

Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:

Ann O'Brien Service Manger – Strategic Commissioning

Directorate and Team/School Name:

Strategic Commissioning, Adult Social Care

Name, aim, objective and expected outcome of the programme/ activity:

Name: Carers Support Service

Aim: The carers support service contract delivered by Carers Isle of Wight ends on the 31st July 2025. The two-year extension has been utilised and the full 5 years of that contract ends on 31 July 2025. Rather than re tender, this provides an opportunity to look at other models of providing support from 1 August 2025 and deliver our statutory duties to support unpaid carers in-house as part of our social care assessment processes.

Objective:

To deliver support to carers as an inhouse rather than commissioned service

Expected outcome:

To be able to meet our statutory duty within existing resources

Reason for Equality Impact Assessment (tick as appropriate)								
This is a new policy/strategy/service/system function proposal								
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)		✓						
Removal of a policy/strategy/service/system function proposal								
Commencing any project/programme								
Equality and Diversity considerations								
Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.								
Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (<i>Where it cannot be diminished, can this be legally justified?</i>)
Age (restrictions/difficulties both younger/older)	Negative Proposed new service will focus on meeting the needs of carers supporting individuals who meet eligibility for assessment under the care act. Support will	No unlawful discrimination. The proposal seeks to change the way that the council delivers its statutory duties to support unpaid carers.	The council's statutory duty applies to all carers caring for an adult with care and support needs,	A consultation has recently been undertaken regarding carers support This took the	The full results of the consultation are available in a separate document.	The current service meets the needs of carers outside of the councils statutory responsibilities. This will be mitigated by	The outcome of any decision regarding the carers support service will be communicated through the existing support service, through	We will ensure that staff supporting carers will have the appropriate skills and knowledge to support and assist with the

groups/those without a faith)								
Sex (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>
Sexual orientation (is your language inclusive of LGB groups?)	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>
Pregnancy and maternity	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>
Marriage and Civil Partnership	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>
Gender reassignment	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>	<i>As above</i>

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

The Isle of Wight has a higher proportion of older people than the rest of the UK and JSNA data shows that in 2023, 21% of the island population was made up of people over the age of 70 compared to 13.7 nationally. In addition, 1.7% are in the over 90 years population compared to 0.9% in England. The ageing of the Island's population is set to continue with forecasts suggesting that by 2030 almost 30.5% of the population will be aged 65 or older. The proportion of people 85+ years is expected to increase by 18.2%. In addition, the percentage of people who said they had a long-term health problem or disability which limited their day-to-day activities a lot was 8.8%, compared to 7.5% nationally.

The 2021 census identified 19,000 carers on the Isle of Wight (although this is expected to be higher as many people do not identify themselves as carers). The average age of an unpaid carer on the island is 68. The Joseph Rowntree Foundation predicts the number of unpaid carers in the UK to increase by 11% by 2035 and there is no reason to suspect that the Isle of Wight would be different to this, in fact, given the older population it is reasonable to assume that this will impact the Isle of Wight more.

The current service supports circa 879 carers

CURRENT SERVICE PROVISION

- Information and advice – this is a key part of the work undertaken by the current carers support service and is a statutory duty.

Mitigation - As part of the new service we will ensure commissioned preventive services for Living Well and early help and information advice and guidance are skilled up to be able to advise and support carers

The council's website will be improved to enable carers to seek their own avenues of support.

- Carers Assessments – this is a statutory duty that is currently undertaken by the carers support service.

Mitigation - All carers supporting a person with care and support needs will be offered a carers assessment with a suitably qualified social care professional. This can be as a separate appointment or can be completed at the same time as they person they care for

- Keyworker support – currently 1:1 emotional support is provided to nearly 900 people by keyworkers at Carers IW. This includes telephone check-ins and home visits and is highly valued and has been described by carers as a 'lifeline'. There is clear evidence that this service is fundamental to supporting carers by enabling them to share their difficulties, worries and concerns with people that have time to listen and give them the space to talk safely about feelings of anxiety and guilt associated with the challenges of their role with people that understand the specific nature of the caring role. There is no evidence of capacity within other services to pick up this level of support without extra funding.
- Peer support groups – the current carers support service facilitates 11 different peer support groups for carers and people attending these groups describe how important it is for them to be able to regularly meet with others in a safe and comfortable environment and share their experiences. It is suggested that consideration could be given to providing this service from within other community sector providers across the island although considerable work would need to be done to set this up and gain the confidence of carers currently attending groups at Riverside.

Mitigation – we will encourage volunteers to continue with these groups, while also ensuring we have an awareness of local community support to which carers can be signposted

- Carers Passports – the Carers Passport is a scheme enabling carers to be recognised for their caring role. The Passports are greatly valued by the carers that have used them when the people they care for visit GP or hospital services. In addition to identifying them as unpaid carers, it also connects carers to local support and advice services along with accessing discounts and local concessions such as free parking at St Marys Hospital. To date approximately 300 passports have been issued.

Mitigation - Administration of the carers passport scheme will be brought in house

- Carers Lounges at St Marys Hospital and Sevenacres receive over 1000 new contacts per quarter. There is evidence that this service is highly valued by carers when the person they care for is in hospital and having someone that they can turn to for advice and support has been very valuable and has also helped with a smoother discharge from hospital.

Mitigation – This is a health function and we will pass responsibility for supporting carers when the cared for person is in hospital to the ICB

- Support, independence and advocacy – the current carers support service is in a unique position to provide a voice for unpaid carers and work with them when they have difficulties accessing health and social care services. The wealth of experience of carers support workers has enabled many carers to better access the services that they and the people they support are entitled to. It is unclear if this resource would be provided in future with funding.

Mitigation – Anyone who would have significant difficulty engaging with the council would be entitled to an advocate under our statutory advocacy service. Our client information system PARIS can identify carers and we will continue to seek the views of carers as this is an ASCOF measure.

- Accelerating Reform Fund - In 2023, the Department of Health & Social Care launched the Accelerating Reform Fund (ARF) which provided extra funding to local authorities primarily to recognise the contribution made by unpaid carers and enable each local ICS consortia to develop initiatives and services to support them.

Mitigation – We will retain access to the ARF Funding and use it to provide best practice initiatives to support carers

H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

A consultation process was undertaken in October/November 2024 .

We will be using that information to shape how we support carers in the future.

Date of next review:

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name: Peter Smith

Date: 14/01/2025

Legal sign off & date:

Name: Judy Mason

Date:14 January 2025