

## Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

**Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.**

<b>Where do you work?</b>
Service Area: Children & Young Peoples Services
Directorate: Social Services Health and Housing

**(a) This EIA is being completed for a...**

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy x <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>
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**(b) Please name and describe below...**

**Neath Port Talbot Young Carers Strategy**

The strategy has been developed in line with the Carers Strategy (Wales) Measure 2010, the NPT Joint Carers Commissioning Strategy 2015-18 and the Social Services and Well Being (Wales) Act 2014 (SSWB). It sets out the commitment, vision and principles in Neath Port Talbot County Borough Council to enable the commissioning of appropriate needs led services for Young Carers and their families.

**(c) It was initially screened for relevance to Equality and Diversity on**

Although the document recognises the diversity of Young Carers in Neath Port Talbot, we hold information on young carers that enter into commissioned services, however there is insufficient information about young carers who are not recognising themselves as providing care within the protected characteristics outlined below; further information on these individuals will hopefully result from the public consultation process.

**(d) It was found to be relevant to...**

Age ..... x <input type="checkbox"/>	Race ..... x <input type="checkbox"/>
Disability ..... x <input type="checkbox"/>	Religion or belief ..... x <input type="checkbox"/>
Gender reassignment ..... x <input type="checkbox"/>	Sex ..... x <input type="checkbox"/>
Marriage & civil partnership ..... x <input type="checkbox"/>	Sexual orientation ..... x <input type="checkbox"/>
Pregnancy and maternity ..... x <input type="checkbox"/>	Welsh language ..... x <input type="checkbox"/>

**(e) Lead Officer**

**Name:** Alexis Saunders

**Job title:** Commissioning Officer

**Date:** 05.12.2016

**(f) Approved by Head of Service**

**Name:**

**Date:**

## Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project

### What are the aims?

The aim of the draft strategy is to improve the quality of life for young carers and young adult carers and the people they care for. It is important that inclusion for Young carers and young adult carers is promoted as to ensure they are not denied the life chances available to other young persons within Neath Port Talbot.

### Who has responsibility?

Andrew Jarrett, Head of Service, Children and Young People Services

### Who are the stakeholders?

Young and young adult carers are the primary stakeholders. The draft strategy is intended to benefit these individuals.

The draft strategy may also indirectly benefit individuals who are 'cared for', that is people who have a disability or care/support needs.

The document would be of interest to the general public, statutory bodies, health and social services, 3rd Sector and private organisations. Children and young people services staff and internal service providers.

## Section 2 - Information

### (a) Service Users

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age .....	x <input type="checkbox"/>	Race .....	x <input type="checkbox"/>
Disability .....	x <input type="checkbox"/>	Religion or belief.....	x <input type="checkbox"/>
Gender reassignment .....	x <input type="checkbox"/>	Sex .....	x <input type="checkbox"/>
Marriage & civil partnership .....	x <input type="checkbox"/>	Sexual orientation.....	x <input type="checkbox"/>
Pregnancy and maternity .....	x	Welsh language.....	x

### What information do you know about your service users and how is this information collected?

We hold EIA information on young carers that enter into commissioned services; this is collected through EIA reporting mechanisms directly from the commissioned service, whereby the information collected covers all the protected characteristics above. This includes 84 individuals.

However there is insufficient information about young carers who are not recognising themselves as providing care within the protected characteristics.

**Any Actions Required?**

To continue to collect this information in relation to young carers using the service.

**(b) General****What information do you know and how is this information collected?**

The 2011 Census showed that there are 370, 230 carers in Wales, of this 29,155 have been identified as young carers under the age of 25. Further to this, Wales has the highest percentage of young carers under the age of 18 UK wide.

**Any Actions Required?**

Respondents to the consultation, including those from non-commissioned services will be asked for information on 'protected characteristics' in order to mitigate the above.

**Section 3 – Impact****(a) Impact on Protected Characteristics**

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh language	➔ <input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain (in detail) why this is the case. Include details of any consultation (and/or other information) which has been undertaken to support your view.**

The commissioned service monitor and record equality and diversity information on all young carers who access the service, which is used to inform service delivery.

The commissioned service captures feedback from every young carer that accesses their service which is used to improve services and resources.

Our commissioned service are working collaboratively with education, health and social services to highlight the needs of the young carers who they assess so that support can be put in place to help young carers achieve their potential.

The Draft Strategy will involve young carers, the cared-for person, families and other organisations to ensure that services can be developed and delivered in a holistic approach. The Council wants to maximise our current pool of resources and plan effectively together for future need identified through the consultation process.

## **(b) Impact on the Welsh Language**

**What is the likely impact of the policy on:**

- **Opportunities for people to use Welsh**
- **The equal treatment of the Welsh and English languages**

**Please give details**

Information for Young Carers and Young Adult Carers produced by NPTCBC will be available in English and Welsh from the go live date if the consultation is approved.

Both documents will be available in any focus groups or meetings, whereby there will be an opportunity for questions to be asked in English and/or Welsh.

The Draft NPT Young Carers Strategy will be available in both English and Welsh at the same go Live date, subject to consultation at CYPE.

**Could the policy be developed to improve positive impacts or lessen negative impacts? Please give details**

As stated above and actions below.

**Actions (to increase positive/mitigate adverse impact).**

To ensure a Local Authority Welsh Language Officer is available to attend any public meetings during the consultation, and to offer the opportunity in partner meetings.

Ensure there is a Welsh Language Officer assigned as a contact to discuss the Draft Strategy should there be a request to discuss in Welsh.

## **Section 4 - Other Impacts:**

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

## **(a) Equalities**

### Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

#### **Please explain any possible impact on meeting the Public Sector Equality Duty**

The strategy emphasises the importance of young carers and young adult carers recognising and accessing their rights through advice signposting to appropriate services.

The document emphasises the importance of Young Carers recognising and accessing their rights and the services available to them. A core objective of the strategy is to assist Young and adult carers access the same opportunities, outcome and information as other NPT young people

#### **What work have you already done to improve the above?**

Section 17 of the new Act places a duty on Local Authorities to establish an Information, Advice and Assistance (IAA) service. In NPT, we are currently developing our Family Information Service to meet this statutory obligation.

The Local Authority has a commissioned service which has been designed to provide targeted support to build the resilience of young carers. It is focussed on providing support at an early stage and aims to prevent and reduce escalation of need.

We have identified the following outcomes that need to be developed to ensure that we are meeting the needs of our young carers:

- 1) Identification
- 2) Access to information
- 3) Decision making
- 4) Service integration
- 5) Inclusion

#### **Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

We need to ensure that young carers know who to contact in respect of IAA and that there is adequate information and sign posting facilities in place to ensure that young carers know what services are available to them and know how to access those services.

## **(b) Reduce Social Exclusion and Poverty**

### **Please explain any possible impact**

The strategy emphasises the importance of making information available which will enable Young and young Adult carers to make informed choices. Young Carers are vulnerable and can be socially isolated from their peers. The strategy document acknowledges and includes actions to address this.

Our commissioned service are working collaboratively with education, health and social services to highlight the needs of the young carers who they assess so that support can be put in place to help young carers achieve their potential

### **What work have you already done to improve the above?**

- In 2015-16, our commissioned service provided support services to 41 young carers in NPT. From April to September 2016 they have worked with a further 26 young carers.

### **Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

- We need to work with local employment and training agencies to develop service delivery so that young carers can access the same education and work opportunities as their peers

## **(c) Community Cohesion**

### **Is the initiative likely to have an impact on Community Cohesion?**

The document promotes recognition of young carers and young adult carers from all backgrounds and promotes positive relationships between Health, Social care and 3rd sector staff and young carers and young adult carers, by acknowledging and consulting with Young and young adult carers.

It is anticipated that the strategy will have a positive effect on community cohesion by raising awareness of the issues Young Carers and Young Adult Carers face and encouraging young and young adult carers to engage in opportunities available to other young people.

### **Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

- We need to work holistically with health and education agencies so that there is a multi-agency response to the resources and services developed for young carers
- Where possible we need to provide services within young carers communities so that they can access them more frequently

## **Section 5 Consultation**

**What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?**

The EIA and referral information held on Young carers and young adult carers via Welsh Government commissioned services within the Local Authority have provided information which has informed the strategy.

The draft strategy document clearly states that there must be recognition of the diversity of young carers and young adult carers, due to the population levels of NPT and the reasons behind the caring role, and the needs of the cared-for person

There is insufficient information about carers which do not access our commissioned services. There will be opportunity after the public consultation period to amend the final version of the Strategy document should an issue arise. If approved for consultation we need to work with partner organisations to identify young carers and their unique needs so that we can ensure that they receive appropriate support, and ensure that any unidentified needs are accounted for.

The current version of the Young Carers Commissioning Strategy 2016-19 is a draft for Public consultation. The document will be available on NPTCBC Objective consultation pages.

If the consultation is approved it will be promoted to young carers via Young Carers Service(s) within the local authority, plus promoted through the AMBU Carers Partnership Board and Young Carers Sub-group.

If the Consultation is approved, an action will be to seek views on what positive or negative impacts the policy would have and how it could be developed to have positive or not have negative impacts on:

- opportunities to use the Welsh language
- treating Welsh and English equally

**Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)**

Addressed initially through consultation process. Advance opportunities to engage with young carers and young adult carers with protected characteristics via the following

- Online consultation questionnaire tool Objective.
- Meetings
- Focus Groups

**Section 6 – Post Consultation**

What was the outcome of the consultation?

The Consultation was widely promoted to a wide range of Young Carers' Services and Third Sector Partners, including our internal directorates with a vested interest.

Including Focus Groups with Young Carers, the consultation was produced live on Neath Port Talbot County Borough Councils 'OBJECTIVE' pages. A link to this portal was distributed during the consultation via email to the relevant stakeholders and widely promoted through social media via Council for Voluntary Services.

Feedback has been received via email, online submissions and verbal themes through focus Group activity.

The main themes of the comments received during consultation can be summarised as follows:-

**The requirement for a Young Person 'friendly' document which outlines the strategy**

**The requirement for more awareness of Young Carers and the barriers faced to be promoted in Schools and Colleges.**

**Appropriate support for Young Carers other than that of peer support groups.**

**The requirement for raised awareness among the local community in relation to Young Carers.**

**Easily accessible online tool kits/advice lines and awareness promotion to be available for young carers to access independently.**

**More appropriate support for the cared for person to enable Young Carers to feel safer about being away from the house, such as Assistive technology intervention**

The above comments do not suggest significant amendments to the proposed Draft Young Carers Strategy that was presented to CYPE on 5<sup>th</sup> January 2017. However, they do highlight the areas of requirements which will allow Young Carers to have a voice in the Action Plan and its implementation.

The Draft Young Carers Strategy has therefore been amended to reflect feedback during the consultation in a more detailed manner; however additional data sets have also been included in this EIA to provide Members and the public with the local picture in relation to Young Carers and the National picture.

During the Consultation, more research was undertaken to develop our understanding of the National Data sets, including a detailed account of our Local figures:-

## **Regional position - Western Bay Population Assessment**

"According to the 2011 Census, across Wales there has been a 7.6% increase in the number of Carers aged 5 to 17 in the 10 years between 2001 (10,741) and 2011 (11,555).

In Wales, in relation to the 5 to 17 year old population, the percentage of young Carers is significantly higher than in England. Providing unpaid care may have an adverse affect on young carers' general health, Part of 2011 Census, Detailed Characteristics for Local Authorities in England and Wales Release ) -( Wales 2.6%, England 2.1%)

The young Carers aged between 5 and 17 in Wales who provide 50 or more hours of care per week are 4.4 times more likely to report their general health as 'not good' compared to the general population of 5



to 17 year olds'. (Source: 2011 Census)

According to the 2011 Census there are 1,351 young Carers aged 0 – 15 in the Western Bay area of which approximately 155 (11%) spend over 50 hours a week in a caring role.”

“According to the 2011 Census there are 4,198 young adult Carers aged 16 – 24 in the Western Bay area, of which 510 (12%) spend over 50 hours a week in a caring role.”

	Number of Young Carers known to Social Services			Number of Young Carers known to Social Services who were assessed			Number of Young Carers known to Social Services who were provided with a service		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
<b>Bridgend</b>	36	28	19	36	28	19	33	28	18
<b>Neath Port Talbot</b>	34	13	31	34	13	31	22	13	31
<b>Swansea</b>	49	87	29	49	57	29	49	58	28

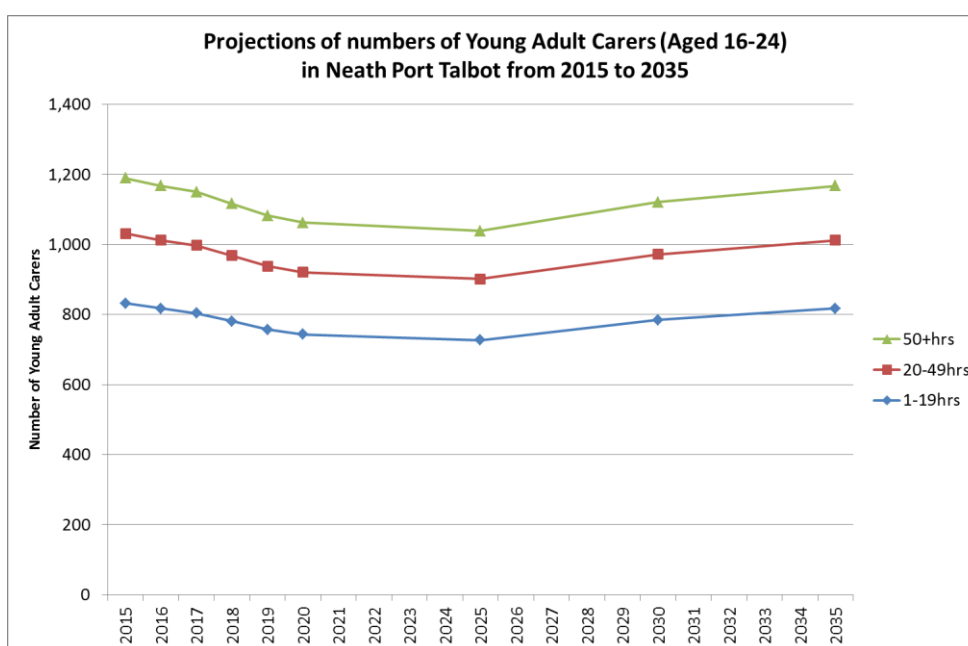
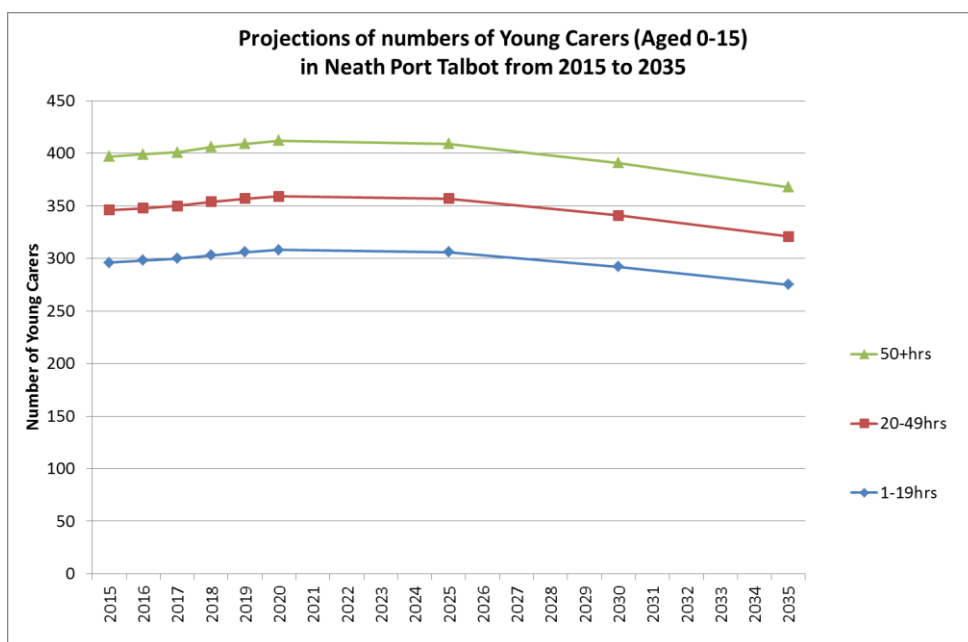
## Number of Young Carers and Young Adult Carers/Identifying Young Carers and Young Adult Carers

### Wales (Daffodil projections)

Age Group	Number of hours care provided	2015	2016	2017	2018	2019	2020	2025	2030	2035
People aged 0-15	1-19	5,954	5,990	6,034	6,089	6,143	6,187	6,218	6,080	5,901
People aged 0-15	20-49	815	847	852	833	808	847	852	833	808
People aged 0-15	50+	805	810	816	824	831	837	841	822	798
People aged 16-24	1-19	14,791	14,509	14,225	13,945	13,667	13,493	13,350	14,243	14,518
People aged 16-24	20-49	3,493	3,426	3,359	3,293	3,227	3,186	3,152	3,363	3,428
People aged 16-24	50+	2,624	2,574	2,524	2,474	2,425	2,394	2,369	2,527	2,576
<b>Total population aged 0 to 24 providing unpaid care</b>		<b>28,482</b>	<b>28,129</b>	<b>27,784</b>	<b>27,459</b>	<b>27,134</b>	<b>26,944</b>	<b>26,782</b>	<b>27,868</b>	<b>28,029</b>

### NPT (Daffodil Projections)

Age Group	Number of hours care provided	2015	2016	2017	2018	2019	2020	2025	2030	2035
People aged 0-15	1-19	296	298	300	303	306	308	306	292	275
People aged 0-15	20-49	50	50	50	51	51	51	51	49	46
People aged 0-15	50+	51	51	51	52	52	53	52	50	47
People aged 16-24	1-19	832	817	804	781	757	743	727	784	817
People aged 16-24	20-49	199	195	193	187	181	178	174	188	195
People aged 16-24	50+	158	155	153	148	144	141	138	149	155
<b>Total population aged 0 to 24 providing unpaid care</b>		<b>1,586</b>	<b>1,566</b>	<b>1,551</b>	<b>1,522</b>	<b>1,491</b>	<b>1,474</b>	<b>1,448</b>	<b>1,512</b>	<b>1,535</b>

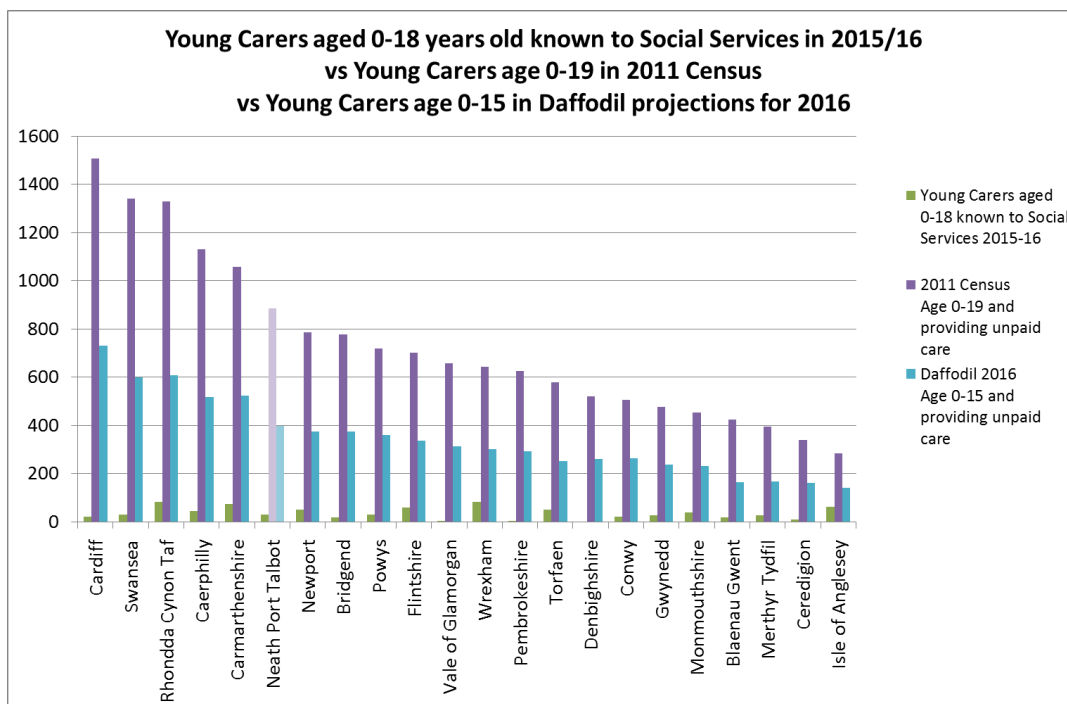
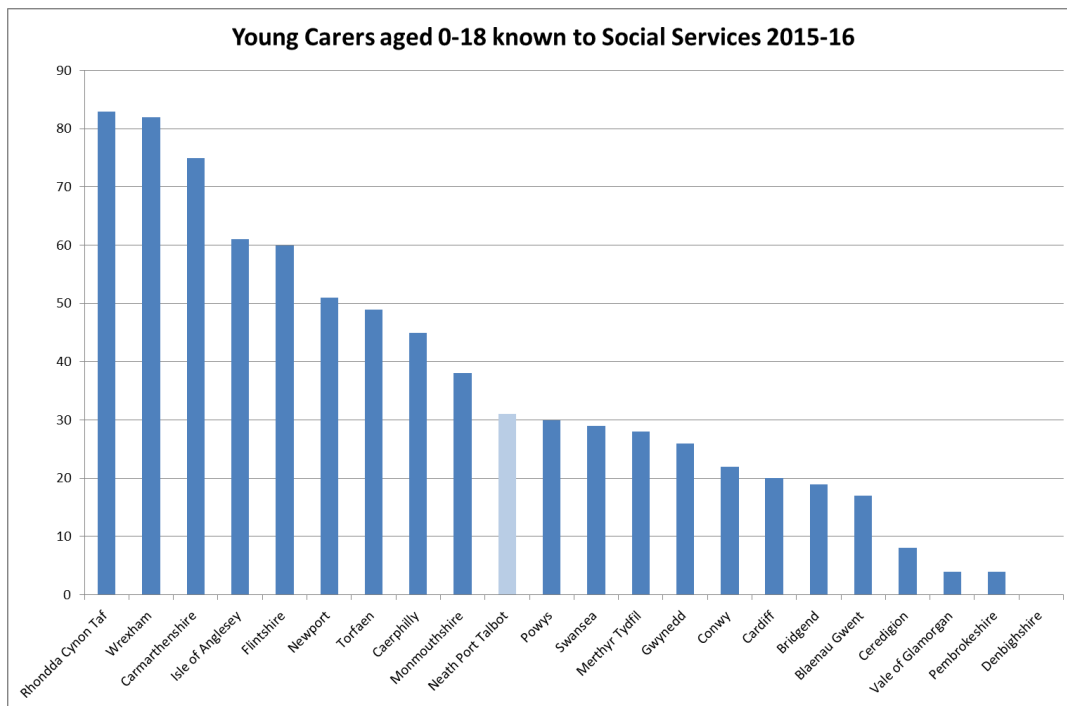


The projections for Neath Port Talbot reflect the projections for young carers in Wales, as well as the whole population projections for these age groups, which basically show a small gradual rise from 2015 to 2020 then fall to 2035 for those aged 0-15 years old, and a gradual fall from 2015 to 2020 and then

small rise from 2020 to 2035 for those aged 16-24 years old.

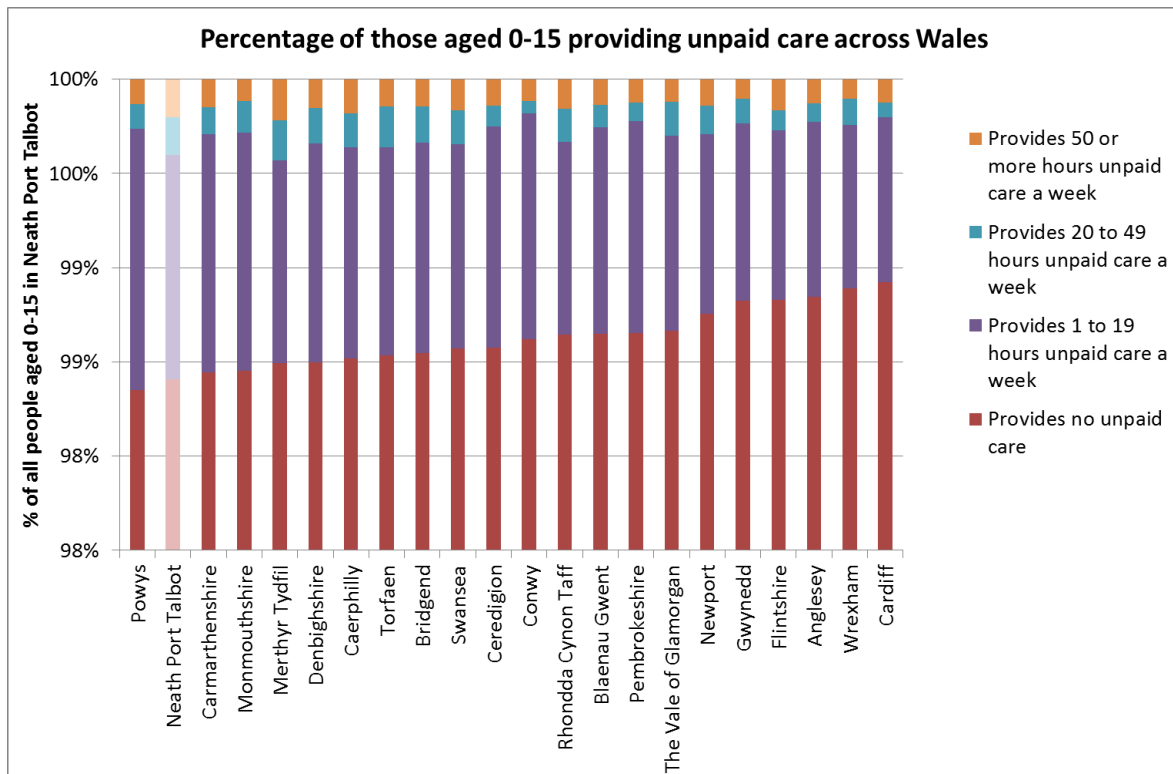
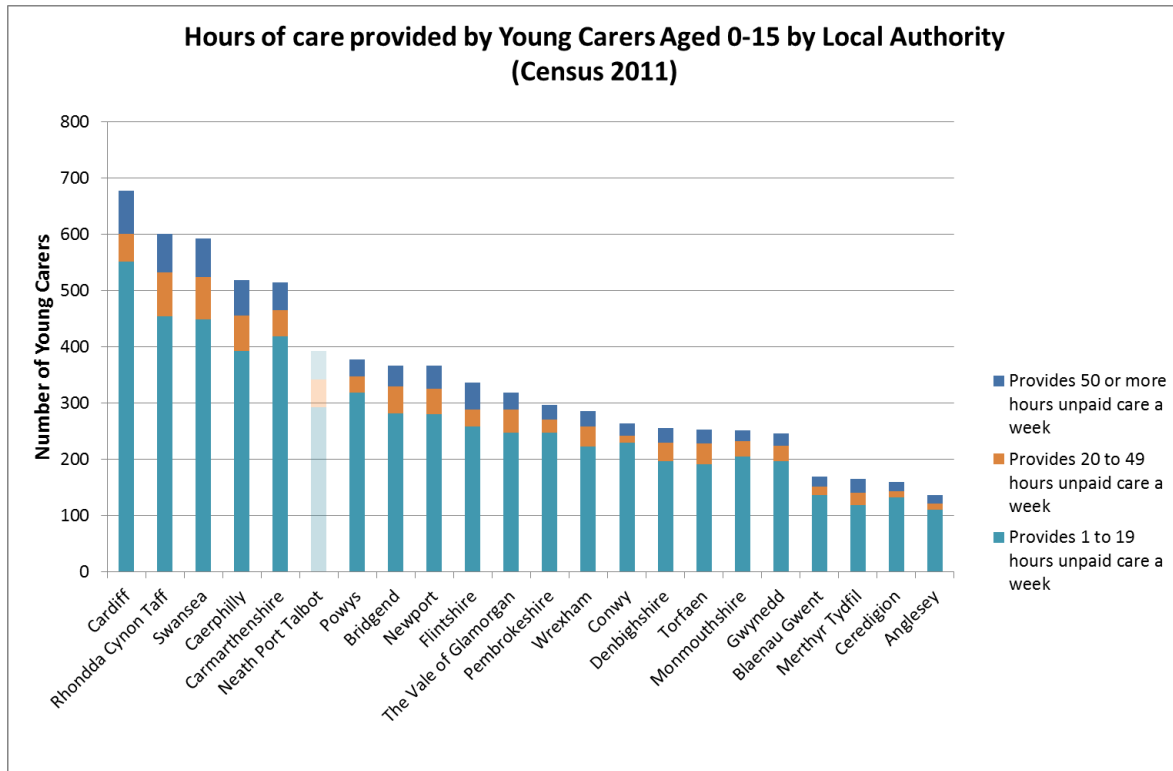
The figures indicate difficulties in Neath Port Talbot with identifying young carers, there were 1586 young carers in NPT according to the 2011 Census, yet only 31 known to social services in 2015/16 – less than 2% of those estimated to be in the population. This is not unique to Neath Port Talbot, according to an article by The Carers Trust, less than 10% of young carers in Wales were known to Social Services departments in 2014/15 (<https://carers.org/news-item/less-10-young-carers-wales-known-social-services>)

Looking more in depth, if we compare numbers of young carers aged under 18 known to social services across Wales (see charts below) you can see there is a great variation in numbers, and Neath Port Talbot is near the middle (10<sup>th</sup> out of the 22 LA's). However if we then compare to Census figures for 2011 of those aged 19 and under and providing unpaid care, and Daffodil projections for 2016 of those aged under 16 and providing unpaid care, Neath Port Talbot has the 6<sup>th</sup> highest numbers of those providing unpaid care, so is identifying a smaller proportion of the young carers out there.

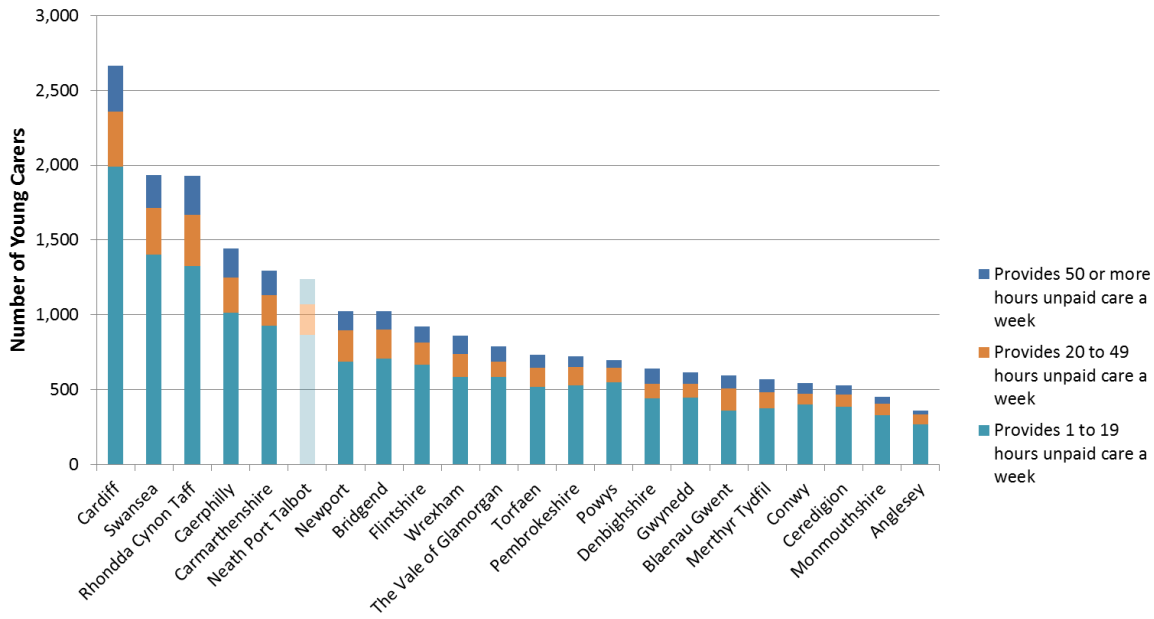


# Census 2011

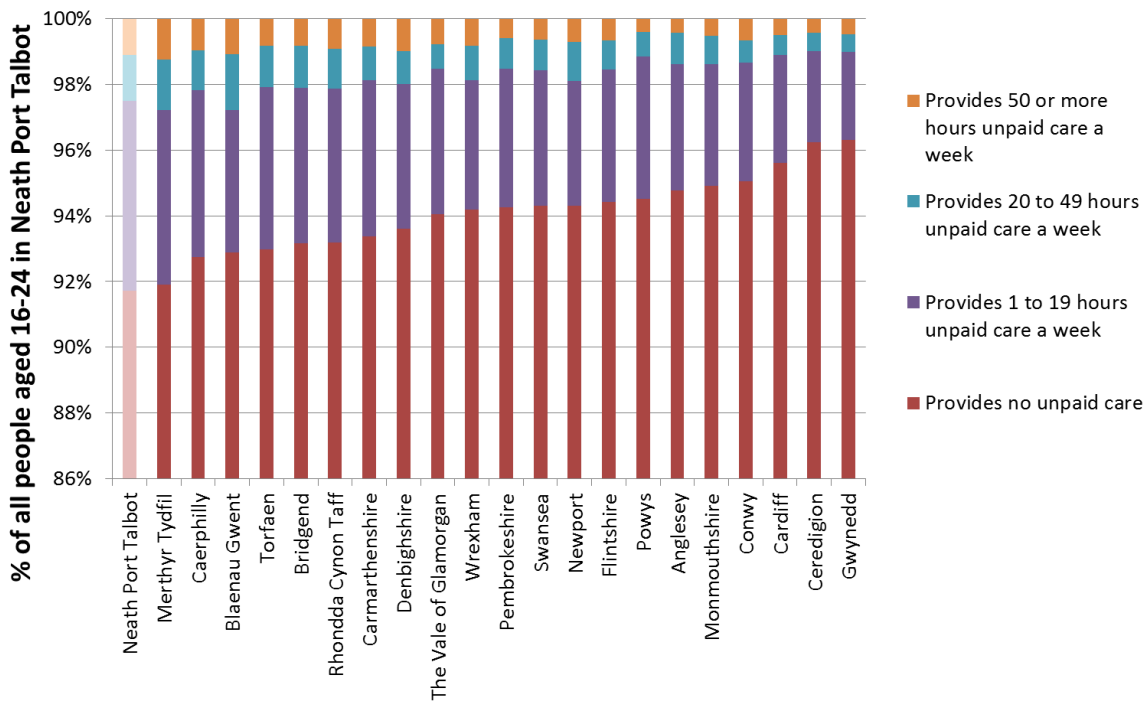
## Number and Percentages of young carers and young adult carers across Wales and in Neath Port Talbot



**Hours of care provided by Young Adult Carers Aged 16-24 by Local Authority (Census 2011)**



**Percentages of 16-24 yr olds providing unpaid care across Wales**



The 2011 Census shows that though the number of young carers and young adult carers in Neath Port Talbot is not the highest in Wales, the percentage of those under 15 who are providing unpaid care in Neath Port Talbot (1.6%) is the second highest in Wales – only lower than Powys(1.7%). The percentage of those aged 16-24 who are providing unpaid care in Neath Port Talbot is the highest in Wales at 8.3%. The majority of those providing unpaid care are providing 0-19 hrs care per week, but there are also significant numbers providing 20-49 hours and 50 or more hours care per week.

## Section 7 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

### Monitoring arrangements:

If approval to consult is granted by CYPE Committee the strategy will be updated to reflect consultation feedback and a final version will need to be approved by CYPE Committee. NPT CYPS will monitor the strategy and an annual progress report will be produced.

Monitoring of the impact of the Draft Strategy will take form of conducting questionnaires or surveys with Young Carers and Young Adult Carers, Meetings and attending focus groups, plus the above targeting non-commissioned services on their views of the draft strategy. 'Protected characteristics' will be collected through these formats and the strategy developed according to any new information.

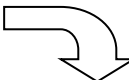
### Actions:

## Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...

x	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>



For outcome 3, detail the justification for proceeding here

**Section 9 - Publication arrangements:**

Information on the publication arrangements for equality impact assessments is available in the guidance notes

## Action Plan:

Objective What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome How will we know we have achieved our objective?	Progress
<p>Neath Port Talbot CBC Draft Young Carers Commissioning Strategy will be subject to public consultation. The consultation and engagement plan identifies stakeholders and outlines how feedback will be sought.</p>	<p>Alexis Saunders-Commissioning Officer</p>	<p>After approval from NPT CBC CYPE Committee. Subject to approval from the above a 90 day consultation period will commence 01.02.2017</p>	<p>The final version of the NPT CBC Draft Young Carers Commissioning Strategy will reflect feedback received during the period of consultation.</p>	<p>Final Version being presented to Board on 03.07.17</p>
<p>Seek views on what positive or negative impacts the policy would have and how it could be developed to have positive or not have negative impacts on:</p> <ul style="list-style-type: none"> <li>-opportunities to use the Welsh language</li> <li>-treating Welsh and English equally</li> </ul>	<p>Alexis Saunders-Commissioning Officer</p>	<p>After approval from NPT CBC CYPE Committee. Subject to approval from the above a 90 day consultation period will commence 01.02.2017</p>	<p>positive or not have negative impacts on:</p> <ul style="list-style-type: none"> <li>-opportunities to use the Welsh language</li> <li>-treating Welsh and English equally will have been established</li> </ul>	<p>Please see C&amp;E Plan</p>
<p>Address initially through consultation process. Advance opportunities to engage with young carers and young adult carers with protected characteristics via the following</p> <ul style="list-style-type: none"> <li>• Online consultation questionnaire tool Objective.</li> <li>• Meetings</li> <li>• Focus Groups</li> </ul>	<p>Alexis Saunders-Commissioning Officer</p>	<p>After approval from NPT CBC CYPE Committee. Subject to approval from the above a 90 day consultation period will commence 01.02.2017</p>	<p>Set up online consultation tool</p> <p>Book and attend:-</p> <ul style="list-style-type: none"> <li>• Meetings</li> <li>• Focus Groups</li> </ul>	<p>Please see C&amp;E Plan</p>



<p>To ensure a Local Authority Welsh Language Officer is available to attend any public meetings during the consultation, and to offer the opportunity in partner meetings.</p> <p>Ensure there is a Welsh Language Officer assigned as a contact to discuss the Draft Strategy should there be a request to discuss in Welsh.</p>	<p>Alexis Saunders-Commissioning Officer</p>	<p>After approval from NPT CBC CYPE Committee. Subject to approval from the above a 90 day consultation period will commence 01.02.17</p>	<p>Assigning a Welsh Language Officer to be a point of contact post approval and during any consultation groups/meetings.</p>	<p>Please see C&amp;E Plan</p>
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**\* Please remember to be 'SMART' when completing your action plan.**