

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.

For support with completing this Equality Analysis please contact corporate.core@bury.gov.uk / 0161 253 6592

SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	Support at Home Service Proposal
1.2 Lead for policy/ project/ decision	Adrian Crook - Director Adult Social Care and Community Commissioning
1.3 Committee/Board signing off policy/ project/ decision	Cabinet
1.4 Author of Equality Analysis	Name: <i>Stephanie Boyd</i> Role: <i>Integrated Commissioning Officer</i> Contact details: s.boyd@bury.gov.uk
1.5 Date EA completed	29/08/2023
1.6 Quality Assurance	Name: <i>Sam McVaigh</i> Role: <i>Director of People and Inclusion</i> Contact details: s.mcvaigh@bury.goc.uk Comments:
1.7 Date QA completed	14/08/23
1.8 Departmental recording	Reference: Date:
1.9 Next review date	

SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT	
Refer to Equality Analysis guidance page 5	
2.1 Detail of policy/ decision being sought	<p>Bury Council is proposing to end the Support at Home Service, in order to reduce spending in the coming years (£500,000 as stated in the Budget Cabinet papers).</p> <p>To be clear, Support at Home is a non-statutory service, for people over the age of 60, that provides wellbeing checks and advice and support with day-to-day tasks (known as the warden service) and must not be confused with Care at Home that supports people with personal care.</p>

	<p>A six-week public consultation ran from 11 May to 21 June 2023. This included face-to-face sessions, an online survey, a paper survey and the offer for individual arrangements and one-to-one conversations.</p> <p>Following the analysis of the consultation feedback, the recommendation is to continue with the proposal to cease to provide the Support at Home service once the consultation with the current Support at Home workforce is completed.</p> <p>Six Town Housing will take over the management of the local authority sheltered accommodation schemes and will be available to offer housing-related support only. The current cleaning staff will transfer to Six Town Housing. Six Town will also ensure health and safety within the buildings, be contactable Monday to Friday during office hours, introduce tailored housing support plans to those who need them, and signpost/refer to other services as needed.</p> <p>People in the wider community will also be signposted/referred to other services appropriate for their needs.</p>
<p>2.2 What are the intended outcomes of this?</p>	<p>Ending the Support at Home service will remove long-standing issues around duplication of service provision with Six Town Housing. Housing responsibilities will clearly be the responsibility of Six Town Housing and people with care needs will be referred to Adult Care Services.</p> <p>All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for individual needs. Other services include, but are not limited to, the Older People's Staying Well Team, Calico Floating Support, and Age UK Bury (Information/Advice, Befriending, Social Groups, and a Handyperson Service). All of which are preventative services that promote well-being in-line with the Care Act 2014.</p> <p>Although most of the consultation feedback highlighted concerns about the proposal to end the Support at Home service, an inequitable demand for support has been created over many years, this runs the risk of creating dependency, rather than maintaining independence, we must now support people in the shift towards streamlined services that promote self-help and resilience.</p> <p>We will work with partners and relevant services to ensure that information and advice on alternative provision is communicated in an inclusive manner.</p>

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>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Officers will ensure that any new service model will promote equality, independence, and dignity.</p> <p>HR and Unions will support staff affected by the changes. TUPE obligations will be met and redeployment opportunities will be explored before redundancies are made.</p> <p>If the above mitigations were not made then there would be a risk of discrimination here.</p>
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	No	
3.3 To foster good relations between people who share a protected characteristic and those who do not	No	
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 has been explored and this proposal will not have a detrimental impact on those customers currently receiving this service. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for individual needs.		

SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	27% of the people who receive the service are aged 55 to 64 53% are aged 65 plus The remaining 20% have chosen not to provide their age but will fall into the bracket of 55 and older given the nature of the service.	Only gap here relates to those choosing not to disclose this information.

		<p>12.77% of the population of Bury are aged 55 to 64 years old and 18.29% are aged 65 plus</p> <p>Therefore this change disproportionately effects adults aged 55 plus</p> <p>This is to be expected as the accommodation provided is specifically for those aged 55 and over.</p>	
4.2 Disability	<p>To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.</p>	<p>19% of the population report having a disability</p> <p>20.79% of the people affected by this change self reported as having a disability</p> <p>Whilst there is a small difference here this is not seen as statistically significant..</p> <p>Support and adjustments will be made in communication with those with a disability and specific needs will be addressed through the decommissioning process. However there is no disproportionate effect on people with disabilities when compared with the demographics of the borough.</p>	
4.3 Gender	<p>To ensure that customer needs will continue to be met in</p>	<p>The population of Bury is 51% female and 49% male</p>	.

	line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	<p>The gender of those affected by this change are 52.6% female and 47.38% male</p> <p>Whilst there is a small difference here this is not seen as statistically significant..</p> <p>There is no disproportionate effect on people with disabilities when compared with the demographics of the borough.</p>	
4.4 Pregnancy or Maternity	No – Not applicable given the nature of the service		
4.5 Race	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	<p>81.84% of those affected are white British compared to 78.2% of the population 2.43% are white Irish 0.19% Indian 0.75% Bangladeshi 0.19% Black Caribbean 0.19% Mixed White and Black Caribbean 0.56% Chinese 0.19% Mixed White Pakistani</p> <p>This compares to the Bury Population</p> <p>Indian 1.0% Pakistani 7.8% Bangladeshi 0.2% Chinese 0.5% Any other Asian background 1.1% Black Caribbean 0.4% Black African 1.3% Other Black British 0.2% white and Black Caribbean 0.8%</p>	We require further understanding of individual customer needs. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for individual needs.

		<p>White and Asian 0.9% White and Black African 0.4% Any other Mixed-Race background 0.6%</p> <p>Whilst there are some variations here from the borough demographics (i.e. a 3.5% greater representation of white British people) there are no areas where the impact is significantly disproportionate. It should be emphasized that this information is provided for analytical purposes only and the decision making process is not related to the demographic profile of service users.</p>	
4.6 Religion and belief	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	This data is not available	We require further understanding of individual customer needs. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for individual needs, this will include any needs specific to their religion .
4.7 Sexual Orientation	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	This data is not available	We require further understanding of individual customer needs. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for

			individual needs, this will include any needs specific to their
4.8 Marriage or Civil Partnership	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	<p>17.9% of those affected are married or living with a partner</p> <p>The remaining 82.1% are either single, divorced or widowed</p> <p>This compares to the population data of Married or Civil Partnership 33.93% Other 22.28% Prefer not to say 0% Unknown 43.79%</p> <p>The lower number of married people is a result of a large portion of the accommodation available being for single people and also the age profile of the residents</p> <p>Whilst there are some variations here from the borough demographics, it should be emphasized that this information is provided for analytical purposes only and the decision making process is not related to the demographic profile of service users.</p>	.
4.9 Gender Reassignment	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	This data is not available	We require further understanding of individual customer needs. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for

			individual needs, this will include any needs specific to their gender identity .
4.10 Carers	To ensure that carer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	17% of Bury population report beign carers This data is not available for those who are affected by this proposal	Where carers are involved, conversations will continue to ensure they are fully engaged and supported appropriately.
4.11 Looked After Children and Care Leavers	No – Not applicable given the nature of the service		
4.12 Armed Forces personnel including veterans	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	This data is not available	We require further understanding of individual customer needs. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for individual needs, this will include any needs specific to military service.
4.13 Socio-economically vulnerable	To ensure that customer needs will continue to be met in line with statutory duties and the Care Act 2014 and to understand and mitigate any disproportionate negative impact in relation to equality.	This data is not available	We require further understanding of individual customer needs. All customers will be screened by the current Support at Home service prior to it ending, and referrals/signposting will take place as appropriate for individual needs, this will include any needs specific to socio economic vulnerability.

SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
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<p>5.1 Identify stakeholders</p>	<ul style="list-style-type: none"> • Project Group (Community Commissioning, Strategic Housing and HR) • Senior Managers • Support at Home Team • Cabinet members • Legal services • Finance • Comms • Procurement • Social Workers • Older People’s Staying Well Team • Care Link • Rapid Response 	<ul style="list-style-type: none"> • Tenants/customers • Family/friends/wider community • Six Town Housing • Age UK Bury • Calico Floating Support • Bury Carers Hub • Bury VCFA • Bury Healthwatch • NWAS • Bury Older People’s Network • LD, Autism and Mental Health contacts
<p>5.2 Engagement undertaken</p>	<p>A six-week public consultation ran from 11 May to 21 June 2023 – all relevant internal stakeholders were invited to provide feedback.</p> <p>Please refer to the consultation document for further information.</p> <p>E-mails, telephone calls and meetings have taken place with other stakeholders as and when required.</p> <p>The final views have been taken into consideration by the Project Group.</p>	<p>A six-week public consultation ran from 11 May to 21 June 2023. This included face-to-face sessions, an online survey, a paper survey and the offer for individual arrangements and one-to-one conversations.</p> <p>Support at Home staff encouraged tenants/customers to provide feedback and offered support to those who needed it.</p> <p>Please refer to the consultation document for further information.</p> <p>E-mails, telephone calls and meetings have taken place with other stakeholders as and when required.</p> <p>The final views have been taken into consideration by the Project Group.</p>
<p>5.3 Outcomes of engagement</p>	<p>Following the analysis of the consultation feedback, the recommendation is to continue with the proposal to cease to provide the Support at Home service once the consultation with the current Support at Home workforce is completed.</p> <p>Please refer to the consultation document for further information.</p>	<p>Following the face-to-face sessions at the sheltered schemes, the Frequently Asked Questions document was updated and sent out to all customers/tenants.</p> <p>Following the analysis of the consultation feedback, the recommendation is to continue with the proposal to cease to provide the Support at Home service once the consultation with the current Support at Home workforce is completed.</p>

		Please refer to the consultation document for further information.
5.4 Outstanding actions following engagement (include in Section 8 log)	Cabinet Report to be completed. Staff consultation to follow Cabinet decision.	Cabinet Report to be completed. Staff consultation to follow Cabinet decision.

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	Negative	<p>There are 35,447 (18.3%) older adults aged 65 years and over in Bury, similar to England average of 18.4%. Elton Vale (31.3%) and Summerseat (31.1%) have the highest proportion and Fernhill and Pimhole (9.6%) have the lowest proportion of older adults in Bury. In sheltered housing in Bury, approximately 52%</p> <p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Withdrawal of the service, because of its very nature and the demographics of those that use is, will impact older people to a greater extent. However, the age profile of users has not been a factor in decision making.</p> <p>There is a risk that, if the service were withdrawn without any mitigation or assessment of users prior to its cessation there would be a disproportionate and inappropriate negative impact. Through the continuation of the housing-based support via Six Town, signposting to other support options and the assessment and consideration of users for any statutory provision this impact will be mitigated.</p> <p>We will work to ensure all users of the service have access to all comms and processes in an accessible format.</p>
6.2 Disability	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable</p>

		<p>support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Disability has not been a factor in decision making.</p>
6.3 Gender	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>The gender profile of users has not been a factor in decision making.</p>
6.4 Pregnancy or Maternity	Neutral	No evidence to suggest impact.
6.5 Race	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Race has not been a factor in decision making.</p>
6.6 Religion and belief	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Religion and belief have not been factors in decision making.</p>
6.7 Sexual Orientation	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Sexual orientation has not been a factor in decision making.</p>
6.8 Marriage or Civil Partnership	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Marriage/Civil Partnerships have not been factors in decision making.</p>
6.9 Gender Reassignment	Neutral	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p> <p>Gender Reassignment has not been a factor in decision making.</p>

<p>6.10 Carers</p>	<p>Negative</p>	<p>Withdrawal of the service, because of its very nature is likely to impact carers.</p> <p>There is a risk that, if the service were withdrawn without any mitigation or assessment of users prior to its cessation there would be a disproportionate and inappropriate negative impact. Through the continuation of the housing-based support via Six Town, signposting to other support options and the assessment and consideration of users for any statutory provision this impact will be mitigated.</p> <p>Where carers are involved, conversations will continue to ensure they are fully engaged and supported appropriately.</p>
<p>6.11 Looked After Children and Care Leavers</p>	<p>Neutral</p>	<p>No evidence to suggest impact.</p>
<p>6.12 Armed Forces personnel including veterans</p>	<p>Neutral</p>	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p>
<p>6.13 Socio-economically vulnerable</p>	<p>Neutral</p>	<p>Service provision is put in place based on the needs of customers. The needs of customers will be considered throughout any potential process for change and suitable support will continue to be provided - signposting/referrals to other services as appropriate.</p>
<p>6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?</p>		<p>Inclusion, equality, and the needs of customers have been considered throughout the service review process and will continue to be considered throughout any potential process for change.</p> <p>Withdrawal of the service, because of its very nature and the demographics of those that use it, will impact older people to a greater extent. However, the characteristics of users have not been a factor in decision making.</p> <p>There is a risk that, if the service were withdrawn without any mitigation or assessment of users prior to its cessation there would be a negative impact on certain groups. Through the continuation of the housing-based support via Six Town, signposting to other support options and the assessment and consideration of users for any appropriate statutory provision this impact will be mitigated.</p> <p>Care will also be taken to ensure all communication and engagement is fully accessible. Where carers are involved, conversations will continue to ensure they are fully engaged and supported appropriately.</p>

	<p>Although some stakeholders may view the change as a negative impact, the Council aims to achieve efficiencies, streamline services, create clear roles and responsibilities, and increase equity and independence for customers/tenants.</p> <p>In line with the Let's Do It! Strategy we want to help Support at Home customers to access opportunities and create new ones on their own, without creating long-term dependency on public assistance.</p> <p>This strengths-based approach means focusing on individuals' strengths and not on their weaknesses. This includes personal resilience and capabilities but also the current and potential social and community networks, to ensure that people stay connected and independent.</p>
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SECTION 7 – ACTION LOG			
Refer to Equality Analysis guidance page 10			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
7.1 Actions to address gaps identified in section 4			
All customers will be screened by the current Support at Home service prior to it ending. Through this process we will look to understand any equality specific factors that may have an impact on people. Referrals/signposting will take place as appropriate for individual needs. This process will consider all protected characteristics at an individual level and also be used to help develop an understanding of any cumulative impacts for certain groups, particularly in relation to areas such as religion and sexual orientation where data is not available. .	Naomi Smith (Support at Home Manager)	Sept 2023	Sue Massel (Assistant Director of Adult Care Services) aware of potential need for social work assessments. Further conversations required with other services that may have an increase in demand.
7.2 Actions to address gaps identified in section 5			
Cabinet Report to be completed.	Stephanie Boyd (Integrated Commissioning Officer)	Sept 2023	
Staff consultation to be completed following Cabinet.	Sue Massel (AD of ACS) and Vanessa	Sept 2023	

	Brockbank (HR)		
7.3 Mitigations to address negative impacts identified in section 6			
All customers will be screened by the current Support at Home service prior to it ending. Through this process we will look to understand any equality specific factors that may have an impact on people. Referrals/signposting will take place as appropriate for individual needs. We are also in the process of gathering data that will help us to better understand the equality profile of customers.	Naomi Smith (Support at Home Manager)	Sept 2023	Sue Massel (Assistant Director of Adult Care Services) aware of potential need for social work assessments. Further conversations required with other services that may have an increase in demand.
Maintaining contact and keeping stakeholders updated throughout the process. We will work to ensure all users of the service have access to all comms and processes in an accessible format. Where carers are involved, conversations will continue to ensure they are fully engaged and supported appropriately.	Stephanie Boyd (Integrated Commissioning Officer)	Sept 2023)	
7.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics			
Maintaining contact and keeping stakeholders updated throughout the process.	Stephanie Boyd (Integrated Commissioning Officer)	Sept 2023	

SECTION 8 – REVIEW			
Refer to Equality Analysis guidance page 10			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
6 Months after implementation should the proposal be agreed by Cabinet.	Stephanie Boyd (Integrated Commissioning Officer)	June 2024	

Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.

SECTION 9 – QUALITY ASSURANCE		
Refer to Equality Analysis guidance page x		
Consideration	Yes/ No	Rationale and details of further actions required
Have all section been completed fully?	Yes	
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Yes	
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Yes	
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Yes	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Yes	
Have clear and robust reviewing arrangements been set out?	Yes	
Are there any further comments to be made in relation to this EA	Yes	