

Equality Impact Assessment: Screening Tool

Summary of proposal

Name of proposal	Islington Adult Carers Strategy 2024-2030
Reference number (if applicable)	
Service Area	Strategic Commissioning and Investment
Date screening completed	30.01.2024
Screening author name	Ruby Pearce
Fairness and Equality team sign off	Hezi Yaacov-Hai
Authorising Director/Head of Service name	Nikki Ralph

Before completing the EQIA Screening Tool please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

Please provide a summary of the proposal.

Please outline:

- What are the aims/objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

We want Islington to be a carer friendly borough for our residents and staff with caring responsibility. Islington should be a place where carers feel visible and acknowledged, have opportunities to enhance their strengths and wellbeing and can access the right support at the right time.

There is not a set definition of a carer, it could be as an adult supporting a friend or loved one, a parent looking after a child who has additional needs, or a young person who spends a lot of time looking after members of their family.

This is a partnership strategy. A range of partners across the Council, NHS and Voluntary and Community Sector have come together to develop a Carers Strategy. The strategy identifies 6 priorities, based on the outcomes carers told us matter to them, and agreed commitments to achieve our ambitions.

- Physical and emotional wellbeing
- Feeling supported
- Employment
- Respected as Experts
- Transition to Adulthood
- Communications and Access to information

This strategy will be supported by a delivery plan to implement the commitments in the strategy over the next 6 years to align with the 2030 plan – the Islington Borough Partnership draws all the key partners together and has committed to the delivery of the strategy.

The strategy is likely to be launched in May 2024.

The Council has a pooled budget for carers with the Integrated Care Board. The Council and the ICB jointly fund the Islington Carers Hub contract. The carers budget also funds support for carers through Direct Payments following a Carers Assessment. There is no budget assigned to the implementation of the strategy. By and large, the strategy focuses on changing ways of working across the partnership to improve carer outcomes.

On whom will the proposal impact? Delete as appropriate.

Group of people	Impacted?
Service users	Yes
Residents	Yes
Businesses	No
Visitors to Islington	No
Voluntary or community groups	Yes
Council staff	Yes

Group of people	Impacted?
Trade unions	No
Other public sector organisations	Yes
Others	Please specify:

What consultation or engagement has taken place or is planned?

Please outline:

- Which groups or communities you have consulted/plan to consult
- Methods used/will use to engage (for example, focus groups)
- How insight gained from engagement or consultation has been/will be fed into decision making or proposal design

If you have not completed any engagement activity and do not plan to, you should outline why this decision has been made.

There has been a wide range of engagement activities to help shape the strategy.

Carers have been engaged and contributed to the priorities and ambitions of this strategy through the following opportunities:

- 173 responses to a survey sent to 1075 Age UK Islington service users
- Phone interviews
- Coffee mornings and focus groups held at Community Centres – Jean Stokes, St Luke’s, Sotheby Mews, Brickworks
- Archway and District Carers' Support Group
- Age UK Islington Let’s Talk Peer Event
- Centre404 parent carer group
- Elfrida – On Your Marks event and Power and Control service user group
- Islington Pensioners’ Forum
- Carers Pathway Meeting
- Safeguarding Adults Board, Service User & Carer subgroup
- Gillespie Park Nature Walk

In addition, a Carers Strategy Reference Group, facilitated by Islington Carers Hub (Age UK) have co-designed the strategy, meeting regularly to discuss the needs and wants of carers.

Carers Partnership Board

The strategy is a partnership strategy. A range of partners have jointly agreed and developed the ambitions, priorities and commitments, responding to what carers have told us matters to them. A multi-agency Carers Partnership Board, with representation from a wide range of partners, has identified the current offer for carers, 6 priorities and the commitments that will enable us to achieve our ambitions for adult carers as well as young carers, and parent carers of young people as they transition to adulthood.

What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Of the groups you have identified above, please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. Use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA. See the guidance for help.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The strategy includes commitments to better support transitions as young carers transition to adulthood, such as developing the Transitions pathway between child and adult services to better support both young carers and carers of people transitioning to adult services and enhancing the young carer support offer to include support with Transitions.
Disability (include carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The strategy aims to promote physical and emotional wellbeing of carers, some of them have disabilities and long term conditions themselves. Carers are significantly more likely to have a long-term physical or mental health condition, disability or illness (60%) compared to non-carers (40%).
Race or ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Commitment to establish greater understanding of Islington carers who are not using traditional services, what they need and how to meet them better – it is likely that some carers that do not use services are from minority ethnic communities. Of the carers known to adult social care, one third (33%) are White British, followed by White Other (8%) and Black African (6%).

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Religion or belief (include no faith)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Commitment to establish greater understanding of Islington carers who are not using traditional services, what they need and how to meet them better – it is likely that carers that do not use services are from a range of faith backgrounds.
Gender and gender reassignment (male, female or non-binary)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Nationally women are still most likely to be providing care and most likely to be providing more hours of care. Women make up the majority (58%) of carers nationally. 80% of carers known to the Council and the Cares Hub are women. This strategy aims to improve outcomes for carers.
Maternity or pregnancy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Some carers may fall under this protected characteristic, especially given women make up the majority of carers nationally. The strategy aims to improve outcomes for all adult carers.
Sex and Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	The strategy aims to improve outcomes for all carers. There may be specific needs of LGBTQ+ carers who might be at risk of facing further stigma and also may want support/connection with other carers from the LGBTQ+ community.
Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Some carers will be married or in a civil partnership and caring for their partner. The strategy aims to improve outcomes for all adult carers.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	There also commitments in the strategy regarding reviewing housing policies so they meet carers needs better, and promoting carers offers for former looked after children with caring responsibility so they understand the support available to them as an adult carer. Carers known to GPs are significantly less likely to be in full time work compared to non-carers, significantly more likely to be in part time work compared to non-carers and more likely to be unemployed (7%) compared to non-carers (4%).

How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

Action	Lead	Deadline	Comments

Action	Lead	Deadline	Comments

Screening Decision	Outcome
Neutral or Positive – no full EQIA needed*.	Yes
Negative – Low Impact – full EQIA at the service director’s discretion*.	No
Negative – Medium or High Impact – must complete a full EQIA.	No
Is a full EQIA required? Service decision:	No
Is a full EQIA required? Fairness and Equality recommendation:	No

* If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please send this completed EQIA Screening Tool to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team.