposal 3: 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.</p> <p>The fourth element in the consultation is an opportunity for people to suggest any alternative saving suggestions they may have.</p> <p>The fifth element in the consultation are questions relating to the current review of the ASC transport policy and therefore an opportunity to understand the views of those clients who access transport as part of their care package. Whilst also providing a picture of how people who do not have access to transport via a care package get to and from a care setting.</p>
<p>2.2 What are the intended outcomes of this?</p>	<p>If the proposal is agreed:</p> <p>Proposal 1 – Persona day care</p> <ul style="list-style-type: none"> • Removal of unused day care places, therefore generating a removal of unrequired places and release a saving. • 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’ <p>Proposal 3- Persona short stay/ respite</p> <ul style="list-style-type: none"> • To reduce the number of unused places in the short stay service. • Close Spurr House leaving Elmhurst open for short stay care. • The service offered would not change, however the location where a person goes to for short stay care may change for some people. • Commitment to ensure customers do not stay longer than six weeks in short stay or respite. <p>Proposal 3 – All age disability service</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.

	<ul style="list-style-type: none"> Review and develop the transitions service in Bury. <p>Alternative saving ideas</p> <ul style="list-style-type: none"> Explore ideas people may have. <p>Transport</p> <ul style="list-style-type: none"> Understand the views of those clients who access transport as part of their care package. Whilst also providing a picture of how people who do not have access to transport via a care package get to and from a care setting.
--	--

SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS		
<i>Refer to Equality Analysis guidance pages 5-8 and 11</i>		
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>Section 1 of the Care Act 2014 (Promoting individual well-being) requires the Council when exercising its care and support functions in respect of an individual, to promote the individual’s wellbeing. "Well-being", in relation to an individual, means that individual's (a) personal dignity (including treatment of the individual with respect); (b) physical and mental health and emotional well-being; (c) protection from abuse and neglect; (d) control by the individual over day-to-day life (including over care and support, or support, provided to the individual and the way in which it is provided); (e) participation in work, education, training or recreation; (f) social and economic well-being; (g) domestic, family and personal relationships; (h) suitability of living accommodation; and (i) the individual's contribution to society.</p> <p>In exercising its care and support function in the case of an individual, the Council must have regard to, amongst others, a) the individual's views, wishes, feelings and beliefs; b) the importance of preventing or delaying the development of needs for care and support or needs for support and the importance of reducing needs of either kind that already exist; c) the importance of the individual participating as fully as possible in decisions relating to the care and support. The Department of Health and Social Care (“DHSC”) has issued statutory guidance (“CSSG”) under the Care Act</p>

	<p>2014 (“the Act”) which the Council must have regard to in exercising its function under the Act.</p> <p>Section 2 of the Act (preventing needs for care and support”) requires the Council to “provide or arrange for the provision of services, facilities or resources, or take other steps, which it considers will” contribute towards preventing, delaying or reducing individuals” needs for care and support, or the needs for support for carers. In performing this duty, the Council must have regard to, amongst others, the importance of identifying services, facilities and resources already available in the Council's area and the extent to which the Council could involve or make use of them in performing that duty. The CSSG at paragraph 2.1 provides that “It is critical to the vision in the Care Act that the care and support system works to actively promote wellbeing and independence and does not just wait to respond when people reach a crisis point. To meet the challenges of the future, it will be vital that the care and support system intervenes early to support individuals, helps people retain or regain their skills and confidence, and prevents need or delays deterioration wherever possible.</p> <p>Section 5 of the Act (Promoting diversity and quality in provision of services) requires the Council to promote an efficient and effective market in services for meeting care and support needs with a view to ensuring service users (a) has a variety of providers and services to choose from; (b) has a variety of high-quality services to choose from; and (c) has sufficient information to make an informed decision about how to meet the needs in question. This is often referred to as the duty to facilitate and shape the market for care and support. The CSSG provides at paragraph 4.2. “The Care Act places new duties on local authorities to facilitate and shape their market for adult care and support as a whole, so that it meets the needs of all people in their area who need care and support, whether arranged or funded by the state, by the individual themselves, or in other ways. The ambition is for local authorities to influence and drive the pace of change for their whole market, leading to a sustainable and diverse range of care and support providers, continuously improving quality and choice, and delivering better, innovative and cost-effective outcomes that</p>
--	--

		promote the wellbeing of people who need care and support.
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	The care act criteria promote equality despite a person's background, beliefs or any protected characteristic. System remodel to better meet the needs of people from diverse groups and those recognised as vulnerable
3.3 To foster good relations between people who share a protected characteristic and those who do not	Yes	The public consultation provides people who share a protected characteristic to share their views, thoughts and opinion on the proposals.
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 (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record collates the client's data including age. There may be some barriers associated with age to prevent people from responding to the consultation.	
4.2 Disability (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record includes data on any disability as this service is available to those who may have a disability. There are a number of sensory, learning and physical disabilities which could impact on a person's ability to engage. There is also a need to hear the views of disabled people in order to ensure services are not shaped in ways that are detrimental to them. 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 (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record collates the client's data including gender. It is not considered likely that there are specific barriers to responding to the consultation related gender.	
4.4 Pregnancy or Maternity (Please note this detail will not be requested as the consultation responses are anonymous).	No – Not applicable	It is not considered likely that there are specific barriers to responding to the consultation related to pregnancy or maternity.	No – Not applicable
4.5 Race (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record collates the client's data including race. There are a number of issues BME groups may face which may make it harder for them to respond to the consultation. This could include language barriers and cultural barriers 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 (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record collates the client's data including religion or belief. It is not considered likely that there are specific barriers to responding to the consultation relating to religion and 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 (Please note this detail will not be requested as the consultation responses are anonymous).	No – Not applicable	It is not considered likely that there are specific barriers to responding to consultation related to sexual orientation. There is currently no national or local data on sexual orientation.	No – Not applicable
4.8 Marriage or Civil Partnership (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record collates the clients data including married/ spouse details etc. It is not considered likely that there are specific barriers to responding to consultation related to a person's marital/civil partnership status 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 (Please note this detail will not be requested as the consultation responses are anonymous).	No – we don't believe this is currently being collated.	It is not considered likely that there are specific barriers to responding to consultation related to gender reassignment There is currently no national or local data on gender identity	To be reviewed
4.10 Carers (Please note this detail will not be requested as the consultation responses are anonymous).	Yes	Provider and care record collates the clients' data including whether the person is a carer or supported by a carer There is also a need to ensure carers are given the opportunity to put forward their views to ensure services are not shaped in ways that are detrimental to them. Stats in Bury: 19,954 - Census 2011 294 carers registered with the Bury Carers Hub	
4.11 Looked After Children and Care Leavers (Please note this detail will not be requested as	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.	

the consultation responses are anonymous).		There may be some barriers associated with age to prevent people from responding to the consultation.	
4.12 Armed Forces personnel including veterans (Please note this detail will not be requested as the consultation responses are anonymous).	No – we don't believe this is currently being collated.	It is not considered likely that there are specific barriers to responding to consultation related to Armed Forces personnel incl. veterans	To be reviewed Specific question being asked in 2021 census
4.13 Socio-economically vulnerable (Please note this detail will not be requested as the consultation responses are anonymous).	No – we don't believe this is currently being collated.	Socio-economic disadvantage may affect a person's likelihood to respond to the consultation 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	N/A	N/A
5.3 Outcomes of engagement	N/A	N/A
5.4 Outstanding actions following engagement (include in Section 8 log)	Public consultation is required to understand views on the ASC savings proposals. This would include existing	Public consultation is required to understand views on the ASC savings proposals. This would include existing

	clients, their carers and family, potential future clients, providers, public and wider stakeholders.	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	<p>The public consultation provides people of all ages an opportunity to share their views on the proposals outlined.</p> <p>There may be some barriers associated with age to prevent people from responding to the consultation.</p> <p>The consultation gives consideration to using non-traditional methods in order to target both older and younger people, and digitally challenged. i.e. online and hard copy of survey, telephone option, email option, third party support 1:1 support, live presentation of consultation through sessions to aid people to take part.</p>
6.2 Disability	Positive	<p>The public consultation provides people with a disability an opportunity to share their views on the proposals outlined.</p> <p>There are a number of sensory, learning and physical disabilities which could impact on a person's ability to engage. There is also a need to hear the views of disabled people in order to ensure services are not shaped in ways that are detrimental to them.</p> <p>The consultation uses methods to eliminate barriers to disability. i.e. Individual correspondence to people who currently use the services, online and hard copy of survey, telephone option, email option, third party support, 1:2:1 support, live presentation of consultation through sessions to aid people to take part.</p>
6.3 Gender	Positive	<p>The public consultation provides people of any gender an opportunity to share their views on the proposals outlined.</p>
6.4 Pregnancy or Maternity	Positive	<p>The public consultation provides people who are pregnant or have maternal/ paternal responsibility an opportunity to share their views on the proposals outlined.</p>
6.5 Race	Positive	<p>The public consultation provides people of any race an opportunity to share their views on the proposals outlined.</p> <p>There are a number of issues BME groups may face which may make it harder for them to respond to the consultation. This could include language barriers and cultural barriers</p> <p>The consultation gives consideration to using non-traditional methods in order to remove barriers from participating.. i.e. online and hard copy of survey, telephone option, email option, third party support</p>

		1:2:1 support, live presentation of consultation through sessions to aid people to take part..
6.6 Religion and belief	Positive	The public consultation provides people of any religion or beliefs an opportunity to share their views on the proposals outlined.
6.7 Sexual Orientation	Positive	The public consultation provides people of any sexual orientation an opportunity to share their views on the proposals outlined.
6.8 Marriage or Civil Partnership	Positive	The public consultation provides people who are married or in a civil partnership an opportunity to share their views on the proposals outlined
6.9 Gender Reassignment	Positive	The public consultation provides people who have undergone or undergoing gender reassignment an opportunity to share their views on the proposals outlined.
6.10 Carers	Positive	The public consultation provides carers an opportunity to share their views on the proposals outlined. We have worked at removing barriers to contribute by contacting directly people accessing the services, online and hard copy of survey, telephone option, email option, third party support, individual 1:2:1 support, live presentation of consultation through sessions to aid people to take part.
6.11 Looked After Children and Care Leavers	Positive	The public consultation provides looked after children and care leavers an opportunity to share their views on the proposals outlined. The consultation gives consideration to using non-traditional methods in order to target both older and younger people, and digitally challenged. i.e. online and hard copy of survey, telephone option, email option, third party support 1:2:1 support, live presentation of consultation through sessions to aid people to take part.
6.12 Armed Forces personnel including veterans	Positive	The public consultation provides armed forces personnel including veterans an opportunity to share their views on the proposals outlined.
6.13 Socio-economically vulnerable	Positive	The public consultation provides those who are Socio-economically vulnerable an opportunity to share their views on the proposals outlined. Socio-economic disadvantage may affect a person's likelihood to respond to consultation or engagement. We have worked at removing barriers to contribute by online and hard copy of survey, telephone option, email option, third party support, individual 1:2:1 support, live presentation of consultation through sessions to aid people to take part.
6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?	Positive	Positive - The public consultation provides any person an opportunity to share their views on the proposals outlined. We have worked at removing barriers to contribute by online and hard copy of survey, corresponding directly with people using the services, telephone option, email option, third party support, individual 1:2:1 support, live presentation of consultation through sessions to aid people to take part. Separate E.A.s for the proposals have been undertaken to understand the potential effects of the specific proposal by assessing the impacts on different groups both external and internal.

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			
N/A			
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	