

Equality Impact Assessment: Conversation Screening Tool

<p>What is being reviewed?</p>	<p>BCP Carers Strategy</p>
<p>What changes are being made?</p>	<p>A review of BCP Council's unpaid carers services has been undertaken to determine the priorities for a new BCP Carers Strategy.</p> <p>The following changes may occur as a result:</p> <ul style="list-style-type: none"> • Changes to contracts with providers • Changes to Service delivery • Changes to practitioner and public information • Changes to processes and procedures • Changes within teams
<p>Service Unit:</p>	<p>Adult Social Care Commissioning</p>
<p>Participants in the conversation:</p>	<p>Emma Senior – Commissioning Manager, Prevention and Wellbeing Eliza Atyeo – Carers Commissioning Officer Debi Plat - Service Unit Equality Champion Zena Dighton – Head of Strategic Commissioning</p>
<p>Conversation date/s:</p>	<p>06/01/2022, 02/02/2022, 30/06/2022, 19/08/2022</p>
<p>Do you know your current or potential client base? Who are the key stakeholders?</p>	<p>Unpaid carers who care for someone living in Bournemouth, Christchurch or Poole.</p> <p>According to the 2011 Census, there are 39,525 carers in the BCP Council Area.</p> <p><u>Key stakeholders in services</u></p> <ul style="list-style-type: none"> • CRISP – BCP Council's Carers Resource and Information Support Programme • Pan Dorset Carers Steering Group • BCP Carers Reference Group • Dorset Carers Partnership Group • Learning Disability Partnership Board • Carers Action Group • Carers Operational Group • LD Carers Forum • Pramalife – Befriending and Mentoring Service • The Leonardo Trust - Time to Talk counsellors • Take a Break providers (Local businesses) • Dorset Advocacy – Carers Advocacy and Support Services • Worldwide Procurement Service UK LTD – Carers Card • Lifeline - Carers in Crisis • Tricuro – Carers in Crisis – Emergency Response • Rachel Huggett – Carers Art Group

	<ul style="list-style-type: none"> • Chrissy Hedge – Care Free Choir <p><u>Partners</u></p> <ul style="list-style-type: none"> • Dorset Healthcare • NHS Dorset • Dorset Council
<p>Do different groups have different needs or experiences?</p>	<p><u>Dorset Definition of a Carer</u></p> <p>A carer is a person of any age who provides or intends to provide on-going, unpaid support to a partner, child, relative or friend. Without this help, the health and wellbeing of the cared for person could deteriorate due to frailty, disability, a serious health condition, mental ill health or substance misuse.</p> <ul style="list-style-type: none"> • The carer may live with or apart from the cared for person • Professional care may also be in place • The cared for person could be in residential care, however the carer should still be recognised and may still need support <p>The impact on carers' lives varies depending on the amount of care they provide, their age, and the length of time they have been providing that care. The needs of the individual receiving care and the relationship between the carer and cared for person will also have an impact on the caring experience.</p> <p>Caring can impact on:</p> <ul style="list-style-type: none"> • The ability to access and stay in employment • Financial resources • The health and emotional well-being of the family unit • The ability to access social and recreational activities • Wider relationships with family and friends <p>For young carers it can also impact on their:</p> <ul style="list-style-type: none"> • Experiences of childhood • Health and well-being • Education and career opportunities • Family and peer relationships • Sense of identity <p>We also recognise that being a carer can impact on life after caring:</p> <ul style="list-style-type: none"> • Adjusting to changing relationships when caring at home is no longer viable • Social isolation and lack of confidence after a bereavement • Redefining their identity and purpose • Having a higher risk of needing care services themselves <hr/> <p><u>2011 Census Dorset:</u> Provides care: 82,900 (11%)</p> <ul style="list-style-type: none"> • 1 to 19 hours unpaid care a week: 55,400 (7.5%)

- 20 to 49 hours unpaid care a week: **9,600 (1%)**
- 50 or more hours unpaid care a week: **17,900 (2.5%)**

Carers in Dorset Council Area: **43,334 (52.3%)**

Carers in BCP Council Area: **39,525 (47.7%)**

Carers in Bournemouth: **17,325**

- 1 to 19 hours unpaid care a week: **11,280**
- 20 to 49 hours unpaid care a week: **2,260**
- 50 or more hours unpaid care a week: **3,785**

Carers in Poole: **16,212**

- 1 to 19 hours unpaid care a week: **10,761**
- 20 to 49 hours unpaid care a week: **1,846**
- 50 or more hours unpaid care a week: **3,605**

Carers in Christchurch: **5,988**

- 1 to 19 hours unpaid care a week: **3,933**
- 20 to 49 hours unpaid care a week: **686**
- 50 or more hours unpaid care a week: **1369**

Carers registered with CRISP: **5650 Carers**

Gender:

Carers needs/experiences can be across any gender including Male / Female / Non-Binary / Transgender / Other

Genders of Carers across BCP - 2011 Census:

- Male: **16,687**
- Female: **22,690**

CRISP Data Base Estimations:

- Mr/Master: **1546**
- Mrs / Miss / Ms / Mrs: **2381**
- Mx: **2**
- Blank / Dr / Rev / No gender reported: **1721**

Age:

Carers needs can be across any age groups including young carers, working age carers and older carers

Ages of Carers across BCP recorded from the 2011 Census:

- 0-24: **2,568**
- 25-49: **12,233**
- 50-64: **13,860**
- 65+: **10,716**

CRISP data statutory return 2021/22: 4958

- -18: **0**
- 18-25: **56**
- 26-64: **2446**
- 65-84: **1959**

- 85 +: **497**

CRISP - New Carers 2021/22:

- -18: **0**
- 18-25: **24**
- 26-64: **553**
- 65-84: **546**
- 85 +: **165**

Disability:

Carers needs/experiences are present in various disability groups such as: long term conditions, mental health, learning disabilities, hearing, visual and communication impairments:

Adult Social Care Outcomes Framework (ASCOF) figures for BCP Council 2021-2022:

- Physical Impairment or Disability: **18.4%**
- Sight or Hearing loss: **14.9%**
- A mental health problem or illness: **11.7%**
- A learning disability or difficulty: **3%**
- A long-standing illness: **32.5%**
- Other: **16.8%**
- None of the above: **33.1%**

Pregnancy and Maternity:

Carers needs/experiences can be across any of the following groups:

- Parent carers
- Family carers
- Pregnant carers
- Foster carers

BCP Carers Services Survey 2021-22:

- **23%** provide unpaid Care for a child (age undetermined)
- **35%** of respondents reported duties relating to family, children, or grandchildren

Marriage/Civil Partnership:

Carers needs/experiences are not dependant on Marriage/Civil Partnership arrangements, such as:

- Carers for spouse/partner
- Divorced
- Lone carers

BCP Carers Services Survey 2021-22:

- **50%** of respondents cared for a Husband, Wife or partner

Race:

Carers needs/experiences can be across any race. However, there is currently no specific ethnicity data for carers across the BCP area.

BCP 2011 Census figures:

- White British: **88.4% (334,846)**
- Other White: **5.1% (19,157)**
- Mixed/multiple ethnic group: **1.7% (6,612)**
- Asian/Asian British: **2.9% (10,837)**
- Black/African/Caribbean/Black British: **0.6% (2,367)**
- Other Ethnic Group: **0.6% (2,161)**
- White Irish: **0.6% (2,410)**
- White Gypsy or Irish Traveller: **0.1% (480)**

Religion/belief:

Carers needs can cover various religious group and beliefs. However, there is currently no specific date about the religion of carers across the BCP area.

BCP 2011 Census

- Christian: **59.7% (452,256)**
- No Religion: **29.3% (222,248)**
- None Stated: **7.7% (58,294)**
- Muslim: **1.2% (8,890)**
- Buddhist: **0.5% (3,820)**
- Hindu: **0.5% (3,708)**
- Jewish: **0.5% (3,686)**
- Sikh: **0.1% (480)**
- Other Religion: **0.6% (4,394)**

Gender Reassignment

Carers needs/experiences are not dependant on gender reassignment. There is currently no data that depicts the statistics of carers who have undergone Gender Reassignment across BCP and Dorset Council areas.

Sexual Orientation:

Carers needs/experiences can be across any sexual orientation including LBGTQ+. There is currently no data that depicts the statistics of carers sexual orientation across BCP and Dorset Council areas.

Engagement and Consultation

The BCP Carers Services Survey was developed in collaboration with carers, councillors on the Health and Adult Social Care Overview and Scrutiny Committee and practitioners. Carers and

providers at local forums were presented with the aims of the survey and carers services review throughout November and December 2021. From this, member carer representatives and providers requested that the survey was sent to them via email or post for either personal use or distribution throughout the local area.

December 2021:

- Distribution of the survey and cover letter explaining the purpose of the survey and review to motivate responses.
- An online version of the survey was created, as well as a paper version to ensure carers had equal opportunity to participate.

2804 Microsoft Forms links **2447** paper copies were sent to Carers over the age of 16 registered with CRISP.

The survey was distributed through Adult Social Care (ASC) networks to partners, commissioned services and voluntary agencies that work with carers who support someone residing in the BCP Council area.

To ensure the survey reached carers not registered with CRISP, organisations and agencies of underrepresented groups were informed of the survey and review. Both online and paper versions were sent to these groups along with the cover letter, for them to distribute to carers who have identified with them:

- Mytime young carers charity
- Pramalife
- Dorset Advocacy
- KushtiBok
- The Leonardo Trust
- BCP GRT support
- BCP SEND
- Dorset Race Equality
- Dorset Mind
- We are with you – substance misuse
- Bournemouth and Poole College
- Bournemouth University
- Parent Carer Foundation
- Learning Disability Partner

Timeframe:

- 1 month to complete and return digital surveys
- 1 month + 1 week for paper surveys, as carers may have needed additional time for such responses.

Total responses:

- 742 carers responded to the survey
- 331 digital responses
- 411 paper responses

	<p>Opportunity to participate in focus groups:</p> <ul style="list-style-type: none"> • 24.1% of carers volunteered to participate in focus groups (179 volunteers in total) • Practitioners & partners attended forums and team meetings <p>Focus group facilitation:</p> <ul style="list-style-type: none"> • Group video conferencing • Individual video conferencing • Phone calls • Home visits • Face to face workshops • Email <p>Total Focus groups after phase 1:</p> <ul style="list-style-type: none"> • 31 Focus Groups in total with carers, • 2 focus groups with practitioners • 2 focus groups with external partners <p>Feedback was also obtained from carer representatives and practitioners in various forums that take place locally such as the Pan Dorset Carers Steering Group, Dorset Carers Partnership Group, BCP Carers Reference Group, Carers Action Group and Carers Operational Group.</p>
<p>Will this change affect any service users?</p>	<p>Yes</p>
<p>What are the benefits or positive impacts of the change on current or potential users?</p>	<p>The new BCP Carers Strategy identifies 5 key priorities to support carers. It identifies potential service delivery improvements including:</p> <ul style="list-style-type: none"> • Early identification and recognition of carers • Recognising the diversity of carers • Improved access to services • Improved provisions of services • A focus on enabling carers to have a life alongside caring • Increased options for short breaks and respite • Better support for accessing information and advice • Improved integration of services • Better understanding of the diversity of carer needs • Improved carers assessments • Increased access to direct payments • The rebranding of CRISP to make the carers service more accessible

<p>What are the negative impacts of the change on current or potential users?</p>	<p>Changes to services, leading to confusion</p> <p>Mitigations:</p> <ul style="list-style-type: none"> • Updated information, guidance and promotion • Communicating changes to the workforce and public • Developing accessible Information and advice with carers <p>Rebranding CRISP may reduce recognition, or it may lead a surge in demand that resources cannot cope</p> <p>Mitigations:</p> <ul style="list-style-type: none"> • Soft launch • Consultation, engagement and feedback • Communicating changes to the workforce and public • Providing accessible information • Engagement and consultation with carers and practitioners • Reviewing roles and responsibilities • Reviewing staffing levels <p>Confusion or lack of understanding on new information</p> <p>Mitigations:</p> <ul style="list-style-type: none"> • Practitioner involvement • Targeting audiences • Communicating changes to the workforce and public • Collaboration with partners and carers
<p>Will the change affect employees?</p>	<p>CRISP Service and ASC workforce:</p> <ul style="list-style-type: none"> • Additional Staffing capacity will be needed for CRISP to carry out the priorities of the BCP Carers Strategy. • Possible changes to roles and accountabilities • New Training requirements • New information and guidance
<p>Will the change affect the wider community?</p>	<p>Yes:</p> <ul style="list-style-type: none"> • More opportunities to support carers • Improved services to deliver easier access • Improved information and guidance for carers • Increased workforce to support carers • Improved ways to receive feedback • Changes to the website to provide easier access to information
<p>What mitigating actions are planned or already in place for those negatively affected by this change?</p>	<p>Research and evaluation into the diversity of Carers throughout the conurbation and engagement:</p> <ul style="list-style-type: none"> • Collating data going forward about the equalities make up of carers where this is currently incomplete • Continuing the BCP Carers Services Focus Groups

	<p>Gaining Feedback from Carers Groups:</p> <ul style="list-style-type: none"> • BCP Carers Reference Group • LDPB Carers Action Group • LD Carers Forum • Pan Dorset Carers Steering Group • Dorset Carers Partnership Group • BCP Provider Forum • Carers Action Group • Carers Operational Group <p>Gaining feedback from services:</p> <ul style="list-style-type: none"> • Contract Monitoring • Capturing and recording evidence about the diversity and mapping of Carers across the conurbation • Continuing to work with services and providers to support Carers from minority groups and hard to reach areas. • Continuing to promote diversity across networks <p>Soft launch for the Rebranding of CRISP</p> <ul style="list-style-type: none"> • To enable the service to be accessible to as many carers as possible <p>Sharing changes to information through Care and Practitioner networks including:</p> <ul style="list-style-type: none"> • Newsletters • Websites / social media • Letters • Team Updates / Team newsletter / Team platforms • Provide clear and consistent information about services
<p>Summary of Equality Implications:</p>	<p>The BCP Carers Strategy recognises the valuable contribution that carers make to our community and sets out a 5-year plan for supporting them to look after their own health and wellbeing, just as much as they do for the people they care for. The 5 key priorities of the strategy aim to improve support for carers to enable them to continue in their caring role for as long as they wish to.</p> <p>The proposed changes should have a positive impact on carers and recognise the diversity of carers. They will improve the accessibility of the BCP carers service and will enable more carers to access advice, information and support that is tailored to their needs.</p> <p>Throughout the implementation of the strategy, further equality impact assessments will be produced when carers services are reviewed, and specific decisions are needed to be made.</p>

Form Version 1.2