

## Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Adult and Young Carers Strategies 2021-26
<b>Brief Service Profile (including number of customers)</b>	<p>Both Strategies cover a five-year period. The strategies consider the recommendations from the Public Inquiry ‘Carer Friendly Southampton’ and has been co-produced with carers and relevant stakeholders.</p> <p>Both Strategies share 4 key priorities improved:</p> <ul style="list-style-type: none"> <li>• identification;</li> <li>• provision of information, advice and guidance;</li> <li>• help and support; and</li> <li>• having a voice and being listened to.</li> </ul> <p>Adult carers have an additional key priority of planning for the future.</p> <p>The immediate priorities adult carers would like improved are:</p> <ul style="list-style-type: none"> <li>• good communication across all areas;</li> <li>• clear, transparent and straightforward finance;</li> <li>• strong carer’s voice;</li> <li>• carers’ well-being; and</li> <li>• joined up services</li> </ul> <p>The immediate priorities young carers would like improved are:</p> <ul style="list-style-type: none"> <li>• communication should be simpler;</li> <li>• emergency plans – support in place and training; and</li> <li>• identify/support in school.</li> </ul> <p>An action plan will guide work to achieve identified outcomes for carers in all priority areas. Work has already started for some of the immediate priorities from both adults and young carers.</p>
<b>Summary of Impact and Issues</b>	<p>The two strategies together aim to improve the health and well-being of all unpaid carers who live in Southampton. To do this it is anticipated that investment will be needed from health and social care. It is difficult to quantify the exact funding required as the needs of unidentified carers is unknown. Scoping work, however, is being undertaken in 2021/22 to understand the funding required in 2022/23 to e.g. support schools to become young carer friendly and increase capacity withing support services to identify, assess and provide universal support for</p>

	carers.
<b>Potential Positive Impacts</b>	In addition to carers health and well-being the strategies also aims to improve the: <ul style="list-style-type: none"> <li>• experience of carers when they transition from one service to another e.g. young carers becoming young adult carers;</li> <li>• ability of young carers to stay in education or gain employment;</li> <li>• support for adult carers to stay in employment or return to employment;</li> <li>• number and type of breaks a carer can have from their caring role; and</li> <li>• process of assessment and support planning.</li> </ul>
<b>Responsible Service Manager</b>	Adrian Littlemore
<b>Date</b>	26.10.21

<b>Approved by Senior Manager</b>	Adrian Littlemore
<b>Signature</b>	<i>Adrian Littlemore</i>
<b>Date</b>	<u>28-10-21</u>

### Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	No negative impact identified.  The strategies aim to improve the lives of carers of all ages. In particular where a carer ages and there is a change in the support agency and/or other services the process of transition will be improved.	
<b>Disability</b>	No negative impact identified.  The people that carers support are from all care groups. Work is currently being undertaken so that access to respite care has parity of esteem across the care groups i.e. carers are not given set funding instead it is based on the respite needs of the carer and the cost of paid care for the person being cared for.	
<b>Gender Reassignment</b>	No identified impacts.	
<b>Marriage and</b>	No identified impacts.	

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<b>Civil Partnership</b>		
<b>Pregnancy and Maternity</b>	No identified impacts.	
<b>Race</b>	<p>No negative impact identified.</p> <p>The strategies aim to improve the identification of carers from black and ethnic minority communities as their representation is currently small.</p>	
<b>Religion or Belief</b>	<p>No negative impact identified.</p> <p>The strategies aim to improve the identification of carers from religious communities other than Christian as their representation is currently small</p>	
<b>Sex</b>	No identified impacts.	
<b>Sexual Orientation</b>	No identified impacts.	
<b>Community Safety</b>	<p>No identified negative impacts.</p> <p>The strategies aim to provide more services in local communities and also to improve access to transport where travel is needed. This will enable carers, particularly the young and elderly, to safely access support services.</p>	
<b>Poverty</b>	<p>No identified negative impacts.</p> <p>Improved access to education and employment will reduce poverty within the caring community.</p>	
<b>Other Significant Impacts</b>	No other identified impacts.	