

## Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

### Section 1 – Analysis Details (Page 5 of the guidance document)

<b>Name of Policy/Project/Decision</b>	Tender of universal carer services for adults caring for someone 18+
<b>Lead Officer (SRO or Assistant Director/Director)</b>	Adrian Crook, Director of Community Commissioning
<b>Department/Team</b>	Health & Social Care, Community Commission
<b>Proposed Implementation Date</b>	June 2025
<b>Author of the EqIA</b>	Caroline Malvern
<b>Date of the EqIA</b>	October 2024

<p><b>1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?</b></p> <p>The Care Act 2014 says that an Unpaid Carer is ‘Someone who helps another person, usually a relative or friend, in their day-to-day life’. This is not the same as someone who provides care professionally or through a voluntary organisation.’</p> <p>As a society, we are increasingly dependent on the contribution of unpaid care. The care provided by unpaid carers is often not visible but is an essential part of enabling people to stay in their own homes for longer and allowing move on from hospital to community care.</p> <p>The Care Act replaced most previous laws regarding carers and people being cared for including:</p> <ul style="list-style-type: none"> <li>• A focus on promoting wellbeing.</li> <li>• A duty on local councils to prevent, reduce and delay need for support, including the needs of carers.</li> <li>• A right to a carer’s assessment based on the appearance of need.</li> </ul>
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- A right for carers' eligible needs to be met.
- A duty on local councils to provide information and advice.

The Department of Health's mandate to NHS England includes ensuring that the NHS becomes dramatically better at involving carers as well as patients in care. The importance of carers is noted in the NHS Five Year Forward View, which notes that to support carers properly we need to have multi-agency and community integration.

The Adult Social Care Reform White Paper, *People at the Heart of Care*, was published in December 2021 setting out a 10-year vision for adult social care. The White Paper has carers threaded throughout, including in the aspiration, vision and strategic objectives.

The GM Carers Charter reflects the ambitions and aspirations as a collective, we want to achieve.

The Adult Social Care Strategy Plan 2023 – 26 identified priorities include supporting unpaid carers. Identified priorities:



The service will be the primary resource for adult carers in Bury to provide information, advice and a wide range of specialist support services designed to help adult carers caring for another adult to continue in their caring role for as long as they choose and reduce the impact the caring role can have on their own health and wellbeing.

**Section 2 – Impact Assessment** (Pages 6 to 10 of the guidance document)

**2.1 Who could the proposed policy/project/decision likely have an impact on?**

Employees: This work will not impact on Bury Council staff with a protected characteristic(s)  
 Community/Residents: This Strategy is for unpaid adult carers who care for someone aged 18+ living in the Borough of Bury  
 Third parties such as suppliers, providers and voluntary organisations: This Strategy will form future adult social care commissioning intentions for services for adult carers supporting someone 18+, which will deliver a service based on the priorities of this strategy and its aspirations

**2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation**

**Data /Stakeholder information/consultation:** Please refer to the engagement summary report



02 Summary ASC  
 Carer Strategy Engage

**2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.**

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	<p>Local data displays identification of carers aged 18 – 25 years is low.</p> <p>Potential impact – Unmet need of young adult carers.</p> <p>Potential impact- Digital divide</p>	<p>Demographic information of new carers registered with the current commissioned carer services and the demographic data of carers held on the Bury Adult Social Care database has identified of carers in the 18-25 years age group is low.</p> <p>As an ageing population, a significant number of older people either rely on the support of unpaid carers or are carers themselves.</p>	<p>One of the four commitments in the Bury Adult Carers Strategy 2025 – 2028 is to reduce inequalities by improving identification of and support to carers from under-represented groups. This will be reflected in the new specification for adult carers support.</p> <p>Due consideration will be given to the needs of young carers and those transitioning between young carers and adult carers services</p>	<p>Positive. To understand the current picture of local support, carers dashboards have been developed to profile the age of carers being supported by Adult Social Care and the commissioned service will provide breakdown of age groups of carers accessing support as part of the quarterly monitoring returns to ensure Bury will have consistent data collection.</p> <p>For the first time, improving identification and support to carers from underrepresented groups will be embedded at a strategic level.</p>

			The service commits to increased identification of carers and opportunity to good quality support and information that is accessible and appropriate for all sectors of the community of Bury.	People will be able to access support in person, phone, text, email, and third-party referral.
<b>Disability</b>	<p>It is recognised that there may be other factors affecting carers with a disability which although not a consequence of the service, may, in comparison to carers without a disability, impact on the extent to which they can access and benefit from the community support for carers.</p> <p>Potential impact- Digital divide</p>	<p>Public Health England report, 'Caring as a social determinant of Health', shows that there is evidence that carers experience worse health than non-carers.</p> <p>National Institute for Health &amp; Care Excellence reports that carers are more likely to report a long term condition, disability or illness compared with non-carers.</p> <p>Disabled carers also face particular challenges to their health &amp; wellbeing, that can worsen due to their caring role.</p>	<p>Although the activities are not being explicitly directed at disabled people, we expect Bury carers with a disability will be better supported to continue in their caring role for as long as they choose as the service commits to a programme of wrap around intervention and support with an aim to improve health &amp; wellbeing outcomes for carers.</p> <p>All properties used within the neighbourhoods will undergo assessment to ensure there are no physical barriers, or unnecessary exclusions</p>	Neutral.

			<p>Carers will be encouraged to register as a carer with their GP.</p> <p>People will be able to access support in person, phone, text, email, and third-party referral</p>	
<b>Gender Reassignment</b>	It is unlikely there would be any disproportionate impact relating to gender reassignment	No evidence to suggest impact.		Neutral
<b>Marriage and Civil Partnership</b>	It is unlikely there would be any disproportionate impact in relation to marriage or civil partnership.	No evidence to suggest impact		Neutral
<b>Pregnancy and Maternity</b>	It is unlikely there would be any disproportionate impact in relation to pregnancy and maternity.	No evidence to suggest impact		Neutral
<b>Race</b>	Local data indicates disparities in carers from local ethnic minority	engagement & consultation report	One of the four commitments of the Bury Adult Carers Strategy 2025 – 2028 is to reduce inequalities by improving	Positive. To understand the current picture of local support, carers dashboards have been developed to profile carers being supported by Adult Social

	<p>communities being identified/referred for support</p> <p>Carers whose first language is not English may experience barriers in communication when accessing and using services</p>		<p>identification of and support to carers from under-represented groups. This will be reflected in the new specification for adult carers support.</p>	<p>Care and the commissioned service will provide breakdown of carers accessing support as part of the quarterly monitoring returns to ensure Bury will have consistent data collection.</p> <p>For the first time, improving identification and support to carers from underrepresented groups will be embedded at a strategic level.</p> <p>Providers will need to make available information to people in different languages, using different formats</p>
<p><b>Religion and Belief</b></p>	<p>It is unlikely there would be any disproportionate impact relating to religion and belief. It is expected that the service provides a personalised service to all the people it supports, so would take account of any support needs relating to religion or belief..</p>	<p>No evidence to suggest impact.</p>		<p>Neutral</p>

<b>Sex</b>	<p>It is unlikely there would be any disproportionate impact in relation to Sex.</p>	<p>We acknowledge that women may feel more pressurised than men to undertake caring. (expectations surrounding caring).</p> <p>Bury Carers Hub stats 2023-24:</p> <p>No. of women referred-240</p> <p>No. of men referred-80</p>	<p>This service for carers contributes towards mitigating negative impacts as more women are accessing the service, meaning more females are benefitting from the service.</p>	<p>Neutral</p>
<b>Sexual Orientation</b>	<p>It is unlikely there would be any disproportionate impact in relation to Sexual Orientation</p>	<p>No evidence to suggest impact.</p>		<p>Neutral</p>
<b>Carers</b>	<p>Positive</p>	<p>engagement &amp; consultation report Carers are the core group the service is aiming to support.</p>	<p>It is the intention of Bury ASC that adult carers should be better supported on a more consistent basis so that they can continue to care, if they wish, in good health and to have a life alongside caring. The service will contribute toward this ambition by ensuring better and more consistent support for carers, based on what</p>	<p>Positive</p>



			carers told us is important to them.	
<b>Looked After Children and Care Leavers</b>	<p>People must be aged 18+ to access this service.</p> <p>Potential impact could be a gap in support for children transitioning into adult services</p>		<p>Due consideration will be given to the needs of young carers and those transitioning between young carers and adult carers services</p>	Neutral
<b>Socio-economically vulnerable</b>	<p>Carers are vulnerable to rising costs due to the additional costs associated with caring</p>	<p>The most recent data available from the Department for Work and Pensions shows that just under a third of households in receipt of Carers Allowance are food insecure, compared with 10% of households as a whole.</p> <p>Carers UK Press Release dated October 24 report carers are worried about living costs and don't feel confident about keeping up with costs over the next 12 months.</p> <p>The ASCOF responses for Bury:</p>	<p>The service seeks to mitigate financial challenges for carers by ensuring the service is free of charge to carers. Drop-ins' will be delivered through out the borough of Bury and be within reach of local public transport networks.</p> <p>The service will also identify and make referrals to outside organisations to aid carers, such as local provisions who are able to give benefit advice.</p> <p>The information channel for carers includes a</p>	Neutral

		<p>8.8% of Bury's Carers report that their caring role has caused them a lot of financial difficulties.</p> <p>This is a decrease from 13.5% in 21/22 and is lower than the England average of 28.3%</p>	<p>'Money Matters' area which promotes resources such as Bury Council's "Lets Manage Tough Times", Financial Support, and national charities providing information &amp; support to people in finance need. Along with a section for working carers.</p> <p>Carers will be able to access support in person, phone, text, email, and third-party referral.</p>	
<b>Veterans</b>	Neutral	No evidence to suggest impact.		Neutral

**Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis**

2.5 Characteristics	Action	Action Owner	Completion Date
	No actions identified at this stage.		

**Section 3 - Impact Risk**

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

<b>Risk Level</b>	<b>No Risk = 0</b>	<b>Low Risk = 1 - 4</b>	<b>Medium Risk = 5 – 7</b>	<b>High Risk = 8 - 16</b>
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<b>3.2 Level of risk identified</b>	Low Risk
<b>3.3 Reasons for risk level calculation</b>	<p>There are no perceived negative impacts.</p> <p>It is the intention of Bury ASC that adult carers should be better supported on a more consistent basis so that they can continue to care, if they wish, in good health and to have a life alongside caring. The service will contribute toward this ambition by ensuring better and more consistent support for carers, based on what carers told us is important to them.</p> <p>Feedback from carers and quarterly contract monitoring and case studies will ensure continuous service improvement.</p>

**Section 4 - Analysis Decision** (Page 11 of the guidance document)

<b>4.1 Analysis Decision</b>	<b>X</b>	<b>Reasons for This Decision</b>
There is no negative impact therefore the activity will proceed	x	There are no negative impacts across the protected characteristics at this stage

	Contract monitoring will identify and manage any emerging equality impacts.
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed	
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review	

**Section 5 – Sign Off and Revisions** (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
<b>Lead Officer/SRO/Project Manager</b>	Caroline Malvern	25/10/24	
<b>Responsible Asst. Director/Director</b>	Adrian Crook 	25 November 2024	
<b>EDI</b>	Lee Cawley	25/10/24	QA complete, potential negative impacts have been mitigated to neutral along with positive impacts.

**EqlA Revision Log**

5.2 Revision Date	Revision By	Revision Details

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<sup>i</sup> [Family Resources Survey - GOV.UK \(www.gov.uk\)](http://www.gov.uk)