



# EQUALITY IMPACT ASSESSMENT

## Cheshire East Place Dementia Strategy

### VERSION CONTROL

Review	Date	Version	Author	Changes
	17 <sup>th</sup> August 2020	1	Joanne Cliffe	
	26 <sup>th</sup> January 2021	2	Joanne Cliffe	Updates to EIA
	25 <sup>th</sup> August 2021	3	Joanne Cliffe	Updates to EIA

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**Stage 1 Description:** Fact finding (about your policy / service / service users)

<b>Department</b>	Integrated Commissioning		<b>Lead officer responsible for assessment</b>		Jane Stanley-McCrave	
<b>Service</b>			<b>Other members of team undertaking assessment</b>		Joanne Cliffe	
<b>Date</b>			<b>Version</b>			
<b>Type of document (mark as appropriate)</b>	<b>Strategy</b> x	<b>Plan</b>	<b>Function</b>	<b>Policy</b>	<b>Procedure</b>	<b>Service</b>
<b>Is this a new/ existing/ revision of an existing document (please mark as appropriate)</b>	<b>New</b> x		<b>Existing</b>		<b>Revision</b>	
<b>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</b>  <b>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</b>	<p>Cheshire East Place Dementia Strategy is for those living with dementia and their carers and the organisations / groups supporting them</p> <p>This aligns Cheshire East Council's Corporate Plan. Primarily the priority to:</p> <p style="text-align: center;"><i>Reduce the reliance on long-term care by improving services closer to home and providing more extra care facilities, including dementia services</i></p> <p><b><u>Cheshire East Place – Dementia Strategy</u></b></p> <p>This strategy has been developed in partnership between Cheshire East Council and Cheshire Clinical Commissioning Group (CCCG), to consider local support needs in relation to dementia, together with service provision, in order to strive to have the right services, in the right place, for the right people at the right time. It builds on the implementation of our first Joint Dementia Commissioning Work plan (2014-2017) and on the 5 themes of "The Well Pathway for Dementia" (NHS England, 2016).</p> <p><b>Vision</b></p>					

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	<p>Our vision is to make a real and positive difference to the lives of people affected by dementia, living in Cheshire East. We want to ensure that people living with dementia and their carers, receive high quality, compassionate and timely care whether they are at home, in hospital or in a Care Home.</p> <p>The impact of dementia on the individual and their family can be substantial and distressing. The Council and CCG intend to lead the way in engaging with and providing support to people with dementia and their families and carers as early as possible, and to complement and strengthen existing services in Cheshire East.</p> <p>In supporting this vision, we have set out several long-term outcomes that we want to achieve as part of our commitment to people living with dementia and their carers, in Cheshire East.</p> <ol style="list-style-type: none"><li>1. People living with dementia and their carers and families will feel understood.</li><li>2. People living with dementia will be able to remain living within their own home and in their own community.</li><li>3. People living with dementia and their carers will feel included and listened to and will be fully involved in decision making.</li><li>4. People living with dementia and their carers will know how and where to access support in their community</li><li>5. People living with dementia will receive a timely diagnosis and personalised and holistic support following diagnosis.</li></ol>
<b>Who are the main stakeholders, and have they been engaged with?</b>	<ul style="list-style-type: none"><li>• Elected Members</li><li>• Cheshire Clinical Commissioning Group (Partners in developing the Strategy)</li><li>• CEC Internal Staff - Includes CEC Connected Communities, Dementia Reablement Service, Operational staff, Local Area Coordinators, Housing etc</li><li>• Cheshire and Wirral Partnership (CWP)</li><li>• Alzheimer's Society (Cheshire)</li><li>• Age UK Cheshire</li><li>• My Cheshire Without Abuse</li><li>• Carers Hub</li></ul>

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	<ul style="list-style-type: none"> <li>• Mid Cheshire Trust</li> <li>• East Cheshire Trust</li> <li>• End of Life Partnership</li> <li>• Care Communities and Primary Care Networks</li> <li>• Deafness Support Network</li> <li>• Service User's (families and carers)</li> <li>• Dementia Friendly Community leads</li> <li>• Body Positive</li> <li>• East Cheshire Hospice (Macclesfield) and St Luke's Hospice (Winsford)</li> <li>• Healthwatch</li> <li>• CEC Lifestyle and Culture</li> <li>• CEC Transport Services</li> <li>• Community Rail Partnership representatives – Alsager and Crewe to Manchester Line</li> <li>• Transport Solution Services (TSS)</li> <li>• Cheshire Fire Service</li> </ul>
<b>What consultation method(s) did you use?</b>	<p>Between 17 July 2020 and 14 August 2020 Cheshire East Council conducted a survey to gain information to support its draft Dementia Strategy (this survey was developed with the Dementia Friendly Community leads). The aim was to ascertain how service users, their families and carers feel about certain statements based on five key dementia service principles which will form the basis of the draft strategy: Preventing Well, Diagnosing Well, Supporting Well, Living Well and Dying Well.</p> <p>In total, 207 consultation responses were received, responses were received from:</p> <ul style="list-style-type: none"> <li>• Previous / current carers for a local resident living with dementia, 38%</li> <li>• Healthcare professionals, 29%</li> <li>• Family members of a person living with dementia, 8%</li> <li>• Domiciliary care providers (Care at Home), 7%</li> <li>• Other professionals / carers to resident outside of area, 5%</li> <li>• Volunteers / dementia champions, 4%</li> <li>• Care home providers, 3%</li> <li>• Residents living with dementia, 2%</li> <li>• Interested members of the public, 2%</li> </ul>

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<b>Demographic Breakdown of Survey respondents</b>		
<b>Table 1: Number of survey respondents by gender</b>		
	<b>Count</b>	<b>Percent</b>
Male	141	77%
Female	37	20%
Prefer not to say	6	3%
<b>Grand Total</b>	<b>184</b>	<b>100%</b>
<b>Table 2: Number of survey respondents by age group</b>		
	<b>Count</b>	<b>Percent</b>
16-24	<5	<1%
25-34	12	6%
35-44	21	11%
45-54	37	20%
55-64	52	28%
65-74	33	17%
75	21	11%
85 and over	6	3%
Prefer not to say	6	3%
<b>Grand Total</b>	<b>189</b>	<b>100%</b>
<b>Table 3: Number of survey respondents by sexual orientation</b>		
	<b>Count</b>	<b>Percent</b>
Heterosexual (straight)	160	89
Bi / Bisexual	<5	1%
Gay / lesbian	<5	1%

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	Other sexual orientation	<5	1%
	Prefer not to say	16	9%
	<b>Grand Total</b>	<b>180</b>	<b>100%</b>
	<b>Table 4: Number of survey respondents by ethnic origin</b>		
		<b>Count</b>	<b>Percent</b>
	White British / English / Welsh / Scottish / Northern Irish / Irish	168	92%
	Asian / Asian British	<5	2%
	Mixed: White and Black Caribbean / African / Asian	<5	1%
	Other ethnic origin	<5	1%
	Prefer not to say	10	5%
	<b>Grand Total</b>	<b>183</b>	<b>100%</b>
	<b>Table 5: Number of survey respondents by religious belief</b>		
		<b>Count</b>	<b>Percent</b>
	Christian	115	63%
	Other religious belief	6	3%
	None	38	21%
	Prefer not to say	24	13%
	<b>Grand Total</b>	<b>183</b>	<b>100%</b>
	<b>Table 6: Number of survey respondents by limited activity due to health problem / disability</b>		
		<b>Count</b>	<b>Percent</b>
	Yes	49	27%
	No	122	67%
	Prefer not to say	11	6%
	<b>Grand Total</b>	<b>182</b>	<b>100%</b>

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	<p><b>Ethnic Minorities</b></p> <p>Ideally our discussions with those from ethnic minorities would have taken place on a one-to-one basis where possible, but due to the Covid-19 pandemic this has not been able to take place. Therefore, a script was developed and sent out to the ethnic minority community leads by the Community Development Officers and the Equality, Diversity, and Inclusion Officer from CEC to obtain as much feedback as possible. From the feedback that was received from this script, the consensus is that more education around Dementia is needed, what it means for ethnic minority communities and their families when they have to look after their own family member who may have dementia. More understanding is required, around culture, by health professionals and more translated resources need to be made available.</p> <p><b>LGBT+ Community</b></p> <p>A face-to-face meeting was held with representatives from Body Positive and the Take Pride in Ageing Conference 2019 (which focused on Dementia) was attended. From this, the general issue which was raised was the fact that Accommodation with Care (Care Home) and Care at Home (Domiciliary Care) staff need to have an improved awareness of the specific challenges that those living with dementia and who also come from the LGBT+ community face. Also, a general awareness within the community, about the challenges faced by those from the LGBT+ community living with dementia and their carers</p> <p><b>Disabilities</b></p> <p>We have worked with Learning Disability leads from the Cheshire and Wirral Partnership; Cheshire East Council leads to inform this strategy. As those living with a learning disability and dementia (and their carers), are a key point of the strategy, we will ensure that we establish a specific service user group to ensure any actions from the strategy are co-produced before being taken forward.</p> <p>We have engaged with Deafness Support Network to gain their feedback around challenges faced by those with a hearing impairment and living with dementia.</p> <p>We have also engaged with East Cheshire Eye Society and Iris Vision to gain the feedback around challenges faced by those with sight loss and living with dementia</p> <p>Consistent links and dialogue have taken place with individuals undertaking the Cheshire East Sensory Impairment Strategy to ensure a golden thread across both strategies</p>
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	<p><b>Mental Health</b></p> <p>Cheshire and Wirral Partnership, members of the Older People Mental Health Teams and Mental Health Forum representatives, have been involved in the development of the strategy.</p> <p>The Dementia Steering Group was set up in January 2021, to be part of shaping the draft strategy and taking any actions forward that may be highlighted – members of this group are, Cheshire East Council Cheshire Clinical Commissioning Group, Cheshire and Wirral Partnership, Dementia Friendly Community Leads, End of Life Partnership, and East Cheshire Mental Health Forum.</p> <p>Face-to-face group engagement also took place throughout parts of Cheshire East by our Dementia Friendly Community Leads and / or members of our Communities team and Dementia Reablement team, throughout August 2021. The findings of all engagement measures have been fed into the further development of the draft strategy.</p> <p>A formal consultation will take place on the draft strategy, this will enable stakeholders to comment on the draft version. It is envisaged that the strategy will very much be a working document and meaningful input from partners and key stakeholders will be incorporated. Once the Strategy has been out for formal consultation and becomes a finalised document, there will be engagement events to promote and create awareness with stakeholders including members of the public.</p>
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<b>Who is affected and what evidence have you considered to arrive at this analysis?</b>	<ul style="list-style-type: none"><li>• Elected Members (Councillors)</li><li>• Cheshire Clinical Commissioning Group (Partners in developing the Strategy)</li><li>• CEC Internal Staff - Includes CEC Connected Communities, Dementia Reablement Service, Operational staff, Local Area Coordinators, Housing etc</li><li>• Cheshire and Wirral Partnership (CWP)</li><li>• Alzheimer's Society (Cheshire)</li><li>• Age UK Cheshire</li><li>• Carers Hub</li><li>• Mid Cheshire Trust</li></ul>
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	<ul style="list-style-type: none"> <li>• East Cheshire Trust</li> <li>• End of Life Partnership</li> <li>• Care Communities and Primary Care Networks</li> <li>• Service User's (families and carers)</li> <li>• Dementia Friendly Community leads</li> <li>• Body Positive</li> <li>• East Cheshire Hospice (Macclesfield) and St Luke's Hospice (Winsford)</li> <li>• CEC Transport Services</li> <li>• Transport Solution Services (TSS)</li> </ul> <p>The evidence which has been considered to enable us to identify who would be affected and how was the following: Partnership working with Cheshire CCG Dementia Survey July 2020 Face to Face Engagement with various stakeholders including carers and those who are living with dementia. Face to Face discussions with those living with dementia and their carers via Dementia Friendly Leads, Alzheimer's Society, Dementia Reablement Team etc took place in August 2021 which identified further points which need to be addressed within the draft strategy. Meetings held with the Dementia Steering Group which include representatives such as Dementia Friendly Community Leads, Carers Hub and various other stakeholders detailed above. The Group have gone through each of the NHS "The Well Pathway for Dementia" which has been used as the format for the strategy, and discussed various points which have been included into the strategy.</p>
<p><b>Who is intended to benefit and how?</b></p>	<p>The strategy has been developed in partnership between Cheshire East Council and Cheshire Clinical Commissioning Group (CCCG), and external stakeholders such as Dementia Friendly Community Leads, to consider local support needs in relation to dementia, together with service provision, to strive to have the right services, in the right place, for the right people at the right time.</p> <p>Our vision is to make a real and positive difference to the lives of people affected by dementia, living in Cheshire East. We want to ensure that people living with dementia and their carers, receive high quality, compassionate and timely care</p>

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<b>Could there be a different impact or outcome for some groups?</b>	Yes - Dementia can affect those of ALL ages, especially the elderly and all cohorts of Community such as those living with a Learning Disability, from an ethnic minority / LGBT+ Community etc. As such all these parts of the Cheshire East Community have been consulted within the development of this strategy.							
<b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>	Yes – the strategy and action plan set out the vision and priorities for improvements to services and support for people living with dementia and their carers, by working together across health, local communities, social care, and the voluntary sector. This will reflect the needs of those living with dementia and their carers and oversee the implementation of these actions.							
<b>Are relations between different groups or communities likely to be affected? (e.g., will it favour one group or deny opportunities for others?)</b>	The strategy is inclusive and committed to improving services and support for people of all ages living with dementia and their carers. Older people make up the highest proportion of people living with dementia. There is a greater likelihood that they will also be physically frail or have other physical disabilities and health conditions. This will potentially be exacerbated by their dementia, which could limit their mobility and opportunities for wider social and recreational activities and “staying connected” in their communities.							
<b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>	<p>YES</p> <p>There are various actions within the strategy which address how we will need to raise awareness around early diagnosis, benefits of such and obtaining support when required to those who may be affected by Young Onset Dementia, those living with a Learning Disability, those from an ethnic minority background – all will need to be tailored to each cohorts needs / requirements.</p> <p>Also, the need to raise awareness around the issues faced by those from a LGBT+ background (especially with the Care workforce)</p> <p>There is also an aspect detailed in relation to those with Sensory Impairments and how they may be affected and how we could help with improving support to them.</p>							
<b>Is there an actual or potential negative impact on these specific characteristics? (Please tick)</b>								
Age	y		Marriage & civil partnership	n		Religion & belief	y	
Disability	y		Pregnancy & maternity	n		Sex	n	

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Gender reassignment	y		Race	y		Sexual orientation	y	
Carers	y		Socio-economic status	n				
<b>What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts</b>  <p>The draft Strategy has been developed and co-produced with service users and professionals working across health, local communities, social care, and the voluntary sector.</p> <p>In supporting the vision of the strategy, we have set out several long-term outcomes that we want to achieve as part of our commitment to people living with dementia and their carers, in Cheshire East.</p> <ol style="list-style-type: none"> <li>1. People living with dementia and their carers and families will feel understood.</li> <li>2. People living with dementia will be able to remain living within their own home and in their own community.</li> <li>3. People living with dementia and their carers will feel included and listened to and will be fully involved in decision making.</li> <li>4. People living with dementia and their carers will know how and where to access support in their community</li> <li>5. People living with dementia will receive a timely diagnosis and personalised and holistic support following diagnosis.</li> </ol>							<b>Consultation/ involvement carried out</b> <p>Extensive pre-engagement work has involved an online stakeholder survey (including those living with dementia and their carers), various face to face group sessions with those living with dementia and their carers. Additionally, face to face meetings with stakeholders who have a stake in the dementia journey have taken place.</p>	
							<b>Yes</b>	<b>No</b>
<b>Age</b>			<p>There are approximately 5,192 people over the age of 65 living with dementia in Cheshire East and this is set to increase to 7,514 by 2025 (<i>Cheshire East Local Profile: Alzheimer's Society July 2019</i>)</p> <p>Dementia primarily affects the elderly, but it also affects young adults (Young Onset)</p>			<b>Yes –</b> <p>Various face to face stakeholder meetings prior to covid 19 pandemic in 2019, Dementia survey</p>		

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		took place online with option to have paper copy and contact number to call should assistance be required to complete the survey on individual's behalf should it be required - July – August 2020, also face to face group engagement took place during August 2021 with those living with dementia and their carers.	
<b>Disability</b>	People with learning disabilities or Down's Syndrome are particularly vulnerable to developing young onset of dementia. Having a physical disability, sight or hearing loss can make life more difficult for those living with dementia and their carers.	<b>Yes –</b> Various face to face stakeholder meetings prior to the Covid 19 pandemic in 2019, Dementia survey took place online with option to have a paper copy and contact number to call should assistance be required to complete the survey on an individual's behalf should it be required - July – August 2020.	
<b>Gender reassignment</b>	For older LGBT+ people, living with dementia can be additionally stressful. Not only is this group of people less likely to have family members and children to provide support. They are also more likely to live on their own	<b>Yes –</b> Various face to face stakeholder meetings prior to Covid 19 pandemic in	

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	and be single. Many people fear that mainstream care services will not be willing or are not able to understand how to meet their needs.	2019, Dementia survey took place online with option to have a paper copy and a contact number to call should assistance be required to complete the survey on an individual's behalf should it be required - July – August 2020.	
<b>Marriage &amp; civil partnership</b>	There is no known element in the proposals which is likely to lead to the discrimination on the basis of this protected characteristic.		<b>x</b>
<b>Pregnancy &amp; maternity</b>	There is no known element in the proposals which is likely to lead to the discrimination on the basis of this protected characteristic.		<b>x</b>
<b>Race</b>	There is an increased risk of dementia for those from an ethnic minority background. There are lower levels of awareness of dementia and high levels of stigma associated with the condition within this community	<b>Yes –</b> Various face to face stakeholder meetings prior to covid 19 pandemic in 2019, Dementia survey took place online with option to have paper copy and contact number to call should assistance be required to complete the survey on an individual's behalf should it be required - July – August 2020.	
<b>Religion &amp; belief</b>	There is an increased risk of dementia for those from an ethnic minority background. There are lower levels of awareness of dementia and high levels of stigma associated with the condition within this community	<b>Yes –</b> Various face to face stakeholder meetings prior	


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		to covid 19 pandemic in 2019, Dementia survey took place online with option to have paper copy and contact number to call should assistance be required to complete the survey on individual's behalf should it be required - July – August 2020.	
<b>Sex</b>	There is no known element in the proposals which is likely to lead to the discrimination on the basis of this protected characteristic.		<b>x</b>
<b>Sexual orientation</b>	For older LGBT+ people, living with dementia can be additionally stressful. Not only is this group of people less likely to have family members and children to provide support. They are also more likely to live on their own and be single. Many people fear that mainstream care services will not be willing or are not able to understand how to meet their needs.	<b>Yes –</b> Various face to face stakeholder meetings prior to covid 19 pandemic in 2019, Dementia survey took place online with option to have paper copy and contact number to call should assistance be required to complete the survey on individual's behalf should it be required - July – August 2020.	
<b>Carers</b>	Unpaid carers, usually family members, provide enormous amounts of support to people living with dementia. Without this support, many people	<b>Yes –</b> Various face to face stakeholder meetings prior	

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	living with dementia would have many restrictions to their lives, or would have to use residential or nursing care, which is usually not what they want	to covid 19 pandemic in 2019, Dementia survey took place online with option to have paper copy and contact number to call should assistance be required to complete the survey on individual's behalf should it be required - July – August 2020, also face to face group engagement took place during August 2021 with those living with dementia and their carers.	
<b>Socio-economic status</b>	There is no known element in the proposals which is likely to lead to the discrimination on the basis of this protected characteristic.		<b>x</b>
<b>Proceed to full impact assessment? (Please tick)</b>	<b>Yes</b> <input checked="" type="checkbox"/>	<b>No</b> <input type="checkbox"/>	<b>Date 25-08-21</b>
<b>Lead officer sign off</b>		<b>Date 27/09/2021</b>	
<b>Head of service sign off</b>	<i>J Sutton</i>	<b>Date 08/10/21</b>	

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### Stage 3 Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity, and cohesion, what evidence there is to support the conclusion and what further action is needed

Age	There are some potential impacts which have been identified to date. The new Dementia Strategy should have a positive impact on people of all ages living with dementia and their carers	<p>Dementia primarily affects the elderly but also affects those young adults (Young Onset)</p> <p>Throughout the development of the strategy there were common themes which were identified either throughout the whole pathway or over numerous aspects of individual pathways. Those common themes have been used to shape the overarching ambitions of the strategy. Those ambitions are:</p> <ul style="list-style-type: none"> <li>• To make improvements in the way we communicate and work in partnership with others</li> <li>• To raise awareness of Dementia amongst staff and the local population to reduce the stigma associated with it</li> <li>• To make the changes needed to enable people to get their diagnosis as early as possible</li> <li>• To ensure good information / advice and support is accessible to all (in a format suited to their needs) throughout their dementia journey, for the person diagnosed and their carers</li> <li>• To ensure that Health and social Care work together to provide care and support to those affected by Dementia</li> <li>• To ensure that a range of different community-based options for people living with dementia</li> </ul>	<p>High – the pathways for people living with dementia and their carers are well-established across health, communities, and social care. However, there is a need for Improvements to be made in relation to communication and partnership working</p> <p>It has been identified that there are some gaps in the pathways / signposting and</p>	<p>A Dementia Steering Group has been established. This group will oversee and co-ordinate the Strategy action plan. There will also be numerous task and finish groups established to look at such priority areas as:</p> <ul style="list-style-type: none"> <li>• Information / advice and awareness of Dementia across <u>all</u> cohorts of the community</li> <li>• Specific Challenges relating to those from such cohorts of the community as ethnic minorities, Learning Disability, Sensory</li> </ul>
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		<p>and their carers are available, maintained and promoted so that they have more choice over the support they access</p> <ul style="list-style-type: none"> <li>• To enable and empower residents living with dementia to have a voice and say in shaping their community and the support that they receive</li> <li>• To work with partners to enable early conversations with people with dementia and their carers about advance planning and end of life care, so that people can plan ahead and ensure they are fully involved in decisions on care at end of life and that their wishes are known and acted upon</li> <li>• To ensure there are sufficient groups to provide ongoing appropriate peer support for those living with dementia and their carers.</li> <li>• To ensure that carers are supported pre and post bereavement.</li> </ul>	<p>support provided. Further work will be undertaken to make the improvements needed through the action plan.</p>	<p>Impairment, LGBT+ and Young Onset dementia</p>
<b>Disability</b>	<p>A potential negative impact has been identified. The new Dementia Strategy should have a positive impact by improving the understanding and awareness and pathways for those living with a disability</p>	<p>From stakeholder engagement it was found that more awareness and understanding is required of the challenges faced by those living with a disability and their carers face. There also needs to be improved pathways of support and age-appropriate activities, groups and volunteering opportunities.</p>	<p>Medium – The aim of the Strategy and action plan is to improve the lives of people with a disability and living with dementia and their carers by ensuring they get</p>	<p>As above</p>

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			the right help and support at the right time.	
<b>Gender reassignment</b>	A potential negative impact has been identified. The new Dementia Strategy should have a positive impact by improving the understanding and awareness, and also training for care staff, for those from the LGBT+ Community	From stakeholder engagement, the general issue which was raised was the fact that Accommodation with Care (Care Home) and Care at Home (Domiciliary Care) staff need to have an improved awareness of the specific challenges that those living with dementia and who also come from the LGBT+ community face. Also, a general awareness within the community, about the challenges faced by those from the LGBT+ community living with dementia and their carers	Medium – The aim of the Strategy and action plan is to improve the lives of people from an LGBT+ background and living with dementia and their carers by ensuring they get the right help and support at the right time.	As above
<b>Marriage &amp; civil partnership</b>	No impacts have been raised to date. As such the effects of this plan are currently deemed as neutral on this protected characteristic.	No specific action has been identified around this protected characteristic.	Low	n/a
<b>Pregnancy and maternity</b>	No impacts have been raised to date. As such the effects of this plan are currently deemed	No specific action has been identified around this protected characteristic.	Low	n/a

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	as neutral on this protected characteristic.											
<b>Race</b>	A potential negative impact has been identified. The new Dementia Strategy should have a positive impact by improving overall understanding and awareness, and also training for care staff and working with GPs, for those from ethnic minority Communities.	<p>As a result of engagement with ethnic minorities the consensus is that more education around Dementia is needed, what it means for ethnic minority communities and their families when they have to look after their own family member who may have dementia. More understanding required, around culture, by health professionals and more translated resources need to be made available.</p> <p>Representatives from ethnic minority communities also provided feedback via the Dementia Survey:</p> <table><tr><td>Asian / Asian British</td><td>2%</td></tr><tr><td>Mixed: White and Black Caribbean / African / Asian</td><td>1%</td></tr><tr><td>Other ethnic origin</td><td>1%</td></tr><tr><td>Rather not say</td><td>5%</td></tr></table>	Asian / Asian British	2%	Mixed: White and Black Caribbean / African / Asian	1%	Other ethnic origin	1%	Rather not say	5%	Medium – The aim of the Strategy and action plan is to improve the lives of people from ethnic minority communities and living with dementia and their carers by ensuring they have information and awareness of dementia and get the right help and support at the right time.	As above
Asian / Asian British	2%											
Mixed: White and Black Caribbean / African / Asian	1%											
Other ethnic origin	1%											
Rather not say	5%											
<b>Religion &amp; belief</b>	A potential negative impact has been identified. The new Dementia Strategy should have a positive impact by improving overall understanding and awareness, and training for care staff and working with	As a result of engagement with ethnic minorities the consensus is that more education around Dementia is needed, what it means for ethnic minority communities and their families when they have to look after their own family member who may have dementia. More understanding required, around culture, by health professionals and more translated resources need to be made available.	Medium – The aim of the Strategy and action plan is to improve the lives of people from ethnic minority	As above								

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	GPs, for those from ethnic minority Communities	Representatives from ethnic minority communities also provided feedback via the Dementia Survey:  Asian / Asian British 2%  Mixed: White and Black Caribbean / African / Asian 1%  Other ethnic origin 1%  Rather not say 5%	communities and living with dementia and their carers by ensuring they have information and awareness of dementia and get the right help and support at the right time.	
<b>Sex</b>	No impacts have been raised to date. As such the effects of this plan are currently deemed as neutral on this protected characteristic.	No specific action has been identified around this protected characteristic.	Low	n/a
<b>Sexual orientation</b>	A potential negative impact has been identified. The new Dementia Strategy should have a positive impact by improving the understanding and awareness, and training for care staff, for those from the LGBT+ Community	From stakeholder engagement, the general issue which was raised was the fact that Accommodation with Care (Care Home) and Care at Home (Domiciliary Care) staff need to have an improved awareness of the specific challenges that those living with dementia and who also come from the LGBT+ community face. Also, a general awareness within the community, about the challenges faced by those from the LGBT+ community living with dementia and their carers	Medium – The aim of the Strategy and action plan is to improve the lives of people from an LGBT+ background and living with dementia and their carers by ensuring they get the right help and	As above

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			support at the right time.	
<b>Carers</b>	<p>There have been some potential negative impacts identified. They are:</p> <ul style="list-style-type: none"> <li>• Carers are not always registered as Carers with their GP surgery.</li> <li>• There is a need for improved local respite and day care option to enable carers to carry on with their caring role</li> </ul> <p>The new Dementia Strategy should have a positive impact by improving the understanding and awareness and pathways for those caring for someone living with dementia</p>	<p>A key priority of the strategy is to address the needs of those caring for people living with dementia. It has been identified that there is a need for such things as:</p> <ul style="list-style-type: none"> <li>• Work is required to work with GPs to ensure that any carers identified at point of diagnosis will be registered on their systems to ensure the Carers are effectively signposted to relevant support at an early stage</li> <li>• Carers will have access to affordable local respite and day care options for a cross section of people living with dementia, as this will enable them to continue effectively in their caring role</li> </ul>	Medium – The aim of the Strategy and action plan is to improve the lives of people who care for those living with dementia by ensuring they have information and awareness of how they can be supported and get the right help and support at the right time.	As above
<b>Socio-economic status</b>	No impacts have been raised to date. As such the effects of this plan are currently deemed as neutral on this protected characteristic.	There could be a disadvantaging effect, as there is potential that those from this sector of society may have lower incomes and / or savings, as a result they may	Low	n/a

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		have less choice as to what dementia care takes place and where.		
<p><b>Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation</b></p> <p><b>No</b></p>				

<div>Stage 4 Review and Conclusion</div> <p><b>Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed</b></p> <p>The Strategy Ambitions Action Plans, Dementia Steering Group and any other appropriate task and finish required will look at prioritising the actions above. They will consider the gaps identified and improvements needed from the pre-engagement work.</p>			
<b>Specific actions to be taken to reduce, justify or remove any adverse impacts</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
Address the overarching ambitions of the strategy	Via on-going monitoring of the strategy	Jane Stanley McCrave	March 2023
Raise awareness and understanding across ALL cohorts of society around dementia	Via on-going monitoring of the strategy	Jane Stanley McCrave	July 2022


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Improved pathways of support, groups and volunteering opportunities for those living with dementia and their carers	Via on-going monitoring of the strategy	Jane Stanley McCrave	September 2023
Raise awareness and understanding with the community and Social Care staff around the individual challenges faced by varying cohorts of the community	Via on-going monitoring of the strategy	Jane Stanley McCrave	July 2022
Understanding from Health professionals, of different cultures and the challenges they face when supporting someone living with dementia.  More translated resources are required	Via on-going monitoring of the strategy	Jane Stanley McCrave	September 2023
Work with GPs to register more carers on their systems  Improve access to affordable local respite and day opportunities	Via on-going monitoring of the strategy	Jane Stanley McCrave	August 2022
<b>Please provide details and link to full action plan for actions</b>	Action Plan to be collated from above mitigating actions.		
<b>When will this assessment be reviewed?</b>	October 2023		
<b>Are there any additional assessments that need to be undertaken in relation to this assessment?</b>	No		

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Lead officer sign off		Date 27/09/2021	
Head of service sign off	<i>J Sutton</i>	Date 08/10/21	

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