

# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

<b>Department</b>	Adult Care Services	
<b>Service</b>	Strategic Planning and Policy Team	
<b>Proposed policy</b>	Bury Carers Strategy	
<b>Date</b>	23 <sup>rd</sup> May 2013	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Zena Shuttleworth
	<b>Post Title</b>	Strategic Planning and Policy Officer
	<b>Contact Number</b>	0161 253 5272
	<b>Signature</b>	
	<b>Date</b>	23 <sup>rd</sup> May 2013
<b>Equality officer consulted</b>	<b>Name</b>	Mary Wood
	<b>Post Title</b>	Principal Officer - Equalities
	<b>Contact Number</b>	0161 253 6795
	<b>Signature</b>	 29/2013
	<b>Date</b>	15 <sup>th</sup> July 2013

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>HM Government published 'Recognised, valued and supported: next steps for the Carers Strategy' in 2010. Within this document, four priority areas have been identified: identification and recognition, realising and releasing potential, a life outside of caring and supporting carers to stay healthy.</p> <p>In response to this, Bury Council and NHS Bury made the decision to update the Carers Strategy for Bury 2009 – 2012. The updated strategy highlights the progress made since the previous strategy and what carers think about the services and support on offer. It also identifies priorities for future developments which ensure we are fulfilling our obligations to carers.</p> <p>An action plan will sit underneath this strategy which identifies the distinct actions we will undertake as part of the strategy.</p>
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	The strategy is one of three documents which set out current provision for carers in Bury and how we aim to improve it. The other two documents are the Market Position Statement (Bury Council) and the Carers Commissioning Intentions (Bury Council).
<b>Who are the main stakeholders?</b>	<ul style="list-style-type: none"> <li>▪ Carers (including working carers) and the person they care for</li> <li>▪ Providers of carer services</li> <li>▪ Bury Council</li> <li>▪ Adult Care Services</li> <li>▪ NHS Bury</li> <li>▪ Pennine Care</li> <li>▪ Third sector</li> <li>▪ Private businesses</li> <li>▪ Health and Wellbeing Board</li> </ul>

### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.**

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	The refreshed strategy is inclusive of all racial backgrounds. We acknowledge that demographic data on carers is not complete and have agreed an action to ensure that this is collected in the future. This will positively affect race as we will be able to truly understand the needs of the carers in Bury.
Disability	Yes	No	The strategy acknowledges that some carers may have a disability and/or care for someone with a disability. Improving signposting and access to information will ensure that the right support is offered.
Gender	Yes	No	Whilst the majority of carers for whom demographic information is known are female, the consultation evidences that male carers contact the Carers Centre less than females. More thought will need to be given when designing activities and/or support for male

			carers.
Gender reassignment	No	No	The strategy has no known effect on gender reassignment.
Age	Yes	No	Nearly half of the carers for whom demographic information is available are aged 55+ and young carers (up to 18) are the responsibility of Children's Services, who provide a specific service for those aged 7-18. A transition plan is developed from the age of 16 to introduce them to adult services. We aim to understand the extra support that may need to be given to young and older carers and will consider this when commissioning services.
Sexual orientation	No	No	The strategy has no known effect on sexual orientation.
Religion or belief	No	No	The strategy has no known effect on religion or belief.
Caring responsibilities	Yes	No	The main outcome of this strategy is to support individuals in their caring role. This will enable them to continue their role in the most effective way.  Although parent carers and young carers are acknowledged within the strategy, we do not directly address their specific needs. This is because working parents and young carers are supported by Children's Services.
Pregnancy or maternity	No	No	The strategy has no known effect on pregnancy or maternity.
Marriage or civil partnership	No	No	The strategy has no known effect on marriage or civil partnership.

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Reason for the relevance</b>
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	There is legislation in place to protect carers from unlawful discrimination and victimisation. These include:  Carers and Disabled Children Act 2000 Carers (Equal Opportunities) Act 2004 Equality Act 2010  It is our duty to ensure that these are complied with locally.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	We need to support people within their caring role to ensure that their own health and social needs are addressed. This will enable them to continue their caring role in the most effective way.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	The strategy will promote understanding of the role of carers which will address any prejudice or discrimination which may exist in our community.

**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**

**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**

**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

**4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

<b>Details of the equality information or engagement</b>	<b>Internet link if published</b>	<b>Date last updated</b>
<ul style="list-style-type: none"> <li>▪ 28 June 2012 Consultation workshop in Bury</li> <li>▪ 2 July 2012 Consultation workshop in Prestwich</li> <li>▪ 11 July 2012 Consultation workshop in Radcliffe</li> <li>▪ 31 July 2012 Substance Misuse Carers Support Group</li> <li>▪ 3 August 2012 Bury Carers Forum</li> <li>▪ 9 August 2012 Rethink Mental Health Group</li> <li>▪ 30 August 2012 Pinfold Lane Carers Group</li> <li>▪ 17 September 2012 Carers Services Officers</li> <li>▪ 8 October 2012 Male Carers Support Group</li> <li>▪ 17 October 2012 Federation of Jewish Services</li> <li>▪ 19 October 2012 BAME carers</li> </ul>		

July 2012 Questionnaire sent to the 3,320 known carers registered on Bury Council's database	<a href="https://www.surveymonkey.com/s/Carequestionnaire">https://www.surveymonkey.com/s/Carequestionnaire</a>	
Desktop research on relevant legislation and national strategy and guidance		
Desktop data analysis of carers in Bury. This includes local and national data (including the Office for National Statistics)		

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

There are gaps in the data we hold about identified carers in Bury, including ethnicity and age. We have agreed an action within the carers' strategy action plan to collect this data. We will be working with commissioned services to ensure this happens.

## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<b>What will the likely overall effect of your policy/service plan be on equality?</b>	The strategy will have a positive impact on carers by assisting their identification, ensuring they are aware of their rights and being signposted to appropriate services. There will also be a positive effect on race, disability, age and gender as more demographic information is collected, different needs identified and met. Every effort is made to ensure equal access to carer support and services. By taking account of the needs of carers, services will become more inclusive and accessible.
<b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b>	N/A
<b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b>	There may be intergenerational opportunities as well as occasions for people from different cultural backgrounds and genders to mix.

<p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>	<p>The strategy is now in a final draft stage. The next steps are:</p> <ul style="list-style-type: none"> <li>- Sign off by Health Scrutiny</li> <li>- Sign off by Cabinet</li> <li>- Development of action plan, Market Position Statement and Commissioning Intentions Document.</li> <li>- Implementation of the associated action plan over the next 5 years</li> </ul>
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## **6. MONITORING AND REVIEW**

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

The Carers Strategy Group oversaw the development of this strategy. This group is currently developing an action plan which identifies direction of travel for the next five years.

Progress against the strategy will be monitored by the Carers Strategy Group, the Clinical Commissioning Group and Health and Wellbeing Board.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**