

# **Equality impact assessment form**

**Directorate: People Services**

**Service area: Integrated Commissioning**

**Consultation on the future of People's Services as regards Carers Services**

**Date of assessment: 20 December 2018**

**Signed off by: Amy Jones**

**Decision of Cabinet, Personnel Committee or Chief Officer Group**

October 2017



Derby City Council



## **Equality impact assessment – please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website**. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

## **Equality groups and protected characteristics**

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

## **Contact for help**

Ann Webster – Lead on Equality and Diversity

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## The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

### **What’s the name of the policy you are assessing?**

**Consultation on the future of People’s Services as regards the universal offer to carers.**

### **The assessment team**

Team leader’s job title –Strategic Commissioning and Partnerships Manager

Other team members

<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Strategic Commissioning and Partnerships Manager	Derby City Council	Current commissioning lead for Carers. Experience of a range of related service areas including mental health, supported housing and older peoples services.
Commissioning and Partnerships Officer	Derby City Council	Knowledge of VCS, grant and contract processes, funded organisations, diversity issues and EIA’s.

<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Lead on Equality and Diversity	Derby City Council	Experience (28yrs) of working with equality and diversity issues. Experience of working with a wide number of voluntary sector groups that provide services to people with a range of diversity issues. Strategic and local partnership working across the voluntary sector.
Team Leader	Richmond Fellowship: Derby City Life Links	Experience in supporting local people with mental health needs and their Carers
Team member	One Advocacy	Experience of supporting local people including Carers with advocacy needs
Volunteer	50 + forum	Core member of this forum representing the views of local people aged over 50.
Support worker	Derbyshire Carers Association	Experience of Supporting carers to identify areas that they may need support in their caring role. Offering information, guidance and support and referring on to services to reduce carer breakdown.
Support worker	Derbyshire Carers Association	Experience of Supporting carers to identify areas that they may need support in their caring role. Offering information, guidance and support and referring on to services to reduce carer breakdown.
		Personal experience of being a Carer in Derby
Volunteer	Disability Hub	Core member of this forum looking at the needs of and representing local people with disabilities
Volunteer	Race Equality Hub	Core member of this forum looking at the needs of local equalities with respect to race equality

## Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

### **1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

This Equality Impact Assessment (EIA) is part of the decision making process for the proposals in relation to the future of People's Services as regards Carers Services in Derby.

Given the Council's current financial position, we are proposing to reduce the overall level of funding that we use to support carers by £200,000 from our current expenditure which is approximately £1.16 million per annum. This means the Council would have to scale back on what we provide for carers and focus services on the necessary services needed in line with our statutory duties.

These statutory duties that the Council and the NHS have for social care are set out in the Care Act 2014. The proposed changes detailed above would mean we will focus remaining funding on the statutory Care Act duties only. The Care Act gives Council's a responsibility to assess a carers needs for support, where the carer appears to have such needs. The Council must ensure that it carries out an assessment around eligibility for support, and if a carer is eligible, it will agree a support plan, which sets out how the carers needs will be met.

The Care Act places a wider duty on Councils in terms of prevention, advice and information which is required for all individuals ie it is not Carers specific. This duty is known as the duty to provide universal services. The proposal being consulted on is that these two areas together will be prioritised from the remaining funding. If the proposal was agreed, the Council would continue to fund essential (statutory) services such as:

- Social work assessments and support planning
- Support to obtain advice and information and signposting to other universal services eg Adult Learning Services, libraries, leisure facilities etc
- The provision of information and advice in a variety of formats

With less funding the proposal is that non statutory services such as training and recreational / wellbeing activities would no longer be able to be funded by the Council. Carers would be signposted to services already existing in Derby to access these. If these services were required as part of their assessment, the Council would help carers access these services.

These proposals are being made because the Council needs to make savings and is therefore required to prioritise services in line with its statutory duties.

## 2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

The Council currently commissions Carers services, as follows:-

- a contract with Derbyshire Carers Association (DCA) for support to discharge Universal Services duties as defined in the Carers Act 2014 including assessment through the Carers Conversation and signposting. Following extensions to the contract in 2018/19, this contract is due to expire on 31 March 2019 and the Council is now consulting on alternative approaches to delivering these statutory services. The annual contract value for this service is £253,200.

A contract with Creative Carers for training and short breaks to informal Carers was in place but has come to an end as of end of November 2018.

Apart from the commissioned services above the Council currently supports adult Carers who are supporting other adults in a number of ways:

- Directly by the Council in the form of social work assessment for them and/or their loved one
- Directly by Local Area Coordinators or from advice and information we provide as a Council through Talking Points in communities
- By Derby Direct, Derby Homes and the Healthy Housing Hub should carers need general advice or help with housing matters, including accessing equipment or housing adaptations
- Via Shared Lives or organised respite to enable the carer to have a break from caring whereby their loved one is cared for temporarily by someone else, either at home or away from home eg on a supported holiday break or in a residential care home
- By a commissioned service provided under a contract with Making Space to help carers whose loved one has a diagnosis of dementia
- By helping carers to access a range of city wide support that is available to carers such as through the Adult Learning Service, subsidised leisure services, voluntary and community groups etc.

The current value of Council Carers specific support, is £1.16 million per annum.

A full consultation exercise on the proposals for carers services listed in question 1 above was launched on 9 November 2018 and will run until 1 February 2019. The consultation has been widely advertised and promoted and the survey is available to complete online or via a paper based questionnaire. During the consultation period the online survey can be found on the Council's website Your City Your Say, through the following link below:

<http://www.derby.gov.uk/council-and-democracy/consultations/your-city-your-say-latest-consultations/>

### **3 Who are the main customers, users, partners, employees or groups affected by this proposal?**

The main customers affected are Carers, disabled people and older people who need or have Carers.

If the proposal is adopted the change may not have an impact on all Carers. A small proportion of carers are eligible for support under the Care Act, and only a proportion of these need to access ongoing training or breaks. Carers who are eligible for support under the Care Act mainly receive support to help them access practical support such as cleaning or financial advice, or to have care provided to their loved one so they can have respite from caring duties. The majority of carers access the wider preventative services and some access specific Carers advice and information as the main source of help to allow them to continue caring.

The impact of the proposal is likely to be on those Carers who have accessed the free training and short break activities that the Council has been funding through Derbyshire Carers Association and Creative Carers, and by Carers who may have future needs in these support areas. Notwithstanding the contract with Creative Carers ended on 30 November 2018. The proposal would mean that these activities would no longer be funded to be provided free of charge for all Carers, as they would not be considered as part of the statutory universal offer. As well as an impact on those Carers currently accessing these services there would also be potentially an impact felt on the other organisations involved in supplying these services.

It was noted by the panel that there may also be a wider impact on the local Voluntary and Community Service as it may result in an increased number of referrals and support needs coming through.

### **Step 2 – collecting information and assessing impact**

#### **4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.**

We want feedback on this proposal for carers services from those affected and everyone else that lives, works or studies in Derby and wants to take part.

The consultation for People's Services on the proposals for carers services listed in question 1 above was launched on 9 November 2018 and will run until 1 February 2019. The consultation has been widely advertised and promoted and the survey is available to complete online or via a paper based questionnaire. During the consultation period the online survey can be found on the Council's website Your City Your Say, through the following link below:

<http://www.derby.gov.uk/council-and-democracy/consultations/your-city-your-say-latest-consultations/>

Apart from the online survey, there is also available a paper based questionnaire for anyone who would prefer to complete a paper version of the questionnaire. This paper version can be picked up from the reception of the Council House or email [yourcityyoursay@derby.gov.uk](mailto:yourcityyoursay@derby.gov.uk) or call 01332 64000 Minicom or 01332 640666 to request one.

If required the Council has offered to supply the paper based document in community languages upon request or provide an interpreter. The survey is available in large print and other formats on request.

A Carers Board and Carers Forum have been held on 7.1.19 to discuss the consultation proposals, capture feedback and identify the implications for Carers.

Meetings and discussions were held with both service providers prior to the launch of the consultation to encourage their participation in the consultation and that of their clients, customers and stakeholders. Providers were also encouraged to engage with their clients and customers through forums/networks and other routes using the online survey or paper based survey – Council Officers from the Commissioning Team and central consultation team supporting this process on request. Providers were also asked to encourage the participation and engagement of current or past clients/customers and staff/volunteers to contribute to the consultation.

Where appropriate current providers have also circulated the paper based consultation information and hyperlinks to their related networks/forums and user groups encouraging participation in the consultation.

The consultation has also been circulated through networks associated to voluntary sector infrastructure organisations such as Community Action Derby and through Healthwatch Derby.

**5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.**

In terms of numbers of people who are likely to be affected by the proposals, the current service activity levels provide some information that may help to determine the impact.

Derbyshire Carers Association report that in the last full quarter of operations training and events including manual handling, pamper days, trip, Carers Rights Day, carers groups, panto and cathedral attracted 514 people – however this figure does not represent 514 individuals but instead it represents 514 points of service delivery. There are new people wanting to come to pamper days and they have first aid training planned for the future.

In terms of Creative Carers, over the last full reporting period (October to December 2018) there were 238 attendees of a variety of training sessions or courses including Herbs for Health; Hospital Admissions and Finding your way and Carer’s Rights (again, this figure does not represent 238 separate people but represents incidents of service delivery). In addition there were 343 attendees accessing short breaks such as Photography; Spooky Stories and Folk Singing. Important to note, as above, that these numbers represent service delivery incidents not unique individuals as there is a natural overlap between attendees of these sessions i.e. people will attend multiple sessions.

For the financial year 2017/18 a total of 240 people were in receipt of a Carers Personal Budget from Derby City Council.

The EIA panel were very concerned that young Carers (under 18) were not included by the Care act and the group would like to ensure that joint working existed to look at the needs of this group.

The panel were also concerned about carers who are just above the financial threshold who potentially are not being well supported, and would like to take their needs into account in terms of the action plan.

The EIA group felt there needs to be consistency with support for carers from GPs and this is also to be considered as part of the action plan.

## Age

What do you already know?	Positive impact	Negative impact	Mitigation
Both younger and older adults use the services delivered by the commissioned provider - DCA – recent service access figures are provided as above.		X	Those receiving services through our statutory duties under the care act would not experience any change and therefore there would be a neutral impact. However those accessing training and short break services could experience a negative impact.
Both younger and older adults use training and recreational services. The panel noted that alternative services e.g. from the VCS and commissioned services are already facing budget reductions		X	If approved and the budget for training and recreational activities is reduced, people would be signposted to already existing alternative services. We need to ensure there is consistency and real clarity as regards the services on offer.

What do you already know?	Positive impact	Negative impact	Mitigation
			<p>Where carers provide support 24/7 - they need to be recognised and their needs fully assessed.</p> <p>Ensure self funders receive same level of access to information and advice about services and support as non self-funders.</p>
Young carers under 18		X	<p>The Care Act does not cover young carers under the age of 18 but there is a need to ensure that the needs of young Carers are recognised and appropriate joint working/ planning takes place at a strategic and operational level.</p>

## Disability

What do you already know?	Positive impact	Negative impact	Mitigation
Disabled people use the services offered by the commissioned provider DCA		X	<p>Those receiving services through our statutory duties under the care act would not experience any change.</p> <p>To mitigate against potential negative impacts:-</p> <ul style="list-style-type: none"> <li>• Carers who are disabled people themselves need support and a holistic assessment to identify all their needs and to clarify what people are entitled to given their circumstances. Provide a timely assessment of needs</li> <li>• Ensure carers have support as regards access to benefits information.</li> <li>• Continue to ensure carers have physical access to services</li> </ul>
Disabled people use training and recreational services		X	<p>If approved and the budget for training and recreational activities is reduced, people would be signposted to already existing alternative and resourced services. Ensure these services are fully</p>

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
			accessible to all. Ensure that GPs are using registered Carers systems appropriately and that there is a consistent offer of services

### **Gender identity- trans**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
People undergoing gender reassignment and trans use the services offered by the commissioned provider DCA	X		Those receiving services through our statutory duties under the care act would not experience any change.
People undergoing gender reassignment and trans use training and recreational services		X	If approved and the budget for training and recreational activities is reduced, people would be signposted to already existing alternative services Through working with Derbyshire LGBT+ ensure alternative services are fully trans aware There was not deemed to be any specific impact on this protected characteristic.

### **Marriage and Civil Partnership**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
The services offered are used by and open to all people regardless of their marital status. We recognise that carers play an important role in the cared for persons life and support planning. We recognise that there are difficulties in gaining consent as a result of GDPR.		X	Those receiving services through our statutory duties under the care act would not experience any change. Continue to ensure Carers are fully involved in the in house Carers assessment and that carers and cared for have a choice as regards level of involvement in assessments. Ensure alternative services have the capacity to provide services
Training and recreational services are used by and open to all people regardless		X	If approved and the budget for training and recreational activities is reduced, people would be

of their marital status			signposted to already existing alternative services. Consideration to be given at a local policy level as to whether it is acceptable to allow financial reserves to be kept where it would aid contingency planning for Carers – e.g. ring fencing funding for a new wheelchair or other item which would benefit the Carer/ cared for and meet assessed needs.
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### Pregnancy and maternity

What do you already know?	Positive impact	Negative impact	Mitigation
The services offered are open to all people including those who are pregnant or on maternity	X		Those receiving services through our statutory duties under the care act would not experience any change.
Training and recreational services can be used by all people including those who are pregnant or on maternity. A pregnant Carer's needs may increase during pregnancy, particularly during later stages		X	If approved and the budget for training and recreational activities is reduced, people would be signposted to already existing alternative services <ul style="list-style-type: none"> <li>• Carers assessment of needs could be considered on on-going basis for pregnancy and followed through to maternity</li> <li>• Encourage support services to be proactive about capturing these needs, if this done GP's and midwives could draw up contingency plans</li> </ul>

### Race

What do you already know?	Positive impact	Negative impact	Mitigation
The services offered are open to people of all races	X		Those receiving services through our statutory duties under the care act would not experience any change
Training and recreational services can be used by		X	If approved and the budget for training and recreational activities

people of all races			is reduced, people would be signposted to already existing alternative services. Support services need to ensure language needs of carers are addressed including the use of translators such as Big Word.
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### Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
The services offered are open to people of all religions or no religion	X		Those receiving services through our statutory duties under the care act would not experience any change. Ensure access and understanding and inclusivity around religion and beliefs when offering services. Being aware of different religious festivals and cultures.
Training and recreational services can be used by people of all religions or no religion		X	If approved and the budget for training and recreational activities is reduced, people would be signposted to alternative services or support.

### Sex

What do you already know?	Positive impact	Negative impact	Mitigation
Both men and women use the services of the provider DCA.  We recognise Men and Women may have different needs in respect of support they need  Currently, more female Carers tend to access Carers support than men.		X	Those receiving services through our statutory duties under the care act would not experience any change To mitigate against any potential negative impacts:- <ul style="list-style-type: none"> <li>• Be sensitive to people's needs e.g. women may prefer another woman to discuss their needs</li> <li>• Male Carers may need different kinds of support to female Carers, and may need to be reached in a different way</li> </ul>

			<ul style="list-style-type: none"> <li>• Sons or male relatives may feel that their dignity and that of the Cared for person needs to be considered</li> <li>• If approved and the budget for training and recreational activities is reduced, people would be signposted to alternative services and support</li> </ul>
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### Sexual orientation

What do you already know?	Positive impact	Negative impact	Mitigation
The Carers services offered are open to all people regardless of their sexual orientation, and need to be inclusive to all.		X	<p>Those receiving services through our statutory duties under the care act would not experience any change.</p> <p>To mitigate against any potential negative impacts:-</p> <p>Access to services needs to be inclusive of people of all sexual orientations. This could be ensured through working with Derbyshire LGBT+ All generic services as well as specialist services to continue to be inclusive of sexual orientation</p> <p>If approved and the budget for training and recreational activities is reduced, people would be signposted to already existing alternative services and support</p>

**Important** - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

**6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

One potential negative impact highlighted is for young carers who are not covered by the Care Act 2014. The Care Act regulations do not cover young carers under the age 18 who care for others. The law that covers the rights of young carers to be assessed is the Children and Families Act.

What we know about young carers:-

A young carer is someone aged 18 or under who helps look after a relative who has an impairment, illness, mental health issues, or drug or alcohol issues. Most young carers look after one of their parents or care for a brother or sister. They do extra jobs in and around the home, such as cooking, cleaning, or helping someone to get dressed and move around. Some children give a lot of physical help to a disabled or ill brother or sister. Along with doing things to help a brother or sister, they may also be giving emotional support to both a sibling and parents.

As regards young carers the local young Carers support service are partners and are members of our Carers Partnership Board to ensure that good strategic and operational links are made.

For all protected characteristic groups, if the proposal is approved and the budget for training and recreational activities is reduced, people would then be signposted to alternative services to mitigate against the reduction in budget for these services. If gaps exist then this information will be used to support local market development. As part of any mitigations noted above we will work with key partners such as Derbyshire LGBT+ to ensure equality in service provision.

The Council will continue to cooperate and work with health partners such as the NHS as we realise a strategic joined up approach to carers services will ensure the best possible outcomes for all carers using these services. This is also reflected in the NHS long term plan.

A further issue was raised by the group to acknowledge that it was the Council who assessed who had statutory needs and therefore in being the assessor and budget holder this may cause a conflict. The Assessment of Carers is enshrined within the Care Act 2014 however and the definition and eligibility are nationally defined, reducing the likelihood of any local conflicts of interest. Should Carers wish to challenge their assessment decisions they have the right to do so. This would be done by contacting the relevant Social Work team and requesting a re-assessment to be conducted by another worker. If the person is still not satisfied they can register a formal complaint and seek an independent review. Ultimately if the person is still not satisfied the complaint can be taken to the relevant local government ombudsman.

**Step 3 – deciding on the outcome**

**7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?**

<b>Outcome 1</b>		<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>		<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>	x	<b>Continue the policy</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• sufficient plans to stop or minimise the negative impact</li> <li>• mitigating actions for any remaining negative impacts</li> <li>• plans to monitor the actual impact.</li> </ul>
<b>Outcome 4</b>		<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

The majority of the EIA team have agreed to Outcome number 3. Especially if the mitigations documented above in section 5 above are carried out. The EIA team feel the carers services being offered need to be very clear to the service user and carers themselves.

We must continue to work in partnership with voluntary organisations and partners such as Derbyshire LGBT+, to ensure we reduce barriers of access for carers who need support.

The panel noted that there needed to be a clear approach to ensuring equality outcomes were met amongst universal and community organisations, and that consideration should be given to how this was achieved across the city and what infrastructure was required to deliver this. Feedback from customers and Carers will be essential in this respect going forward.

Any review of the services offered in the future would benefit from understanding all or any health impacts. In house Carers Assessments also need to be conducted and reviewed in a timely manner to ensure continuity of service and that carers get the correct level of service.

Why did you come to this decision?

The EIA team considered if outcome 4 would be appropriate but given the mitigations noted felt that level would not be appropriate.

After full consideration they felt we should continue with the policy despite potential for some negative impact or missed opportunities to advance equality identified. On the whole the EIA team felt there are sufficient plans/mitigations in place to minimise any potential negative impacts.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

#### **Step 4 – equality action plan – setting targets and monitoring**

**8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

#### **Equality Action Plan –setting targets and monitoring**

##### **Age**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
For Young carers there will be ongoing discussions between teams to consider how they can benefit from services for Carers.  Parent Carers – are also outside of the Carers Act.	This will give a fresh input into viewing these services as the majority of adult carers are of a mature age	Continue to gather information, liaising between Council teams and with other agencies around statutory	Through the gathering of information and discussions at Carers Partnership Board, also to include liaison with Voices in Action.

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
		requirements for Young carers. This will be done by Autumn 2019 and be led by the Council's Carer lead officer.	
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change is implemented. Lead will be Council's Carers lead.	<p>Through any new or existing contract arrangements.</p> <p>Via customer and Carer feedback as above and through Carers Forums/ Carer Partnership Board.</p> <p>Through liaison with internal and external partners including Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.</p>
Ensure the service offer following any change is communicated clearly. And where appropriate ensure people are signposted to existing services.	Carers will be able to understand what services they are entitled to and how they can expect to access them.	Within 3 months of any changes being agreed - lead by Council Carers lead	<p>Physical evidence of the service offer and how/where circulated.</p> <p>Feedback from customers and Carers</p>

## Disability

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Potentially through any existing or new contract arrangements April 2019 onwards. Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
Ensure disabled carers have robust assessment through the Carers Conversation and have access to information and advice, and services themselves. Signpost to existing alternative services.	Ensures holistic assessment of needs, and carers will understand what services are available to them.	Within 1 month of any changes implemented. Contract provider will ensure this is done. Monitored by Council Carers lead.	Through contract management and quarterly compliance meetings and monitoring reports supplied to the Council from contract provider.

## **Gender identity - trans**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Potentially through any new or existing contract arrangements. Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
			partners such as Derbyshire County Council.
Work with Derbyshire LGBT+ to ensure alternative services are fully trans aware	Trans people using the services will be assured the services are all trans aware and receive an equitable service	A review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Through liaison and working in partnership with Derbyshire LGBT+

## **Marriage and Civil Partnership**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Potentially through any new and existing contract arrangements April 2019 onwards. Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
Continue to ensure carers are involved in the in house Carers Assessment following the Carers Conversation and have a level of choice.	This will ensure an holistic service with levels of choice built in for the carer and cared for	A review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers	Through liaison with our duty locality teams conducting carers assessments

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
		lead.	
As appropriate ensure people are signposted to existing alternative services.	Carers will understand what other alternative services are on offer and how they can expect to access them	Within 1 month of any agreed changes. Contract provider will ensure this is done as part of contract. Monitored by Council Carers lead.	Through contract management and quarterly compliance meetings and monitoring reports supplied to the Council from contract provider.

### **Pregnancy and maternity**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Potentially through any new and existing contract arrangements April 2019 onwards. Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
As appropriate ensure people are signposted to existing alternative services. Also be mindful that a pregnant carer's needs may increase during	Carers will understand what other alternative services are on offer and how they can expect to access them. Pregnant carers will be	Within 1 month of any agreed changes. Contract provider will ensure this is	Through contract management and quarterly compliance meetings and monitoring reports supplied to the Council

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
pregnancy.	able to contact/recontact support services as/if needs increase.	done as part of contract. Monitored by Council Carers lead.	from contract provider.

## Race

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Potentially through any new and existing contract arrangements April 2019 onwards. Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
Encourage support services to assess if any language barriers exist and to take action if they are found to exist	This will ensure those people whose first language is not English have access to the services	A review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Contact all support services to ascertain if any language barriers exist and mitigating actions taken.

## Religion or belief or none

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Potentially through any new and existing contract arrangements April 2019 onwards. Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
As appropriate ensure people are signposted to existing alternative services.	Carers will understand what other alternative services are on offer and how they can expect to access them	Within 1 month of any agreed changes. Contract provider will ensure this is done as part of contract. Monitored by Council Carers lead.	Through contract management and quarterly compliance meetings and monitoring reports supplied to the Council from contract provider.

## **Sex**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will be reviewed after 6 months of any change.	This will ensure that any unforeseen negative impacts are recognised and recorded	The review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers	Potentially through any new and existing contract arrangements April 2019 onwards. Through liaison with Community Teams, commissioned

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
		lead.	services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
As appropriate ensure people are signposted to existing alternative services.	Carers will understand what other alternative services are on offer and how they can expect to access them	Within 1 month of any agreed changes. Contract provider will ensure this is done as part of contract. Monitored by Council Carers lead.	Through contract management and quarterly compliance meetings and monitoring reports supplied to the Council from contract provider.
Through the Carers Conversation and information and advice services provided, be sensitive to gender needs.	As appropriate carers of both genders will feel more comfortable with the services offered.	Contract provider will ensure this happens within 1 month of agreed changes. Monitored by Council Carers lead.	Through contract management and quarterly compliance meetings and monitoring reports supplied to the Council from contract provider.

## **Sexual orientation**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Any actions approved and implemented through the subsequent Cabinet report following the consultation will	This will ensure that any unforeseen negative impacts are recognised and	The review will take place 6 months after any change in	Potentially through any new and existing contract arrangements April 2019 onwards.

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
be reviewed after 6 months of any change.	recorded	Autumn 2019. Lead will be the Council Carers lead.	Through liaison with Community Teams, commissioned services such as Derbyshire Carers Association and key partners such as Derbyshire County Council.
Work with Derbyshire LGBT+ to ensure alternative services are accessible to people of all sexual orientations	People of all sexual orientations using the services will be assured the services are accessible to people of all sexual orientations	A review will take place 6 months after any change in Autumn 2019. Lead will be the Council Carers lead.	Through liaison and working in partnership with Derbyshire LGBT+

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 643722  
Minicom: 01332 640666

### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt: **01332 643722** Tel. tekstowy: 01332 640666

### Punjabi

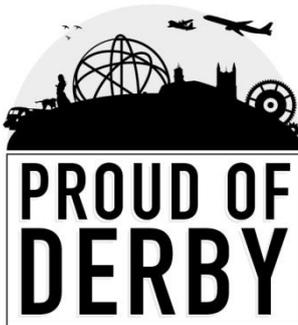
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ **01332 643722** ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

### Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722** پر ہم سے رابطہ کریں۔



Derby City Council