

Equalities Analysis Assessments

1. Proposal Summary Information

EAA Title	Short breaks / Respite care for adults and children
Please describe your proposal?	<p>Scheme</p> <p>Adults' services will grant fund short break services to be accessed by Adult carers of vulnerable adults.</p> <p>For children's services the proposed priorities will provide short breaks and respite for children and young people with disabilities and a young carers' support service.</p>
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	Cabinet Report Decision

1. What is the proposal looking to achieve? Who will be affected?

The proposal for **adults** will be to provide carers with respite support. Carers and the person they care for will be provided with options including home, or community short breaks.

Adults' services are seeking proposals for innovative approaches to delivering respite and short breaks services for carers of adults with a range of health and social care needs including dementia, mental health issues, learning disability, physical disability, long-term health condition etc.

Carers and the person they care for over the age of 18 will be provided with a range of options including home, community, centre-based and other settings. Carers and the person they care for to be supported to use community facilities, establish social networks, meet people and make friends.

We want to develop a varied respite and carers breaks offer that is available to all unpaid Adult Carers. The design of the service should be informed by carers to meet both their emotional and practical needs.

A varied range of respite care with flexibility to meet different needs including emergency respite will require a flexible and responsive range of high-quality respite care offers.

The Council want to look at a range of options and encourage innovation.

The JSNA estimate that there are around 35,000 carers in Ealing. Census data indicates that the highest concentration of carers is in Southall, Greenford and Northolt. Evidence suggests that there are particular communities where carers do not self-identify or seek support. The borough is ethnically diverse and there is a need to consider what support is needed to support carers from black and ethnic minority communities and want the market to develop new and innovative ways in which to engage these groups.

The issues that have been raised by carers over the last few years are not new, and in some cases the services are there but they may not have enough capacity (for example limited access to respite care) or be flexible enough to meet people's needs. We need to expand the use of personal budgets for carers and for clients to increase the flexibility and responsiveness of their care package.

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In terms of provision for **children** it is proposed that short breaks and respite for children and young people with disabilities and support for young carers continue as key priorities through continued grant funding for short break services in the community short breaks providers.

This grant will be used to provide short breaks support to children and young people with additional need that meet the threshold for assessment but do not meet the threshold for statutory specialist social care support

The groups that will be affected will be organisations that currently receive funding and service users, Children, young people and families that use their service.

It is proposed that **young carers** funding continues at the same level as is funded.

2. What will the impact of your proposals be?

The Council will contribute through grant funding services that offer short breaks for carers of **adults**.

The voluntary sector serves a diverse community, including groups specifically identified within equality legislation including groups of different ages, levels of disability, different gender, race, faith and religious belief, sexual orientation and level of caring responsibility.

For **children**, short breaks will continue as a priority from the previous grant round and will enable short break services to be provided to help needs and children with and families. Any reduction in funding will impact children and families of all ages 0-18. 100% of children supported via health and social care have a disability and or complex health need. Overall the reduction in funding will have a negative impact potentially resulting in an increase in price of placement to parents and social care, for all placement and packages bought.

By targeting this support to children and young people who do not meet threshold we will prevent the needs increasing and provide short break opportunities for children and young people who would not otherwise be able to access support.

Potential change from grant funded services to commissioned services may impact some of the voluntary organisations that are funded. A move to commissioned services will mean a focus on direct placement costs managed by the council rather than infrastructure costs. The impact on organisations will be a reduction in contribution to core running costs. A move from grant to contract will not impact the number of service users referred for support and may lead to a slight increase.

Young Carers will be a continuation from the previous grant round and will enable young carers support to continue. It is proposed to sustain the level of funding for young carers but if there is a reduction in funding it will impact young carers aged 5-18 and their families.

All voluntary sector grant funded organisations are required to provide data relating to people using the service. This information has been used in assessing the potential impact of the proposed changes. The data received has been analysed to assess the current uptake of specific services across different equalities groups. This has highlighted differential patterns of access to provision as indicated above.

Feedback from the consultation on the proposal for short breaks have been considered in the impact analysis below.

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2. Impact on Groups having a Protected Characteristic

AGE
Combination of positive and negative impact
Describe the Impact
<p>For adults the proposal will support provision of short breaks for Carers of adults aged over 18.</p> <p>For children, short breaks will continue as a priority from the previous grant round and will enable short break services to be provided to help needs and children with and families. Any reduction in funding will impact children and families of all ages 5-18. 100% of children supported via health and social care have a disability and or complex health need. Overall the reduction in funding will have a negative impact potentially resulting in an increase in price of placement to parents and social care, for all placement and packages bought.</p> <p>By targeting this support to children and young people who do not meet threshold we will prevent the needs increasing and provide shot break opportunities for children and young people who would not otherwise be able to access support.</p>
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
<p>For adults – respite provision for adults will also continue be commissioned through mainstream adult social care services.</p> <p>For children</p> <ul style="list-style-type: none"> • Short breaks services are also funded via other grant streams. • Short breaks will continue to be provided for individual children and young people as part of their social care plan • Contracting voluntary organisation through a Dynamic Purchasing System to help develop the market and increase the range of provision available in Ealing <p>Service to continue to provide young carers project and support</p> <ul style="list-style-type: none"> • Profile of young carers to be raised within statutory, community and independent sector children and adult services • Link young carers service with the carers centre contract to develop capacity
DISABILITY
Combination of positive and negative impact
Describe the Impact
<p>For adults, short breaks will continue to be a priority to support adult Carers of people with all disabilities and health conditions.</p> <p>For children, short breaks will continue as a priority from the previous grant round and will enable short break services to be provided to help needs and children with and families. Any reduction in funding will impact children and families of all ages 5-18. 100% of children supported via health and social care have a disability and or complex health need. Overall the reduction in funding will have a</p>

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negative impact potentially resulting an increase in price of placement to parents and social care, for all placement and packages bought.

By targeting this support to children and young people who do not meet threshold we will prevent the needs increasing and provide short break opportunities for children and young people who would not otherwise be able to access support

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

For adults – respite provision for adults will also be commissioned through mainstream services.

For children

- Short breaks services are also funded via other grant streams.
- Short breaks will continue to be provided for individual children and young people as part of their care plan
- Contracting voluntary organisation through a Dynamic Purchasing System to help develop the market and increase the range of provision available in Ealing

GENDER REASSIGNMENT

Neutral impact

Describe the Impact

No data available so no impact can be identified.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

RACE

Neutral impact

Describe the Impact

For **adults**, information from the Census 2011 (ONS) shows that in Ealing 10% of Asian/Asian British people provide unpaid care which is higher than in any other ethnic group. Nearly one third of all Ealing residents are from this ethnic group.

The council's data on the number of carers who access all carer services within the borough in the twelve month period from April 2016 to March 2017 shows:

- The rate of carers accessing services is higher in Southall (7.1 per 1,000 populations) than any other area within the borough.
- Ethnic groups with a higher than average rate (per 1,000 populations) of accessing services are: Indians (8.4); Black Caribbean (7.6); other (7.3); and Pakistani (5.4)

A higher proportion of **children** from BME groups have a disability in Ealing, services are placed and aligned to meet needs of all children and families across the borough. Children supported by the young carers projects are from a mixture of ethnic backgrounds. Higher percentage of adults with a disability are from BME groups

There is no evidence to indicate what this profile might be going forwards but a person's race will not affect access to services.

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<p>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</p> <p>Service to continue to provide young carers project and support</p> <ul style="list-style-type: none"> • Profile of young carers to be raised within statutory, community and independent sector children and adult services • Link young carers service with the carers centre contract to develop capacity
<p>RELIGION & BELIEF</p> <p>Neutral impact</p> <p>Describe the Impact</p> <p>Data provided by the voluntary sector indicates the religions of adult carers as follows but there is no evidence to indicate what this profile might be going forwards but religion/belief will not affect access to services.</p> <ul style="list-style-type: none"> • 27.9% - Christian • 16.7% - Muslim • 14.2% - Hindi • 32.5% - Sikh • 0.4% - Buddhist • 0.4% - Jewish • 0.4% - no religion • 0.5% - other religion • 4.7% - preferred not to say • 2.4% - not asked about religion <p>Services are available to all children and young people</p> <p>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</p> <p>N/A</p>
<p>SEX</p> <p>Neutral impact</p> <p>Describe the Impact</p> <p>For adults, analysis of the performance data indicates that 63% of carers supported through the voluntary sector are female while 37% of carers are male. There is however no evidence to suggest that this profile will necessarily change as a result of the proposal.</p> <p>Services are available to all children and young people. Currently a slightly higher of children and young people with disabilities are boys. A slightly higher proportion of girls are known as young carers and to the service</p> <p>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</p> <p>Service to continue to provide young carers project and support</p> <ul style="list-style-type: none"> • Profile of young carers to be raised within statutory, community and independent sector children and adult services • Link young carers service with the carers centre contract to develop capacity
<p>SEXUAL ORIENTATION</p>

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Neutral impact
Describe the Impact
There is no comprehensive data on the uptake of services by this characteristic however there is no evidence to suggest that this profile would necessarily change as a result of the proposal
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

PREGNANCY & MATERNITY
Neutral impact
Describe the Impact
There is no recorded data to show what impact this reduction in funding will have on people with this characteristic
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

MARRIAGE & CIVIL PARTNERSHIP
Neutral impact
Describe the Impact
There is no recorded data to show what impact this reduction in funding will have on people with this characteristic
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

3. Impact on other key areas

CARERS
Positive impact
Describe the Impact
Respite is provided specifically to allow the carer to have a break and the proposal will allow Adults' and Children's services to grant fund services for carers.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Respite provision for adults will also be commissioned through mainstream services.

HEALTH
Positive impact
Describe the Impact

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National research has found that one in five carers report that their health suffers as a direct result of caring, as personal health needs are often neglected when faced with the priority of caring for somebody else.

Carers often end up as patients themselves or requiring care and support. There are many problems associated with caring responsibilities including mental and physical health problems, social isolation, and increased mortality as a result of mental or emotional distress, especially in older carers. The Government White Paper 'Healthy lives, healthy people' highlights carers as a group who experience health inequalities.

2011 census information shows that carers who provide high levels of unpaid care (more than 50 hours per week) for sick or disabled relatives and friends, are more than twice as likely to suffer from poor health compared to people without caring responsibilities.

Commonly reported conditions amongst older carers are arthritis and joint problems, back problems, heart disease, cancer and depression. One third of older carers have reported having to cancel their own treatment or an operation because of their caring responsibilities.

The proposed changes aim to ensure that carers needs are addressed by providing improved access respite support to carers assessed by Adults' and Children's services as in need of respite support.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

4. Human Rights

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

Yes ☐ No ☒

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

Yes ☐ No ☒

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

Yes ☐ No ☒

5. Conclusion

The proposal will increase the number of carers receiving respite support where the cared for is aged 50 or over through a grant funded service so the overall impact on the protected characteristics should be positive.

Younger adults will be negatively affected but this will be addressed within mainstream service.

5a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

All voluntary sector grant funded organisations are required to provide data relating to people using the service. This information has been used in assessing the potential impact of the proposed changes in grants priorities. The data received has been analysed to assess the current uptake of specific services across different equalities groups. This has highlighted differential patterns of access to provision as indicated above.

Information from the Census 2011 (ONS) shows that in Ealing:

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- A higher proportion of females provide unpaid care compared with males (9.5% females compared to 7.6% males)
- One in ten (10%) Asian/Asian British people provide unpaid care. This is higher than in any other ethnic group. Nearly one third of all Ealing residents are from this ethnic group.
- Projections of the number of unpaid carers aged 65 and over in Ealing indicate a rise of 42% by 2030; this increase is consistent across all hours of unpaid care.

Source: Census 2011 (ONS)

Data on the number of carers who access all carer services within the borough in the twelve month period from April 2016 to March 2017 shows:

- From April 2016 to March 2017 nearly all carers accessing services were 18 or over. The majority (68%) were aged 18-64 years; 16% are aged 65-74; 11% are aged 75-84; 4% aged 85 and over.
- The majority of carers accessing services were female (68%).
- The rate of carers accessing services is higher in Southall (7.1 per 1,000 populations) than any other area within the borough.
- Ethnic groups with a higher than average rate (per 1,000 populations) of accessing services are: Indians (8.4); Black Caribbean (7.6); other (7.3); and Pakistani (5.4)

Source: Adults Performance & Management Team, London Borough of Ealing; GLA Ethnic Group Population Projections.

For **children**, the data sources are CWD data and monitoring from grant funded organisation.

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5. Action Planning

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
The final EAA will be submitted to Cabinet for consideration at its meeting in November 2022 before final decisions are made	Review by Cabinet on the adverse impact and mitigation measures.	Any further measures to reduce the adverse impact Cabinet approval of the funding criteria/specifications	November 2022	Commissioning manager – older people 0208 825 5389
Assessment of applications which will take account of the extent to which applicants can advance equality of opportunity, promote community cohesion and participation in public life	More accurate assessment of impact	Any further measures to reduce the adverse impact	March 2023	Commissioning manager – older people 0208 825 5389
Discussions to take place with the new providers to ensure equality implications are considered	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	July 2023	Commissioning manager – older people 0208 825 5389
Monitoring of protected characteristics as part of the grant/contract agreement	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	Throughout the grant/contract period	Commissioning manager – older people 0208 825 5389

Additional Comments:

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6. Sign off:

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
Signed:	Signed:	Signed:
Name (Block Capitals):	Name (Block Capitals):	Name (Block Capitals):
ANN-MARIE SMITH KASHMIR TAKHAR	KERY STEVENS	
Date:	Date:	Date:

For EAA's relating to Cabinet decisions: received by Committee Section for publication by Friday 25th May

Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.