

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>Procurement of an adult and young carers services</p>
<p>Brief Service Profile (including number of customers)</p>	<p>The current adult and young carers services have been provided under separate contracts since 2013. Both services have been reviewed with positive finding about the way the service is offered and delivered.</p> <p>The reviews considered the current provision of carers support services against the Council's strategic intentions. Information was gathered from each service, literature reviews, engagement with other organisations that support carers, service user and parents of young carer's feedback and a number of wider determinants such as legislation and national action plans & commitment to carers.</p> <p>The review identified that there is a track record of good provision and collaboration with other organisations that support carers, including schools in the case of young carers. Both services deliver support in a variety of ways to meet the needs of their clients.</p> <p>Key findings from the review of both services and a local pilot to deliver carer assessments has resulted in two changes</p> <ul style="list-style-type: none"> - To bring the adult and young carer services under one contract - To secure a resource within Adult Social Care (ASC) to work closely with the carer service to support the delivery of carer assessments. This post will also provide the opportunity to explore the link between carer assessments and the provision of replacement care in partnership with ASC teams. <p>These findings have informed the new service specification for a combined adult and young carer service.</p>
<p>Summary of Impact and Issues</p>	<p>There is an opportunity to integrate young carers and adult services to improve the adoption of whole family approaches when supporting families where young carers exist, and limit them having inappropriate caring roles.</p> <p>Integrating the services reflects a wider piece of work with voluntary sector providers which aims to consolidate services into larger single contracts, with partnership arrangements where appropriate, to achieve</p>

	greater impact and support preventative approaches. This ensures services are located in the local community for carers.
Potential Positive Impacts	<ul style="list-style-type: none"> - Improved whole family approach around carer settings, especially where young carers are identified. - Improved links between support for carers and support to the person they care for, leading to appropriate and timely replacement care being provided. - Transition from young carer to adult carer will be improved. - Retain a local community based support for carers, reflecting their request for this to happen.
Responsible Service Manager	Sandra Jerrim
Date	21.06.17

Approved by Senior Manager	Carole Binns
Signature	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>Young carers may feel more comfortable accessing a service with which they are familiar and which is viewed as age appropriate.</p> <p>The current services have engaged an increased number of carers across all ages. The proposals continue to support this approach and likely to improve access for all ages.</p>	<p>The service specification will include requirements in relation to providing age specific services, food information which reaches young carers and appropriate access arrangements.</p> <p>Collaborative bid arrangements and sub-contracting will be considered in order to provide across a range of ages.</p>
Disability	<p>No negative impact identified. The current services have engaged an increased number of carers including those with a disability. The proposals continue to support this approach and likely to improve access for all ages.</p>	
Gender Reassignment	No identified impacts.	The specification will include requirements to address all issues of diversity to reflect the needs of the local population.
Marriage and Civil Partnership	No identified impacts.	
Pregnancy and Maternity	No identified impacts.	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Race	No negative impact identified. The current services have engaged an increased number of carers including those from different ethnic groups. The proposals continue to support this approach and likely to improve access for all ages.	The specification will include requirements to address all issues of diversity to reflect the needs of the local population. Access to the service will be monitored to address any gaps and mitigation actions needed.
Religion or Belief	No negative impact identified. The current services have engaged an increased number of carers including those with different religious beliefs. The proposals continue to support this approach and likely to improve access for all aged.	
Sex	No identified negative impacts.	
Sexual Orientation	No identified negative impacts.	
Community Safety	No identified negative impacts. The proposal is to keep the service located in the local community.	
Poverty	No identified negative impacts.	
Other Significant Impacts	Providers may feel disadvantaged as they only want to bid for one carer group.	Collaborative bid arrangements and sub-contracting will be considered in order to provide all agencies with an opportunity to bid for the service(s).