

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Other Adults - Carers Grant Non Statutory
Directorate	People
Service Area	Adults - Assessment & Support Planning
Type	New/Proposed Policy
EA Summary	<p>Since 1999 the Directorate has provided grants to carers who support a person aged 18 years or older. Each grant is worth £250 and is paid directly to the carer to be used towards the cost of a holiday, or something else that will help sustain them in their caring role. Carers have been able to re-apply for a grant every 2 years, with allocation usually on a first come, first served basis.</p> <p>The Council's approved budget proposals included reductions to the Carers' Grant and there is a need to consider the findings of the recent consultation.</p>
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The purpose of this EA is to support proposals on the future of the Carers' Grants Scheme, following consultation. The Council's approved budget proposals included reductions to the Carers' Grant of £222,000 in 17/18 and £440,000 in 18/19.

Permission to consult was given by Cabinet on 16th May 2017 and a consultation took place between 12th June and 30th July 2017. During that time, 226 people gave their views using the BeHeard website and a further 84 citizens were engaged and gave their views at carers' meetings. A submission was also received from the Dementia Information and Support for Carers (DISC) South Birmingham Carers Group.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	Yes

Comment:

A carer is someone of any age who provides unpaid support to family or friends who could not manage without this help. This could be caring for a relative, partner or friend, who is ill, frail, disabled, or has mental health or substance misuse problems.

In their report "Valuing Carers 2015", Carers UK estimate that the estimated 113,000 informal carers in Birmingham contribute £2.4bn to the care and health economy. The vast majority of unpaid carers will be supporting individuals undergoing medical treatment; those who do not meet the adult social care eligibility criteria, self funders, or those who are unaware of the support that may be available.

Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

A review of the scheme was completed in June 2013 and identified that over 12,000 carers had received a single grant, out of an approximate population of 110,000 carers; with over 8,000 carers having received two or more grants.

Proposals consulted on included the need to be assessed by the Carers' Hub and the introduction of bandings - linking payments to the amount of care being undertaken.

Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Relevant	Yes
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	Yes
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, almost 75% of them provide less than 50 hours of care per week. We are unable to quantify how many of the citizens who had applied for a grant, provided less than 50 hours of care, however the proposal to introduce bandings could mean that 79,000 informal carers could face a level of financial hardship by not having the opportunity to access the highest band of funding.

In mitigation it is true to say that the Council's 'arms-length' approach through the Carers' Grant Scheme has not enabled it to offer other forms of support, nor to understand the true extent of the need for respite and therefore the use of the Carers' Hub to administer these funds would have a positive impact upon many carers by giving them access to a wider range of services.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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3.1.2 Age - Impact

Describe how the Policy meets the needs of Individuals of different ages?

The service looks at all carers of any age, of adults (aged 18 years or over).

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, almost 60% of them were aged 35-64 years.

Comment:

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, almost 75% of them provide less than 50 hours of care per week.

The proposal to introduce bandings could mean that 79,000 informal carers could face a level of financial hardship by having the opportunity to access the highest band of funding. The age group most affected would be those who were aged 35-49 years (at the time of the Census in 2011).

In mitigation it is true to say that the Council's 'arms-length' approach through the Carers' Grant Scheme has not enabled it to offer other forms of support, nor to understand the true extent of the need for respite and therefore the use of the Carers' Hub to administer these funds would have a positive impact upon many carers by giving them access to a wider range of services.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

We have evidence from the records of those who have received a carers grant as well as an analysis of those who are registered with the Carers' Hub.

Comment:

Over 60% of the Carers' Grants issued in the last 2 years have been to adults aged 50+, while 1% of the grants were issued to carers under the age of 20 years.

Over 50% of the carers registered with the Carers' Hub and who have their age recorded are aged 50+, while just 1% of registered carers are aged under 20 years.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Policy?	Yes
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If so, how did you obtain these views?

A consultation took place between 12th June and 30th July 2017. During that time, 226 people gave their views using the BeHeard website and a further 84 citizens were engaged and gave

their views at carers' meetings.

Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages?	Yes
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If so, how did you obtain these views?

Attendance at meetings organised by different stakeholders.

Is a further action plan required?	No
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3.1.4 Age - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	Yes
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

Please explain how individuals may be impacted.

The proposals look at carers of all ages and considers the amount of caring that they undertake.

3.2 Disability - Assessment Questions

3.2.1 Disability - Relevance

Disability	Relevant
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3.2.2 Disability - Impact

Describe how the Policy meets the needs of Individuals with a disability?

The service looks at all carers of adults (aged 18 years or over).

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, over 70% did not have their day-to-day activities limited a lot by a long-term health problem or disability.

Comment:

Of those who reported that they provided informal, unpaid care, as part of the 2011 Census and who also reported that they had a long-term health problem or disability, 11% had their day-to-day activities limited a lot (11,600) and almost half of this group, provided more than 50 hours of unpaid care per week (5,600).

The proposal to introduce bandings could mean that 79,000 informal carers could face a level of financial hardship by not having the opportunity to access the highest band of funding. 5,900 of these reported in the Census that they had their day-to-day activities limited a lot by a long-term health problem or disability.

In mitigation it is true to say that the Council's 'arms-length' approach through the Carers' Grant Scheme has not enabled it to offer other forms of support, nor to understand the true extent of the need for respite and therefore the use of the Carers' Hub to administer these funds would have a positive impact upon many carers by giving them access to a wider range of services.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

We have evidence from the records of those who are registered with the Carers' Hub.

Comment:

10% of the carers registered with the Carers' Hub report having a Long-Term condition and 12% report having a level of disability.

You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
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Comment:

As part of the Carers' Grant application a question was never asked whether the carer themselves had an illness or disability.

3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Policy?	Yes
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If so, how did you obtain these views?

A consultation took place between 12th June and 30th July 2017. During that time, 226 people gave their views using the BeHeard website and a further 84 citizens were engaged and gave their views at carers' meetings.

Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability?	Yes
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If so, how did you obtain these views?

Attendance at meetings organised by different stakeholders.

Is a further action plan required?	No
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3.2.4 Disability - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Yes
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No
Do you think that the Policy will take account of disabilities even if it means treating Individuals with a disability more favourably?	No
Do you think that the Policy could assist Individuals with a disability to participate more?	No
Do you think that the Policy could assist in promoting positive attitudes to Individuals with a disability?	No

Please explain how individuals may be impacted.

The proposals look at carers of all abilities and considers the amount of caring that they undertake.

3.3 Gender - Assessment Questions

3.3.1 Gender - Relevance

Gender	Relevant
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3.3.2 Gender - Impact

Describe how the Policy meets the needs of Men and women?

The service looks at all carers of adults (aged 18 years or over).

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, 42% were male.

Comment:

The majority of those males undertaking informal, unpaid care were aged 25-49 years. The majority of males undertaking informal, unpaid care were providing less than 20 hours care a week.

A similar distribution of ages and hours of care can be seen for female carers who reported that they provided informal, unpaid care, as part of the 2011 Census.

The proposal to introduce bandings could mean that 79,000 informal carers could face a level of financial hardship by not having the opportunity to access the highest band of funding. This would affect more female than male carers.

In mitigation it is true to say that the Council's 'arms-length' approach through the Carers' Grant Scheme has not enabled it to offer other forms of support, nor to understand the true extent of the need for respite and therefore the use of the Carers' Hub to administer these funds would have a positive impact upon many carers by giving them access to a wider range of services.

However, of the carers providing over 50 hours of care per week, 40% were male (Census 2011), while only 30% of the Carers' Grants issued in the last two years were claimed by male carers.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

We have evidence from the records of those who have received a carers grant as well as an analysis of those who are registered with the Carers' Hub.

Comment:

70% of the Carers' Grants issued in the last 2 years have been to female carers.

of the carers registered with the Carers' Hub

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.3.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Policy?	Yes
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If so, how did you obtain these views?

A consultation took place between 12th June and 30th July 2017. During that time, 226 people gave their views using the BeHeard website and a further 84 citizens were engaged and gave their views at carers' meetings.

Have you obtained the views of relevant stakeholders on the impact of the Policy on Men and women?	Yes
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If so, how did you obtain these views?

Attendance at meetings organised by different stakeholders.

Is a further action plan required?	No
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3.3.4 Gender - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	No

3.4 Race - Assessment Questions

3.4.1 Race - Relevance

Race	Relevant
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3.4.2 Race - Impact

Describe how the Policy meets the needs of Individuals from different ethnic backgrounds?

The service looks at all carers of adults (aged 18 years or over).

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, the majority were from two ethnic groups, white (65%) and Asian/Asian British (24%).

Comment:

Of those Birmingham residents who reported that they provided informal, unpaid care, as part of the 2011 Census, almost 75% of them provide less than 50 hours of care per week.

The proposal to introduce bandings could mean that 79,000 informal carers could face a level of financial hardship by not having the opportunity to access the highest band of funding. There is an almost identical pattern between the ethnicity distribution of carers providing care and those providing over 50 hours of care per week, therefore there is not expected to be any adverse impact for a particular ethnicity.

In mitigation it is true to say that the Council's 'arms-length' approach through the Carers' Grant Scheme has not enabled it to offer other forms of support, nor to understand the true extent of the need for respite and therefore the use of the Carers' Hub to administer these funds would have a positive impact upon many carers by giving them access to a wider range of services.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

We have evidence from the records of those who have received a carers grant as well as an analysis of those who are registered with the Carers' Hub.

Comment:

A third of the Carers' Grants issued in the last two years do not have a recoded ethnicity.

Almost 20% of the carers registered with the Carers' Hub do not have a recoded ethnicity. Over 50% of the carers registered with the Carers' Hub and who have their ethnicity recorded are 'white'.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.4.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Policy?	Yes
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If so, how did you obtain these views?

A consultation took place between 12th June and 30th July 2017. During that time, 226 people gave their views using the BeHeard website and a further 84 citizens were engaged and gave their views at carers' meetings.

Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals from different ethnic backgrounds?	Yes
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If so, how did you obtain these views?

Attendance at meetings organised by different stakeholders.

Is a further action plan required?	No
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3.4.4 Race - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	No
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.5 Concluding Statement on Full Assessment

The proposal to introduce bandings could mean that 79,000 informal carers could face a level of financial hardship by not having the opportunity to access the highest band of funding. We are unable to quantify how many carers who have received a grant were undertaking less than 50 hours of caring per week,

1 - The age group most affected would be those who were aged 35-49 years (at the time of the Census in 2011):

2 - 5,900 of the carers reported in the Census that they had their day-to-day activities limited a lot by a long-term health problem or disability, would not be able to access the highest band of funding because they reported as doing less than 50 hours of caring per week.

3 - This would affect more female than male carers, because there are more women caring and more women than men caring for less than 50 hours per week. However, of the carers providing over 50 hours of care per week, 40% were male (Census 2011), while only 30% of the Carers' Grants issued in the last two years were claimed by male carers.

4 - There is an almost identical pattern between the ethnicity distribution of carers providing care and those providing over 50 hours of care per week, therefore there is not expected to be any adverse impact for a particular ethnicity.

However, it should be recognised that the funding under discussion - that remaining from the Carers' Grant Scheme - is not the only resource that will be used in meeting carers' needs. It is also true that as carers' needs increase, the amount of information that we might need to craft an appropriate response will increase and 'the assessment' needs to be less about having an assessment and more about having a proportionate discussion, so that an increasingly personalised approach might be suggested.

In mitigation the Council's 'arms-length' approach through the Carers' Grant Scheme has not enabled it to offer other forms of support, nor to understand the true extent of the need for respite and therefore the use of the Carers' Hub to administer these funds could have a positive impact upon many carers by giving them access to a wider range of services.

4 Review Date

24/09/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.