

Appendix 1

Equalities Impact Assessment

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Commissioning of Carers Support Services
DEPARTMENT:	Community Wellbeing, Commissioning Contracting and Market Management
TEAM:	Community & Prevention
LEAD OFFICER:	Andrew Davies
DATE:	02/02/2023

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

Commissioning officers are seeking approval to invite tenders in respect of Carer's support services. The report requests permission from the Director for Adult Social Care to invite tenders for Carers Services and approve officers evaluating the tenders.

Local Authorities have a duty under the Care Act 2014 to provide preventative support services to carers. Providing advice, information and guidance to carers, particularly related to maximising income. The service also puts on support sessions to access to work and training, whole family support training, respite activities and support for young carers.

The new provider will address key issues highlighted by the Carers Strategy in the points below as part of their offer:

- Accessing information and advice from Brent and other service providers – Carers would like us to improve the information and advice available through the provision of a central resource centre, detailing what services are available and associated providers.
- Requests for Support, Respite and Residential Care - A dominant theme was requests for support, respite, or moves into residential care and the delays in providing support risking carer breakdown. Joint working with ASC colleagues is essential to share information and identify carers who are most at risk.
- Work, Education Training and skills development - Providing carers with options and training programmes to remain in, start or return to work, training or education. Training should be accessible and inclusive to meet a diverse range of carer's needs.
- Psychological and Emotional Support – supporting carers with their emotional well-being and awareness of emotional and psychological support available locally.

The Carers service will aim to work with Brent Integrated Care Partnership (ICP) to advance equality of opportunity to health services and reduce inequalities through accessible health care that achieves outcomes in an integrated way.

2. Who may be affected by this policy or proposal?

Anyone who provides unpaid care or support to another person who cannot manage without help due to illness or a disability

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes, there is relevance to equality and the council's public sector equality duty. In the commissioning of this contract the Council has had due regard to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a "protected characteristic" and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

A high proportion of carers face health inequalities. Carers health is known to be worse than that of non-carers due to the pressures of the role and is compounded by many factors, including providing more than 50 hours of care each week. Carers UK reports that caring has been announced as being a social determinant of health recently by Public Health England. Feeling lonely or isolated is a common experience for carers, as a direct result of their caring role. The impact of isolation on health is wide-reaching, including increased risks of death, cognitive decline, dementia, coronary heart disease and stroke.

The proposed decision to tender for a carer service does not disproportionately affects people with a protected characteristic. The Carers service aims to remove or minimise the disadvantages suffered by Carers.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age		X	
Sex		X	
Race		X	
Disability *		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

1.

5. Please complete **each row** of the checklist with an “X”.

Screening Checklist

	YES	NO
Have you established that the policy or proposal is relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?	X	
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	X	

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Engagement with at least 150 Carers to shape and co-produce the service to ensure service design, delivery and outcomes are strongly influenced by people who know the services best.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

Details of impacts identified	None
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DISABILITY

Details of impacts identified	None
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RACE

Details of impacts identified	None
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SEX

Details of impacts identified	None
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SEXUAL ORIENTATION

Details of impacts identified	None
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PREGANCY AND MATERNITY

Details of impacts identified	None
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RELIGION OR BELIEF

Details of impacts identified	None
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GENDER REASSIGNMENT

Details of impacts identified	None
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MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified	None
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3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?
None

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

All engagement sessions were well attended by people who will use the service.
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5. Please detail any areas identified as requiring further data or detailed analysis.

None

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

None

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Those using the service will be involved in quality monitoring. Commissioners will review quarterly data.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

None

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

2.

Action	Expected outcome	Officer	Completion Date

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Lynette Gbedze
REVIEWING OFFICER:	Andrew Davies
HEAD OF SERVICE / Operational Director:	Andrew Davies, Head of Commissioning, Contracting and Market Management, 10/02/2023