

Equality Analysis (EIA) Form

A) Description

Name of service, function, policy (or other) being assessed

Provision of a Young Carers Service

Directorate or organisation responsible (and service, if it is a policy)

Adults and Wellbeing Commissioning

Date of assessment

January 2018

Names and job titles of people carrying out the assessment

Danni Mussell – Senior Commissioning Officer

Accountable person

Martin Samuels, Director for Adults and Wellbeing

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The council's strategic approach to delivering health and wellbeing includes enabling people to stay well and live within their own community for as long as possible.

Unpaid carers, including young carers, play a key and valuable part in delivering this approach. Therefore, supporting carers to balance their caring role with their own needs and aspirations is crucial to ensure that the care they provide is sustainable.

The proposed young carers service has several functions which can be broken down as follows:

- Strategic
Working with partners across health and education as well as carer support services and the voluntary, charitable and faith sectors to encourage identification of young carers and the connection to early support, advice and signposting.
- Delivery
 - Assessing young carers in accordance with legislation using a whole family/holistic approach
 - Ensuring the care the young person provides is appropriate and will enable them to meet their own social, emotional and health needs, education and aspirations
 - Working with partners to deliver pragmatic solutions to connect children to opportunities to meet their needs, e.g. brownies, sports training, additional education
 - Stakeholder engagement to shape future services
 - Developing safe interactive/social media places for young carers to network and provide mutual support

The service will be delivered by the family support service within the council's Children's Wellbeing directorate, which already deliver a whole family assessment and support service and have experienced practitioners within this area of work.

Location or any other relevant information

Countywide coverage

List any key policies or procedures to be reviewed as part of this assessment.

The Joint Carers Strategy 2017-2021
The Health and Wellbeing Strategy
The Adults and Wellbeing Plan 2017-2020

Who is intended to benefit from the service, function or policy?

- All young and young adult carers in Herefordshire

Who are the stakeholders? What is their interest?

Young carers and young adult carers, which could be further defined as children under the age of 18 or young adults transitioning from school age to further education who are also caring for a relative.

Any care a young person provides needs to be safe and appropriate. Young carers need support to balance their needs and aspirations to ensure they are able to grow and develop in the same way as their peers. The service seeks to ensure young carers do not experience inequity due to their caring role.

B) Partnerships and Procurement

If you commission services externally or works in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/ delivery meets the requirements of the Equality Act 2010, i.e.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Not applicable – the service will be delivered by Herefordshire Council employees.

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

There are no concerns arising from stakeholder engagement which indicate the possibility of inequalities.

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

Monitoring data shows that up until December 2017, Herefordshire Carers Support had 247 young carers and 117 young adult carers registered with their service.

There is no precise data indicating the number of adult or young carers there are in Herefordshire, partly because many do not identify themselves as carers, seeing themselves more as a loving relative or friend. Estimates based on data from the 2011 census and the 2011 health and wellbeing survey provides figures of between 20,000 and 34,000 adult carers in Herefordshire. Local and national data supports that this number is increasing, aligned to an increasing aging population.

Additionally, the data shows that commissioned services are reaching about one quarter of the adult carer population, yet it is unknown how many young carers there are in Herefordshire, in order to understand how many young carers are receiving a service or not.

The Children's Society estimates there are 166,000 young carers in the UK.

In 2013, the Children's Society completed a study entitled '[Hidden from view: The experiences of young carers in England](#)'. Some of the findings were:

- One in 12 young carers are caring for more than 15 hours per week and around one in 20 misses school because of their caring responsibilities
- Young carers are 1.5 times more likely than their peers to be from black, Asian or minority ethnic communities and are twice as likely to not speak English as their first language
- Young carers are 1.5 times more likely than their peers to have a special educational need or a disability
- The average annual income for families with a young carer is £5,000 less than families who do not have a young carer
- There is no strong evidence that young carers are more likely than their peers to come into contact with support agencies, despite government recognition that this needs to happen
- Young carers have significantly lower educational attainment at GCSE level, the equivalent to nine grades lower overall than their peers. For example, the difference between nine Bs and nine Cs

- Young carers are more likely than the national average to not be in education, employment or training (NEET) between the ages of 16 and 19

D) With regard to the stakeholders identified and the diversity groups set out below;

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Disability	The new service will offer a whole family, holistic assessment which identifies the strengths of the family and whether the young carer has any unmet needs. Should the young carer have any disabilities, the support worker will offer pragmatic solutions to assist them to stay well and meet their aspirations, as well as safely sustain their caring role. This is a positive impact.	There is no known adverse impact.	Not applicable	Not applicable
Age	For the reasons outlined above, the young carer's age will also be taken into account during any assessment and subsequent support planning. This is a positive impact.	There is no known adverse impact.	Not applicable	Not applicable
Gender	No specific issues identified	There is no known adverse impact	Not applicable	Not applicable

Race	The service aims to be more inclusive and extend services to meet the needs of Herefordshire residents of every race, with a particular focus on the Gypsy Roma and Traveller population, which is the largest minority group in Herefordshire. This is a positive impact.	There is no known adverse impact	Not applicable	Not applicable
Sexual Orientation	The service aims to be more inclusive and extend services to meet the needs of Herefordshire residents of every sexual orientation. This is a positive impact.	There is no known adverse impact	Not applicable	Not applicable
Religion- belief/non belief	The service aims to be more inclusive and extend services to meet the needs of Herefordshire residents of every religion/non-belief. This is a positive impact.	There is no known adverse impact	Not applicable	Not applicable
Pregnancy/maternity	Should a young carer become pregnant, their needs will be assessed holistically as would any child, with the additional consideration of their caring role and any impact.	There is no known adverse impact	Not applicable	Not applicable
Gender reassignment	The service aims to be more inclusive and extend services to meet the needs of Herefordshire residents of every gender . This is a positive impact.	There is no known adverse impact	Not applicable	Not applicable

E) Consultation

Did you carry out any consultation?

Yes No

Who was consulted?

Current commissioned services – Herefordshire Carers Support
Council members have been consulted, briefing to the Children and Young People's Scrutiny Committee
Young carers at young carers clubs

Describe other research, studies or information used to assist with the assessment and your key findings.

- Contract monitoring and support data
- The Herefordshire Joint Strategic Needs Assessment
- Carers UK website
- The Joint Carers Strategy for Herefordshire 2017-2021
- Herefordshire Council – Corporate Plan
- Health and Wellbeing Strategy
- Herefordshire Clinical Commissioning Group – 5 Year Strategic Plan
- The Care Act 2014
- Children & Families Act 2014
- The Young Carers (Needs Assessments) Regulations 2015

Do you use diversity monitoring categories? Yes No

(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- X Age
- X Disability
- X Gender Reassignment
- X Marriage & Civil Partnership
- X Pregnancy & Maternity
- X Race
- X Religion & Belief
- X Sex
- X Sexual Orientation

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

<https://factsandfigures.herefordshire.gov.uk/>

F) Conclusions

	Action/objective/target OR justification	Resources required	Timescale	I/R/S/J
a)	Cabinet member approval of the decision to bring the young carers service back into the council	Staff time	February 2018	R
b)	Communication about the new young carers service	Staff time	April 2018 (ongoing)	S
c)				
d)				

(I) *Taking immediate effect.*

(R) *Recommended to Council/Directors through a Committee or other Report*.*

(S) *Added to the Service Plan.*

(J) *To be brought to the attention of the Equality Manager.*

*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.