

EQUALITY IMPACT ASSESSMENT FORM – LOCAL CARERS STRATEGY 2019-2022

This form is to be used in conjunction with the Equality Impact Assessment Guidelines. Please refer to these before starting; if you require further guidance contact wdhscp@ggc.scot.nhs.uk 01389 776 990

Section 1: Policy/Function/Decision (PFD) Details	
A PFD is understood in the broad sense including the full range of functions, activities and decisions the Health and Social Care Partnership is responsible for.	
Name of PFD:	HSCP Carers Strategy 2019-22
Lead Team & other departments/sections/ partners involved:	West Dunbartonshire HSCP Strategy Planning and Health Improvement Team
Responsible Officer	Wendy Jack
Impact Assessment Team	Jonathan Hinds, Julie Lusk, Jo Gibson, Karen Marshall, Wendy Jack , Ailsa King, Kim McNab
Is this a new or existing	New carers strategy replacing previous carers strategy
Start date: (the assessment should be started prior to PFD development/drafting or at the early stages of review): August 2018	
End date (this should allow for the assessment to inform decision-making): April 2019	
What are the main aims of the PFD ?	To provide a framework for the implementation of the new Strategy for Carers 2019-2022 within West Dunbartonshire and across all services.

	<p>To identify both adult and young carers living within our communities</p> <p>To understand the care that they provide and their support needs</p> <p>To provide comprehensive and easily accessible information and advice on the type of support available as well as how and where to get it</p>
Who are the main target groups/ who will be affected by the PFD ?	Adult and young carers across West Dunbartonshire
<p>Relevance (of PFD to the general equality duties and equality groups, also record if there is no relevance giving reasons/ evidence)</p> <p>Yes: Relevant as this policy is about public service delivery</p>	
	If yes, complete all sections, 2-9
	If no, complete only sections 8-9
	If don't know, complete sections 2& 3 to help assess relevance
<p>Section 2: Evidence</p> <p>Please list the available evidence used to assess the impact of this PFD, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.</p>	
Available evidence:	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	<p>The HSCP has continued to engage and build relationships with carers through existing forums, local and national carers' organisations and carers groups over a number of years. A consultation period using a range of methods was undertaken to support the development of the Strategy for Carers 2019-20222– to identify key themes and areas of concern from carers. Members of the Carers Development Group were consulted on the development of the Carers Strategy and on the subsequent EQIA.</p> <p>HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf</p> <p>HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/</p> <p>Challenges with identification of Ethnic minority carers within an overall small ethnic</p>

	<p>minority population Older male carers and Young carers https://carers.org/country/carers-trust-scotland less likely to access services</p>
Research and relevant information	<p>Guidance on the development of the Strategy for Carers is available from The Scottish Government and this information was used to support the development of the Strategy for Carers</p> <ul style="list-style-type: none"> • Local and national information that Ethnic minority carers ,Older male carers and Young carers less likely to identify as carers and access support . • Young adults carers (aged 16-25) were identified as needing transitional support. • Strategic Needs Assessments for both Integrated children’s services and adults and older people • Briefing sheet on Carers and Equalities https://www.vocal.org.uk/wp-content/uploads/2018/05/MECOPP-Briefing-Sheet-10-1.pdf
Officer knowledge	<p>Officers involved in the EQIA have substantial knowledge of delivery of a range of services, including those for carers, as managers from across health and social care. Officers have also undertaken EQIA training from both NHS Greater Glasgow and Clyde and West Dunbartonshire Council.</p>
Equality Monitoring information – including service and employee monitoring	<p>West Dunbartonshire Council and NHS Greater Glasgow and Clyde both report on and publish this data on an annual basis. Both organisations also monitor its employees by disability, gender and age. Data from Carers Centre and Y Sort it suggests lower access for support by older male carers, and young carers which is in contrast to the proportion of carers expected in the population.</p>
Feedback from service users, partner or other organisation as relevant	<p>Members of the Carers Strategy Group were consulted on the development of the Strategy for Carers and on the subsequent EQIA. The needs of individual carers will continue to change as the health of the population changes e.g. the needs of older carers who are caring for someone with dementia.</p>
Other	
Are there any gaps in evidence? Please indicate how these will be addressed	
Gaps identified	One of the key outcomes of the Strategy for Carers is the development of workstreams to

	collate and analyse data from a range of national and local sources. There is a lack of detail on specific groups of carers for example LGBT, gypsy travellers and BME communities. One of the challenges for West Dunbartonshire is the demographic make-up of our community as there are small populations of hard to reach groups Limited information in relation to the particular needs of LGBT , Gypsy/traveller carers
Measure to address these	Encouraging national and local organisations to collate and share information and data

Note: Link to Section 6 below Action Plan to address any gaps in evidence

Section 3: Involvement and Consultation

Include involvement and consultation relevant to this PFD, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.

Details of consultations	Dates	Findings	Characteristics
General public consultation with older people (specific questions around carers)		<p>From all the initial pre-consultation preparation with existing stakeholders, levels of satisfaction with current services have been high,</p> <p>There is also a need to ensure that wider issues affecting carers are included within the debate for example suitability and availability of housing, access to transport, leisure services and worklessness.</p> <p>HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf</p>	Race

Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Sex
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Gender Reassignment
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Disability
Y Sort it Management Group Wide engagement which		Need to continue to identify young carers and ensure that the mental health needs of young carers are met. HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-	Age

focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Religion/ Belief
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Sexual Orientation
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Civil Partnership/ Marriage
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Pregnancy/ Maternity

		workshops/	
Wide engagement which focused on ensuring that the cross cutting needs of carers are included	November 2017 May 2017	HSCP Carers Event November 2017 http://www.wdhscp.org.uk/media/1972/carers-coproduction-event-workshop-feedback-nov-2017.pdf HSCP Carers local engagement networks http://www.wdhscp.org.uk/about-us/local-engagement-network/local-engagement-network-workshops/	Other

Note: Link to Section 6 below Action Plan

Section 4: Analysis of positive and Negative Impacts

Protected Characteristic	Positive Impact	Negative Impact	No impact
Race	Yes		
Sex	Yes		
Gender Re-assignment			No impact
Disability	Yes Reviewing current services to ensure we can meet the future needs of our growing older people's population, including older carers Reviewing the needs of older carers of people with learning disability		

Age	Yes Reviewing current services to ensure we can meet the future needs of our growing older people's population, including older carers. Also due consideration given to the needs of young carers and those transitioning between young carers and adult carers services. Also better identification at an early stage for young carers.		
Religion/ Belief			No impact
Sexual Orientation			No impact
Civil Partnership/ Marriage			No impact
Socio Economic Status	Positive impact as new legislation waives charges as appropriate for carers of all ages.		

Note: Link to Section 6 below Action Plan in terms of addressing impacts

Section 5: Addressing impacts

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	No major change
2. Continue the PFD	
3. Adjust the PFD	
4. Stop and remove the PFD	
Give reasons:	
There are no negative impacts across the protected characteristics at this time	
<i>Note: Link to Section 6 below Action Plan</i>	

Section 6: Action Plan Please describe any action which will be taken following the assessment in order to;				
<ul style="list-style-type: none"> • reduce or remove any negative impacts, • promote any positive impacts, or • gather further information or evidence or further consultation required 				
Action	Responsible person (s)	Intended outcome	Date for completion	Protected Characteristic
Consider the future impact on BME communities on any changes as part of the annual review process	Wendy Jack	Ensure no negative impact		Race
Consider whether additional focus on identification of male carers needs to be specifically included in carers strategy action plan	Wendy Jack	Ensure no negative impact		Gender
No action				Gender Reassignment

Consider the future impact on disabled people on any changes as a result of the Carers Strategy as part of the annual review process	Wendy Jack	Ensure no negative impact		Disability
Consider the future impact on older carers on any changes as a result of the Strategy for Carers as part of the annual review process. Promote identification of young carers within Schools	Wendy Jack Y Sort it on behalf of the Carers Development Group	Ensure no negative impact Increase in the number of Young carers who are identified and also who are supported		Age
No impact				Religion/ Belief
Gather information and support future consultation specifically with LGBT carers	Carers Development Group	Provide better information on service user profiles		Sexual Orientation
No impact				Civil Partnership/ Marriage
No impact				Pregnancy/ Maternity
Improve equalities monitoring of services across all areas the Policy covers Continue to monitor data by protected characteristics of identification of carers	Wendy Jack	To provide better data on service users profile and assess need To provide better data on service users profile and assess need and address gaps identified for service improvement		Other e.g. cross cutting

and uptake of adult carers support plan and young carers statement				
Continue to analyse annual Carers Census and identify gaps in identification of carers of particular groups		To provide better data on service users profile and assess need and address gaps identified for service improvement		
Are there any negative impacts which cannot be reduced or removed? please outline the reasons for continuing PFD				
Section 7: Monitoring and review				
Please detail the arrangements for review and monitoring of the policy				
How will the PFD be monitored? What equalities monitoring will be put in place?	Monitor via reports to the IJB			
When will the PFD be reviewed?	January 2022			
Is there any procurement involved in this PFD? Yes/No	No			
Section 8: Signatures				
The following signatures are required:				
Lead/ Responsible Officer:	Signature: Wendy Jack		Date: March 2019	
EQIA/EIA Trained Officer:	Signature: Ailsa King/Karen Marshall		Date: March 2019	
Board Reporting: complete relevant paragraph on board report and provide further information as necessary	Signature: West Dunbartonshire Integration Joint Board		Date: March 2019	