

Croydon Council Equality Analysis Form

Stage 1 Initial Risk Assessment - Decide whether a full equality analysis is needed

At this stage, you will review existing information such as national or local research, surveys, feedback from customers, monitoring information and also use the local knowledge that you, your team and staff delivering a service have to identify if the proposed change could affect service users from equality groups that share a “protected characteristic” differently. You will also need to assess if the proposed change will have a broader impact in relation to promoting social inclusion, community cohesion and integration and opportunities to deliver “social value”.

Please note that the term ‘change’ is used here as shorthand for what requires an equality analysis. In practice, the term “change” needs to be understood broadly to embrace the following:

- Policies, strategies and plans
- Projects and programmes
- Commissioning (including re-commissioning and de-commissioning)
- Service Review
- Budgets
- Staff structures (including outsourcing)
- Business transformation programmes
- Organisational change programmes
- Processes (for example thresholds, eligibility, entitlements, and access criteria)

You will also have to consider whether the proposed change will promote equality of opportunity; eliminate discrimination or foster good relations between different groups or lead to inequality and disadvantage. These are the requirements that are set out in the Equality Act 2010.

1.1 Analysing the proposed change

1.1.1 What is the name of the change?

Croydon Carers Strategy 2018 – 2022

1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

The old strategy is now out of date (ended in 2016)

1.1.3 What stage is your change at now?

See **Appendix 1** for the main stages at which equality analyses needs to be started or updated.

Draft of strategy completed. Strategy coproduced with carers and interested stakeholders. Strategy requires sign off from the Joint Commissioning Executive, Health & Wellbeing Board, and Cabinet.

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

Carers, Cabinet Member for Health & Social Care, professionals working with unpaid carers, social workers, community groups, NHS, wider council staff, employers in Croydon, employees in Croydon.

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

This strategy sets out the council's and the NHS's intentions on how we're going to support carers over the next five years. The outcomes are coproduced with carers and professionals and encompass all groups of carers and interested stakeholders, including different age groups, genders and ethnicities.

The carer population is made up of people from all sections of the community and protected groups – old, young, male, female, different races, religions and sexual orientations. The development of the strategy and its outcomes has involved the active participation of people from a range of different protected groups to ensure their different views are represented.

The main outcomes are to support carers to continue their caring role which can otherwise result in a care breakdown and lead to an emergency admission for either the carer or the cared for person.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

Yes – carers can be from any background, they support someone, unpaid, usually within their family or a friend or neighbour. In Croydon this is around 10% of the whole population. The development of this strategy therefore has set out to ensure we have representative views from all groups of carers and to take account of their diverse needs in

order to ensure we provide support equally.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?

You can find out from the Equality Strategy <http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No – there are no equality indicators for this service area. This service is for all carers in Croydon.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met	None identified
Race/ Ethnicity	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met	None identified
Gender	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met	None identified
Transgender	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met	None identified
Age	The development of this	None identified

	strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met .	
Religion /Belief	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met .	None identified
Sexual Orientation	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met .	None identified
Pregnancy and Maternity	The development of this strategy has involved people from this group and takes account of their views and the outcomes they want to see and how they will be met .	None identified
Social inclusion issues	This strategy is designed to help all carers, one area we know we can help is by improving social inclusion amongst carers.	None identified
Community Cohesion Issues	This strategy is designed to help all carers, one area we know we can help is by improving community cohesion amongst carers. In addition to this, consulting with the public supports community cohesion, especially when projects are coproduced.	None identified
Delivering Social Value	Supporting carers saves Croydon £600m per annum. In addition to this, a number of the organisations we commission to support carers, use volunteers to support their work.	None identified

1.2.6	In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider? For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation
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Working with the relevant providers who support the different groups of carers in Croydon, e.g. BME forum, Horizon. Taking on board information gathered by Healthwatch Croydon on BME carers. Taking into account all local research on carers. Reaching groups supporting older carers, younger carers, parent carers.

1.2.7 Would your proposed change affect any protected groups more significantly than non-protected groups?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....

No – this strategy is for all carers across the borough, this is around 10% of the population. Analysis from the carers register shows that there is proportionate representation on the register when compared to the breakdown of the population of Croydon. Protected groups are not more significantly represented or affected by the strategy.

1.2.8 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes *etc.*

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

The strategy seeks to support all carers and to increase their opportunities and participation, but is not designed or likely to have a significant impact on equality of opportunity for people from protected groups, given that carers span all groups of the population.

1.2.9 As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

No, this is unlikely to have a significant impact on reducing discrimination, harassment etc of any protected groups among the carer population. The report promotes equality amongst all groups of carers and supports the knowledge that they have different needs and therefore require different support groups to support them.

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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Yes, this is likely to support our relations with different groups. Continued consultation with carers ensures this. One point that has been identified over the years of engaging with carers across all groups, is how useful it is at supporting our relationship with various groups of carers, e.g. BME. All previous research in the sector has highlighted this importance and has requested it to continue. One carer from a BME group has kindly written a foreword message for the report stated “. it has been a positive experience where our thoughts and ideas were taken into consideration. I have also gained an insight of the various services available for carers such as myself where we can get support.”.

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	<p>The development of this strategy has involved a wide cross-section of carers from different protected groups to ensure it is fully representative and will support all carers in the borough.</p> <p>The strategy has not identified any specific</p>

Decision	Guidance	Response
		<p>areas of inequality or disadvantage relating to any protected groups.</p> <p>Overall, the impact of this strategy is likely to have a positive impact on all groups of carers in the borough and highlights the importance of all carers and the need for equitable treatment and support.</p>
Yes, further equality analysis is required	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"> • When you expect to start your full equality analysis • The deadline by which it needs to be completed (for example, the date of submission to Cabinet) • Where and when you expect to publish this analysis (for example, on the council website). <p>You must include this statement in any report used in decision making, such as a Cabinet report.</p>	
Officers that must approve this decision	Name and position	Date
Report author	Stephen Bahooshy	19.01.18
Director	Pratima Solanki	25.01.18

1.4 Feedback on Equality Analysis (Stage 1)

Please seek feedback from the corporate equality and inclusion team and your departmental lead for equality (the Strategy and Planning Manager / Officer)

Name of Officer	Ian Stone	Senior Strategy Officer (Adults)
Date received by Officer	19.01.18	Please send an acknowledgement
Should a full equality analysis be carried out?	No.	The carers strategy has been developed with the involvement of all groups of carers in the borough, including those from protected

		groups, to ensure that it reflects a wide variety of views and needs and has a positive impact across the board.
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Stage 2 Use of evidence and consultation to identify and analyse the impact of the change

Use of data, research and consultation to identify and analyse the probable impact of the proposed change

This stage focuses on the use of existing data, research, consultation, satisfaction surveys and monitoring data to predict the likely impact of proposed change on customers from diverse communities or groups that may share a protected characteristic.

Please see Appendix 2 (section 2) for further information.

2.1	<p>Please list the documents that you have considered as a part of the equality analysis review to enable a reasonable assessment of the impact to be made and summarise the key findings.</p> <p>This section should include consultation data and desk top research (both local and national quantitative and qualitative data) and a summary of the key findings.</p>
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2.2	<p>Please complete the table below to describe what the analysis, consultation, data collection and research that you have conducted indicates about the probable impact on customers or staff from various groups that share a protected characteristic.</p>
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Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source

2.3	<p>Are there any gaps in information or evidence missing in the consultation, data collection or research that you currently have on the impact of the proposed change on different groups or communities that share a protected characteristic? If so, how will you address this?</p> <p>Please read the corporate public consultation guidelines before you begin: http://intranet.croydon.net/finance/customerservices/customerserviceprogramme/stepbystepguide.asp.</p>
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2.4	<p>If you really cannot gather any useful information in time, then note its absence as a potential disadvantageous impact and describe the action you will take to gather it.</p> <p>Please complete the table below to set out how will you gather the missing evidence and make an informed decision. Insert new rows as required.</p>
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Group's with a "Protected characteristic" and broader community issues	Missing information and description of potential disadvantageous impact	Proposed action to gather information

Stage 3 Improvement plan

Actions to address any potential disadvantageous impact related to the proposed change

This stage focuses on describing in more detail the likely disadvantageous impact of the proposed change for specific groups that may share a protected characteristic and how you intend to address the probable risks that you have identified stages 1 and 2.

3.1	Please use the section below to define the steps you will take to minimise or mitigate
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	any likely adverse impact of the proposed change on specific groups that may share a protected characteristic.
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Equality Group (Protected Characteristic)	Potential disadvantage or negative impact e	Action required to address issue or minimise adverse impact	Action Owner	Date for completing action

3.2	How will you ensure that the above actions are integrated into relevant annual department or team service plans and the improvements are monitored?
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3.3	How will you share information on the findings of the equality analysis with customers, staff and other stakeholders?
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Via Croydon Council’s Get Involved website and the Carers Support Centre newsletter.

Section 4	Decision on the proposed change
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4.1	Based on the information in sections 1-3 of the equality analysis, what decision are you going to take?
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Decision	Definition	Yes / No
We will not make any major amendments to the proposed change because it already includes all appropriate actions.	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our proposed change already includes all appropriate actions to advance equality and foster good relations between groups.	
We will adjust the proposed change.	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the	

	proposed change. We are going to take action to make sure these opportunities are realised.	
We will continue with the proposed change as planned because it will be within the law.	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the proposed change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.	
We will stop the proposed change.	The proposed change would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	

4.2	Does this equality analysis have to be considered at a scheduled meeting? If so, please give the name and date of the meeting.
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No.	
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4.3	When and where will this equality analysis be published? An equality analysis should be published alongside the policy or decision it is part of. As well as this, the equality assessment could be made available externally at various points of delivering the change. This will often mean publishing your equality analysis before the change is finalised, thereby enabling people to engage with you on your findings.
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4.4	When will you update this equality analysis? Please state at what stage of your proposed change you will do this and when you expect this update to take place. If you are not planning to update this analysis, say why not
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4.5	Please seek formal sign of the decision from Director for this equality analysis? This confirms that the information in sections 1-4 of the equality analysis is accurate, Comprehensive and up-o-date.
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Officers that must approve this decision	Name and position	Date
Head of Service / Lead on equality analysis		
Director		

Email this completed form to equalityandinclusion@croydon.gov.uk, together with an email trail showing that the director is satisfied with it.