

Department/Service	Adults Strategic Commissioning	Equality Impact Assessment Form Template		
Ref See Appendix 1		Officer responsible for the assessment	Rob Walker	
Name of policy procedure function being assessed	Carers Strategy	Start date of assessment	18/05/2011	
Are there are any other policies or procedures associated or linked with this one.		<ul style="list-style-type: none"> • National Carers Strategy • Memorandum of understanding ' Working Together to Support Young Carers' • Corporate Plan • Sustainable Community Strategy • Dementia Strategy 		
Briefly describe the aims, objectives and outcomes of the policy / procedure / function		The strategy details the priorities for services to carers across Cheshire East. It is a joint strategy with the health service. It outlines how we will meet our requirement to address local carers' needs and respond to the public health agenda and National Carers Strategy.		
Who is intended to benefit from this policy –procedure – function?		Carers, service users.		
What factors could contribute to or detract from the outcomes?		<p>Contribute:</p> <ul style="list-style-type: none"> • Partnership working with carers and partner organisations • Ability to build on work already done in Cheshire East to support carers <p>Detract:</p> <ul style="list-style-type: none"> • Insufficient resources in current economic climate • Instability of third sector organisations due to short term contracts 		
Who are the main stakeholders in relation to the policy – procedure- function? (Please consider key equality groups)		Carers, service users, third sector providers, health service		
Who is responsible for the policy – procedure – function?		Rob Walker, Strategic Commissioning Manager		

To take us forward in:

(a) eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

(b) advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) fostering good relations between persons who share a relevant protected characteristic and persons who do not share it

Please identify any impact (Positive / Negative) this policy, procedure, function or service will have on the following protected characteristics:

Age - Is there an impact?

No

Comments/Actions:

Cheshire East has a larger elderly population than both England and the North West. According to the Office of National Statistics, in 2010 Cheshire East had a population of 70,100 people over the age of 65. Of these, 8,016 were estimated to be providing unpaid care to a partner, family member or other person. By 2015 this number is projected to rise to 9,310. According to statistics available to CE 55% of carers are aged 65+.

By providing a strategy which outlines our plan and commitment to support carers, this will impact favourably on this group of older people. Support for carers can also help to alleviate the isolation often felt by older people.

Cheshire East Carers (who have received a carers Assessment):

Age Band	Total Carers	% Carers
<50	101	12.3%
50-64	267	32.4%
65-74	168	20.4%
75+	288	35.0%

			<table><tr><td>Total</td><td>824</td><td>100.0%</td></tr></table> <p>This strategy should also have a positive impact on the lives of young carers in Cheshire East. The work that is planned to realise outcome 6, 'A whole family approach will address the needs of young carers and parent carers' will impact directly on this group, with the aim of ensuring that no young person undertakes an inappropriate caring role.</p>	Total	824	100.0%
Total	824	100.0%				
Carers – Is there an impact?		No	<p>Comments/Actions:</p> <p>The Office of National Statistics estimates that 10% of the population are likely to be carers i.e. 36,500 people in Cheshire East. There are 70,100 people over the age of 65 in Cheshire East and 8,016 of these may be carers. Of these approx 1,300 are likely to be in poor health themselves and 2,400 may be providing 50 or more hours of care per week. Only 740 carers are recorded as having had an assessment with Cheshire East Council of their needs as carers during the last year. (Cheshire East Carers Strategy 2010).</p> <p>This strategy exists primarily to detail our commitment to carers and support that we will offer to carers – the vision, outcomes and objectives that we have identified for the next four years.</p>			
Disability - Is there an impact?		No	<p>Comments/Actions:</p> <p>The majority of service users (who may be cared for) in Cheshire East Adult Services are those with a Physical Disability (55.3%). The next largest group is those with a Mental Health Disability which is almost half as much (23.9%). Learning Disability clients make up only 14.6% of service users. 6.4% of customer's have a Visual Impairment [note older people are no longer taken to be a separate client group].</p> <p>Many carers are disabled themselves, so supporting carers will</p>			

			have a positive impact on this group of disabled people.						
Gender (Including pregnancy and Maternity, Marriage)?		No	<p>Comments/Actions:</p> <p>According to the Mid-2009 population estimates from the Office for National Statistics the current resident population of Cheshire East is circa 362,700. This is split between 184,500 females and 178,200 males (50.9% and 49.1%). This is approximately the same as the gender split in the North West and for England as a whole.</p> <p>Nationally there are statistics to indicate that there are more female carers than male which reflects the population split and other socio economic issues. As such policies to support carers could have slightly more impact for the female population of Cheshire East. However, within the group of carers in Cheshire East, this strategy will impact equally on both men and women.</p>						
Gypsies & Travellers - Is there an impact?		No	<p>Comments/Actions:</p> <p>Due to the transient nature of the Gypsy and Traveller community it is difficult to ascertain the exact numbers of this section of the community within Cheshire. It is considered an important and significant minority group however.</p> <p>Cheshire East Caravans - July 2010 (source LILAC)</p> <table><tr><td>All Caravans</td><td>139</td></tr><tr><td>Authorised Sites</td><td>119</td></tr><tr><td>Unauthorised Sites</td><td>20</td></tr></table> <p>The move towards the flexibility and personalisation of services pointed to in this strategy should enable carers from a wider range of backgrounds to access support to suit their personal needs.</p>	All Caravans	139	Authorised Sites	119	Unauthorised Sites	20
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			The strategy recognises that all carers are individuals, and aims to have a positive impact whatever their circumstances. Gypsies and Travellers will constitute a part of this group.
Race – Is there an impact?		No	<p>Comments/Actions:</p> <p>White people are the overwhelming racial group within Cheshire East. Nevertheless there is a significant proportion of people who are neither white British or Irish. This amounts to a total of 20,800 people or (6.1%), with 13,000 (3.8%) being non white.</p> <p>The move towards the flexibility and personalisation of services should enable carers from a wider range of backgrounds to access support to suit their needs.</p> <p>The strategy recognises that all carers are individuals, and aims to have a positive impact whatever their circumstances. People from many racial groups represented in Cheshire East will constitute a part of this group of carers.</p>
Religion & Belief- Is there an Impact?		No	<p>Comments/Actions:</p> <p>Cheshire East as a whole has a far greater percentage of people who stated that they were Christian in the census than in England as a whole. This is a pattern which is a feature of much of the North West of England. Perhaps, the main reason for this is the lack of racial diversity apparent in the general population. Cheshire East has an equal amount of Buddhists to the North West average, half as many Hindu's and Jewish people and significantly less Muslims.</p> <p>The move towards the flexibility and personalisation of services should enable carers from a wider range of backgrounds to access support to suit their needs.</p> <p>The strategy recognises that all carers are individuals, and aims</p>

			to have a positive impact whatever their circumstances, religion or belief. People from many religions and beliefs across Cheshire East constitute part of this group.
Sexual Orientation -Is there an impact?		No	<p>Comments/Actions:</p> <p>In the NWDA's Report (North West Development Agency) "Improving the Region's Knowledge Base on the LGB&T population in the North West" it was estimated that 34,500 LGB's were living in the County of Cheshire. When adjusted for predicted population growth and split proportionately for the Cheshire East area, the number can be stated as being 12,311 for 2009. This equates to circa 3.4%. If this ratio is also adopted for Cheshire East service users (which is currently 6022 - 30 September 2010), this would be 205.</p> <p>The move towards the flexibility and personalisation of services should enable carers from a wider range of backgrounds to access support to suit their needs.</p> <p>The strategy recognises that all carers are individuals, and aims to have a positive impact whatever their circumstances. People of all sexual orientations constitute part of this group.</p>
Transgender - Is there an impact?		No	<p>Comments/Actions:</p> <p>The North West Development Agency has estimated that the number of transsexual people in the North West in 2009 as between 600-700. Using this proportion for Cheshire East means that there would be circa 32-37 transsexual people. Although the NWDA does note that this is a, "conservative estimate because it covers only those who are seeking, those who intend to seek and those who have undergone gender re-assignment and gender recognition (i.e. transsexuals), and does not include those not seeking recognition". There are no current service users who are known to be transgender.</p>

			<p>The move towards the flexibility and personalisation of services should enable carers from a wider range of backgrounds to access support to suit their needs.</p> <p>The strategy recognises that all carers are individuals, and aims to have a positive impact whatever their personal circumstances. Transgender people constitute a part of this group.</p>
Other socio-economic disadvantaged groups (including white individuals, families and communities) Is there an impact?		No	<p>Comments/Actions:</p> <p>The move towards the flexibility and personalisation of services should enable carers from a wider range of backgrounds to access support to suit their needs.</p> <p>The strategy recognises that all carers are individuals, and aims to have a positive impact whatever their circumstances.</p>
Please give details of any other potential impacts of this policy (i.e. Poverty & deprivation, community cohesion, environmental)		No	<p>Comments/Actions:</p> <p>As a result of identifying carers and providing them with support, this policy should impact positively in the area of poverty and deprivation by ensuring that carers are aware of their rights benefits, as well as reducing isolation of carers by providing them with group support, and potentially breaks to have a life alongside caring and maintain social networks.</p>
Could the impact constitute unlawful discrimination in relation to any of the Equality Duties		No	<p>Comments:</p>
Does this policy – procedure – function have any effect on good relations between the council and the community		No	<p>Comments:</p> <p>This strategy is based on working together with carers, as well as third sector organisations.</p>

Do you require further data/information/intelligence to support decision making?		No	Comments: (please note if you answer yes or no you will still be required to complete the Data Methods/Collection to Support Decision Making Section)
Please specify any question(s)/issues/concerns/actions identified as a result the assessment. What needs to be done?			Comments <ul style="list-style-type: none">

Data Methods/Collection to Support Decision Making		
Please indicate what methods of research, information and intelligence will be/have been used e.g. consultation, reports, comparisons with similar organisations	Internally Cheshire East Carers Survey 2010 National Carers Strategy 2008 National Carers Strategy Refresh 2010 Corporate Plan Sustainable Communities Strategy	Externally National Carers Survey 2010
Please state who will be/who was involved/engaged/consulted	Internal (Staff/Members/Service/Dept) Carers Survey November 2011 – Adult Services Consultation & Participation team Adults Services – Strategic Commissioning; Individual Commissioning	External (stakeholders/service users/partners) Carers Reference Group CEC PCT

		Third Sector Organisations
Please indicate any significant expected costs & resource requirements for completing the data collection		

Equalities Impact Assessment (EIA) Action Plan: Making Changes					
REF	Action	Responsible Person/s	Action Deadline	Tasks	Progress
Please state the date the policy/procedure/function will be reassessed? (generally 1-3 yrs)			Comments/Date:		
May 2012					

Signed (Service Manager)

Date.....

Signed (Head of Section)

Date.....

Once you have completed this section please email it to the Equality and Inclusion Team. The Equality and Inclusion Team will convene a quarterly meeting of the Fairness and Inclusion Group (FIG) who will quality check our EIA's to ensure we have considered everyone. We plan to send approximately 2-5% of our completed EIAs Forms to the (FIG).

Quarterly Progress and monitoring

REF	Action	Progress	Completed

Once you have completed your progress report, please email it to the Equality and Inclusion Team. Make a copy of the progress report template so you can present an update in three months time.

Once you have completed your quarterly progress report, please email it to the Equality and Inclusion Team

Measuring Impact & Reporting

Ref	Action	Impact	Outcome	Review Date
	The changes that you have made to remove the gaps you have Identified (simply cut and paste these from the action plan).	What has been the overall impact of making the particular changes? (could include wider community involvement in policy development or greater use of service by diverse communities).	What are the concrete results of having changed your policy or service? Could include improved service use, reductions in complaints or increased satisfaction. These will be based on detailed data and should outline how the changes have brought about improvements for different communities and groups	

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Once you have completed your impact report, please email it to the Equality and Inclusion Team. The Equality and Inclusion Team will prepare an annual report for Corporate Management Team and Cabinet on our progress.

Appendix 1

Service Reference Index

Service Reference Index			
Safer & Stronger – SSC	Regeneration – REG	Planning & Policy – PAH	Legal & Democratic Services – LAD
Children & Families – CHI	Adults – ADU	Health & Wellbeing – HWB	Human Resources & Organisational Development – HROD
Policy & Performance – PAP	Corporate Improvement - CI	Environmental – ENV	Borough Treasurer & Head of Assets – BTA