

## Impact Assessment - First Stage

### 1. Details of the initiative

<p><b>Initiative description and summary: Grant Agreement for the Delivery of Short Break Respite Provision to Unpaid Carers</b></p> <p>Allocation of grant funding to the Neath Port Talbot Carers Service (Carers Service) for the development and coordination of short break opportunities to unpaid carers (Carers).</p>
<p><b>Service Area:</b> Common Commissioning Unit</p>
<p><b>Directorate:</b> Social Services Health and Housing</p>

### 2. Does the initiative affect:

	Yes	No
Service users	x	
Staff		x
Wider community		x
Internal administrative process only		x

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x				H	Data shows that a high number of carers have a protected characteristic by virtue of their age.

						<p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Disability				x	H	<p>We have no data on the number of carers that also have a disability</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Gender Reassignment	X				M	Access to support services is unlikely to be solely due to

						<p>a person's gender identity. However, personal circumstances relating to a person gender identity may have an impact on how support is delivered.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Marriage/Civil Partnership	X				H	<p>Unpaid carers are often family members/partners of the person being cared for, which can have an impact on relationships and cause difficulties in maintaining the caring role as well as their personal relationships.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are</p>

						accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.
Pregnancy/Maternity	X				M	<p>It is possible that someone providing unpaid care may be, or become, pregnant which could cause difficulties in maintaining the caring role. It is also possible that the cared for person may become pregnant or have a young child, which would need to be taken into account when determining how to best meet any support needs.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Race	X				M	<p>Access to support is unlikely to be solely due to a person's race. However, personal circumstances relating to a person race may have an impact on how support is delivered or the level/type of support required.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive</p>

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Religion/Belief	X				M	<p>Access to support is unlikely to be solely due to a person's religion or belief. However, personal circumstances relating to a person's religion or belief may have an impact on how support is delivered or the level/type of support required.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and polices to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>
Sex	X				H	<p>Council data shows that two-thirds of the carers known to us are female.</p>

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Sexual orientation	X				M	<p>Access to support is unlikely to be solely due to a person's sexual orientation. However, personal circumstances relating to a person's sexual orientation may have an impact on how support is delivered or the level of support required.</p> <p>This proposal brings additional resources to support Carers and there is no reduction in services already provided. As such, this proposal will have a positive impact as it brings in additional respite opportunities. A range of opportunities will be offered to Carers based on their individual assessment and the options have been developed in consultation with Carers.</p> <p>The Carers Service has processes and policies to ensure that there is equality of access, that the opportunities are accessible to all and that the individual needs and requirements of the Carer are supported via a personalised assessment.</p>

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	x					The grant agreement will make provision to ensure people can use their first language of choice. As such there is a positive impact.
Treating the Welsh language no less favourably than English	x					The grant agreement will make provision to ensure people can use their first language of choice. As such there is a positive impact.

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity						N/A
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.						N/A

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	X		These additional services will play an essential part in supporting Carers with their own wellbeing needs and in continuing with their careering role. This supports the long term well-being of both the Carer and the person they care for
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives			These additional services will provide opportunities for Carers to access a short break that they would not normally be able to access. This supports integration within wider the community, such as being able to access gym or spa sessions. Thereby supporting Well-being priority 2 of the Corporate Plan <i>Everyone participates fully in community life – socially and economically.</i>
<b>Involvement</b> - how people have been involved in developing the initiative			<p>As part of developing the proposal for utilising this Fund, the Carers Service sought feedback from Carers on what would make a difference to them. The proposed activities, short breaks and vouchers are all based on this feedback.</p> <p>The Carers Service is asked to obtain service user feedback in order to inform the delivery and performance of the service. The Carers Service provide reports to the Council on what participation events have taken place and how the feedback from Carers has shaped their services. This feedback indicates that Carers appreciate the provision of events and activities and benefit from the provision of respite services.</p> <p>A significant amount of engagement and consultation took place in the development of the Regional Carers Strategy. This identified that the below areas were of key importance to Carers, all of which this proposal will support:</p> <ul style="list-style-type: none"> <li>• Peer support.</li> <li>• Community based support.</li> <li>• Better range and quality of services to meet Carers needs for a break.</li> </ul>



			<ul style="list-style-type: none"> <li>• More flexibility and choice.</li> <li>• More opportunities to take a break.</li> <li>• More support for Carers to access social and leisure opportunities.</li> </ul> <p>Furthermore, the consultation process that took place between 17<sup>th</sup> June 2019 and 15<sup>th</sup> September 2019, highlighted that Carers wished to have more flexible options for respite, including alternatives to traditional residential respite.</p>
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions			This proposal will involve a collaboration between the Council and the Carers Service and will deliver a person-centred approach to short break opportunities. It will also involve collaboration with the wider community and local business who will be providing opportunities to carers.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse			Short Breaks will play a vital role in preventing Carer breakdown and supporting Carers with their own wellbeing needs.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	<input type="checkbox"/>
Reasons for this conclusion	
A full impact assessment (second stage) <b>is</b> required	<input checked="" type="checkbox"/>

Reasons for this conclusion
Impact on a significant number of people with a protected characteristic

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	<b>Chele Howard</b>	<b>PO Commissioning</b>	<b>C.Z.Howard</b>	<b>20.08.21</b>
Signed off by	Angela Thomas	Head of Service	A. Thomas	20.08.21