

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: Kayte Thompson-Dixon

Directorate: Community Wellbeing

Individual(s) completing this assessment: John Burgess

Date assessment completed April 2024

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Herefordshire All Age Carers Strategy 2024-2029

What is the aim, purpose and/or intended outcomes of this activity?

Name of lead for activity

John Burgess

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

Information and evidence has been gathered from a variety of sources. Locally we have organised in a series of engagement events (see below), to gather view, opinions and suggestions about the focus the new Carers Strategy should take. Additionally we have used legislation, research and policy documents to inform and develop the document.

Key documents are as follows:

- [NHS England » Commitment to carers](#)
- [Support for employers to be carer friendly | Carers UK](#)
- [UK census data - Office for National Statistics \(ons.gov.uk\)](#)
- [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](#)
- [All Party Parliamentary Group Inquiry on Young and Young Adult Carers](#)
- [Care and Support Statutory Guidance - GOV.UK \(www.gov.uk\)](#)
- ["No Wrong Doors" for Young Carers - Carers Trust](#)
- [Care Act 2014 \(legislation.gov.uk\)](#)
- [Children and Families Act 2014 \(legislation.gov.uk\)](#)
- National Institute for Health and Care Excellence (NICE) guidance on supporting unpaid carers: <https://www.nice.org.uk/guidance/ng150>
- [Carers Trust – resources: Getting Support if You Are A Young Or Young Adult Carer](#)
- The Kings Fund: [Caring in A Complex World](#)
- [Herefordshire Joint Local Health and Wellbeing Strategy 2023 - 2033](#)

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Between September and December 2023 a number of engagement events including presentations and question and answer sessions, face to face meetings took place to gather information and understanding about the areas of support that carers feel would benefit them the most

Engagement events took place with:

- Community Partnership (supported by HealthWatch)
- Survey of local organisations that support unpaid carers
- Face to face meeting with young and young adult carers
- Autism Partnership Board
- Learning Disability Partnership Board
- Making It Real Board
- Primary Care Network meetings
- Dementia Partnership and Programme Boards
- Face to face meeting with adult carers

Summary of relevant findings

Herefordshire All Age Carers Strategy 2024-2029 recognises the **critical role** of carers and sets out how the council and its partners will continue to support them. The strategy has identified six key priority areas where steps can be taken to improve services and support available to unpaid carers across Herefordshire.

The six key areas, which are detailed within the strategy document, are:

- Value and recognition
- Young Carers
- Assessments and support
- Technology Enable Care (TEC)
- Staying healthy
- Information and resources

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.**

Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	✓			The strategy is all age. One of the key priority areas is to improve recognition and support for young and young adult carers
Disability	✓			Not only do many carers provide support and care for loved ones with a disability, but also we know from census returns that some carers also have disabilities.
Gender Reassignment		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, but where there are no caring responsibilities, the impact will be neutral.
Marriage & Civil Partnerships		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, but where there are no caring responsibilities, the impact will be neutral.
Pregnancy & Maternity		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, particularly for parent carers, but where there are no caring responsibilities, the impact will be neutral.
Race (including Travelling Communities and people of other nationalities)		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, but where there are no caring responsibilities, the impact will be neutral.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Religion & Belief		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, but where there are no caring responsibilities, the impact will be neutral.
Sex (including issues of safety and sexual violence)		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, but where there are no caring responsibilities, the impact will be neutral.
Sexual Orientation		✓		The strategy does not focus on this equality group. Where a member does have caring responsibilities there should be a positive impact, but where there are no caring responsibilities, the impact will be neutral.
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	✓			The strategy is focused on improving support and resources for carers of all ages. We expect there to be a positive impact, in terms of access to resources, support, assessments, recognition.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	✓			Studies have shown that carers will often overlook their own health and wellbeing needs ahead of the loved ones for whom they care. The strategy recognises the ICB's Commitment To Carers, and part of the action plan will be to highlight the work taking place in primary care to support carers in their own rights.

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/ eliminate negative impact	Who will lead on action?	Timeframe

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

<p>A new Carers Partnership Board will be set up with membership from Herefordshire Council, Health, the Integrated Care Board, VCSE organisations that support carers along with members who have unpaid carer experience.</p> <p>There will be a work plan set out annually to ensure the key actions are implemented.</p>
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When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

This document will be reviewed and if necessary revised on an annual basis from the point when the strategy is approved and published.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

John Burgess – Senior Commissioning Officer
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Date signed

15/04/2024