

Stage One – Screening Checklist

[USE THIS FORM FOR STAGE ONE ASSESSMENTS / “INITIAL SCREENING”](#)

| Directorate: Housing & Social Services | | | | | | | | | | | | | | | |
|--|---|----|-----------|---|----------------|----------------------|------------------------------|---|--|------------------|-----------------------|--------------------------|------------------|----------------|--------------------|
| Service Area: Carers Services | | | | | | | | | | | | | | | |
| Function / Policy Title | By carrying out this function, can you contribute to any of the following: 1. Eliminating discrimination 2. Promoting equality of opportunity 3. Promoting good race relations | | | Is there evidence or reason to believe that some racial groups could be affected differently by the way you carry out this function? If so which racial groups are affected? | | | | What evidence do we have that some racial groups could be affected differently? | Is there any public concern that functions are being operated in a discriminatory manner? 1. None 2. A little 3. Some 4. A lot If you feel more research is needed, please indicate with R next to number | | | | | | |
| | | | | 1. White British | 2. White Irish | 3. Other White | 4. White and Black Caribbean | | | | | 5. White & Black African | 6. White & Asian | 7. Other mixed | 8. Black Caribbean |
| | Yes | No | 1,2, or 3 | Yes | No | More research needed | Groups | Evidence | Number | Action plan year | Action plan reference | | | | |
| | 1,2 | | | 6,7,11,12,13,14,15,16 | | | | Asian people tend not to self identify as carers. | 1 | | | | | | |

STAGE TWO - IMPACT ASSESSMENT QUESTIONNAIRE

[USE THIS FORM FOR YOUR STAGE TWO IMPACT ASSESSMENT](#)

Use this Questionnaire to help you assess the impact of a function/policy that has been identified as relevant through the Stage One initial screening

| Identify the aims of the policy and how it is to be implemented: | |
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| Aim of the Function / Policy: (two or three sentences only) | This strategy sets out developments which will take forward improvements that will have a positive impact on the quality of life of Carers. It is based on clear values principles and objectives that will inform action to meet the needs of Carers in Blackpool. |
| Who is the policy intended to benefit and how? | <p>Carers.</p> <p>Carers in Blackpool define themselves as:</p> <p><i>‘Someone who supports a relative, partner or friend who cannot manage on his or her own. You do not have to live with the person, nor do you have to be the only person who does the caring.’</i></p> <p>Section 1 of the Carers & Disabled Children Act 2000 defines a Carer as:</p> <p><i>‘A person aged 16 or over who is providing or intending to provide a substantial amount of care on a regular basis to an individual aged 18 and over’.</i></p> <p>This distinction is made in law through the Carers (Recognition and Services) Act 1995.</p> |
| How will the policy be put into practice? | <p>Developing and implementing Carer plans – consulting Carers and other stakeholders; developing and implementing policies, plans and strategies; and monitoring outcomes.</p> <p>Gathering and disseminating information – identifying Carers and assessing Carer needs; providing information about services that can support carers in their caring role and enable them to enjoy equal life chances.</p> <p>Improving existing services – making staff more aware of Carers and their needs; amending procedures; and improving service co-ordination and practice.</p> <p>Developing new services and resources – expanding existing service capacity; setting up new services in partnership with carers and other stakeholders.</p> |

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| Who is responsible for it? | Developed by the Manager of the Carers team and applicable to all Social Services staff. | | |
| How does the Policy fit in with the Council's wider aims? | <p>Community Plan Themes:</p> <ul style="list-style-type: none"> • Quality education and training • Healthy lives • Strong and vibrant communities • A prosperous town <p>Community Plan Commitments:</p> <ul style="list-style-type: none"> • To support vulnerable people <p>Corporate Plan Actions:</p> <p>3. Improve Adults' Services (<i>Local Priority</i>) 6. Enhance lifelong learning (<i>CPA Priority</i>) 7. Introduce accessible services (<i>Local Priority</i>) 10. Meet the targets set out in the Blackpool PSA (<i>Local Priority</i>) 19. Increase corporate and service capacity (<i>CPA Priority</i>) 21. Increase community involvement and consultation (<i>CPA Priority</i>)</p> | | |
| How does the Policy relate to other policies and practices within the Authority? | <p>The document is consistent with</p> <ul style="list-style-type: none"> • Carers (Services and Recognition) Act 1995 • National Strategy for Carers, 'Caring About Carers', 1999 • Carers and Disabled Children Act 2000 • National Service Framework for Mental Health • National Service Framework for Older People • National Service Framework for Long Term Conditions • Modernising Social Services White Paper • Valuing people White Paper • Carers (Equal Opportunities) Act 2004 | | |
| Consider all available data and research | | | |
| Gather all available quantitative and qualitative data. (list here) (could include databases, monitoring data, complaints, comments or feedback | Key Health Statistics The North West In Figures Ward Profiles Report Neighbourhood Statistics | Department Of Health NOS BBC SSD NOS | 1998 2001 2005 2001 |

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|--|---|-------------------------------|------|------|--------------------------------------|------|------|------------------|------|------|------------------|------|------|------------------|------|------|--------------------------|------|------|----------------------------------|-------------|------|-------------------------------------|-----------|------|--------------------|-----------|------|-------------------|-----------|------|--------------------|-----|------|----------------|-----|------|--------------|-----|------|----------|-----|------|------------------------------|-----|------|----------------------------------|--|------|---------------------|----------------------|------|
| <p>from customers, consultation or survey results, census information etc.)</p> | <table border="1"> <tr><td>Can We Have Trust & Diversity</td><td>MORI</td><td>1998</td></tr> <tr><td>Citizenship 21 Profiles Of Prejudice</td><td>MORI</td><td>2001</td></tr> <tr><td>Peoples Panel 04</td><td>MORI</td><td>2000</td></tr> <tr><td>Peoples Panel 06</td><td>MORI</td><td>2000</td></tr> <tr><td>Peoples Panel 07</td><td>MORI</td><td>2000</td></tr> <tr><td>Public Want More Control</td><td>MORI</td><td>1998</td></tr> <tr><td>Race Equality In Public Services</td><td>Home Office</td><td>2004</td></tr> <tr><td>Carers Statistics On Age And Gender</td><td>Carers UK</td><td>2003</td></tr> <tr><td>Economic Status Of</td><td>Carers UK</td><td>2003</td></tr> <tr><td>Time Spent Caring</td><td>Carers UK</td><td>2003</td></tr> <tr><td>Population And Age</td><td>NOS</td><td>2001</td></tr> <tr><td>Marital Status</td><td>NOS</td><td>2001</td></tr> <tr><td>Ethnic Group</td><td>NOS</td><td>2001</td></tr> <tr><td>Religion</td><td>NOS</td><td>2001</td></tr> <tr><td>Health And Provision Of Care</td><td>NOS</td><td>2001</td></tr> <tr><td>Carers (Equal Opportunities) Act</td><td></td><td>2004</td></tr> <tr><td>Caring About Carers</td><td>Department Of Health</td><td>1999</td></tr> </table> | Can We Have Trust & Diversity | MORI | 1998 | Citizenship 21 Profiles Of Prejudice | MORI | 2001 | Peoples Panel 04 | MORI | 2000 | Peoples Panel 06 | MORI | 2000 | Peoples Panel 07 | MORI | 2000 | Public Want More Control | MORI | 1998 | Race Equality In Public Services | Home Office | 2004 | Carers Statistics On Age And Gender | Carers UK | 2003 | Economic Status Of | Carers UK | 2003 | Time Spent Caring | Carers UK | 2003 | Population And Age | NOS | 2001 | Marital Status | NOS | 2001 | Ethnic Group | NOS | 2001 | Religion | NOS | 2001 | Health And Provision Of Care | NOS | 2001 | Carers (Equal Opportunities) Act | | 2004 | Caring About Carers | Department Of Health | 1999 |
| Can We Have Trust & Diversity | MORI | 1998 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Citizenship 21 Profiles Of Prejudice | MORI | 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Peoples Panel 04 | MORI | 2000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Peoples Panel 06 | MORI | 2000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Peoples Panel 07 | MORI | 2000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Public Want More Control | MORI | 1998 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Race Equality In Public Services | Home Office | 2004 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Carers Statistics On Age And Gender | Carers UK | 2003 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Economic Status Of | Carers UK | 2003 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Time Spent Caring | Carers UK | 2003 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Population And Age | NOS | 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Marital Status | NOS | 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ethnic Group | NOS | 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Religion | NOS | 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health And Provision Of Care | NOS | 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Carers (Equal Opportunities) Act | | 2004 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Caring About Carers | Department Of Health | 1999 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>List here an data gaps you identify or where more information was been needed</p> | <p>There was no national or local information available about the marital status of Carers at the time of the impact assessment. The Department does not capture details relating to religion or sexuality of Carers.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>What action is required to address this lack of data?</p> | <p>It may be possible to obtain this data direct from the National Office for Statistics in future. There are no plans to capture information about religion or sexuality.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Assessment of Impacts</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Examine the relevant data and analyse the likely impact of the policy or proposed policy on different racial groups.</p> <p>It may be helpful to share information, practice and experiences with other local authorities.</p> <p>At this stage you will need to have at least a very basic level of understanding about equality and</p> | <p>No direct negative impact was identified for any of the equality target groups.</p> <p>A possibility of negative impact was identified around clarity of some of the wording of the document that was either not sufficiently precise or may be open to interpretation that may lead to disadvantage.</p> <p>Indirect negative impact was identified around some of the terminology used that may make the document less accessible.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| diversity and the different types of discrimination and the legislative framework. If you require training and support when you get to this point – contact the Equalities Unit for help. | |
| Does this difference amount to an adverse impact or unlawful discrimination? | No |
| Consideration of measures to mitigate or limit any adverse impact as well as alternative policies that might better achieve the promotion of equality of opportunity. | |
| If adverse impact has been identified how can this effect be removed or limited? | Document wording needed to be more accessible in some areas. Document needed to carry a more coherent thread of accessibility and equality of access. |
| What and how will you make changes to the policy or to the way the policy is implemented? | Document reworded to increase clarity about access to services. Equalities statement added. Glossary added. |
| If the policy or the way it is to be delivered were changed note here what checks have you made to ensure this does not amount to unlawful discrimination? | The strategy will be monitored and reviewed annually. Checks will be made annually to ensure that delivery methods have not changed and that there is no unlawful discrimination as a result. |
| List here the people / groups you have asked and consulted. | The impact assessment was conducted by a group of carers representative of each service area within Social Services. |
| Formal consultation | |
| List here which stages of the process you undertook consultation and who was involved | The impact assessment was conducted by a group of carers representative of each service area within Social Services. Carers were consulted about the content of the first draft of the strategy. |
| What was the outcome of the consultation? | Carers provided information, comments and suggestions on the content of the strategy and made suggestions as to how the strategy could be amended. |
| What effect did the consultation have on the impact assessment | Amendments were made to the strategy. |

| Making a decision in the light of data, alternatives and consultation | |
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| How has the impact assessment (data, etc) and consultation affected your decision – list here what changes or measures have been put in place as a result | Document reworded to increase clarity about access to services. Equalities statement added. Glossary of terms added. |
| Summarise here how the policy was decided on and its intended benefits and effects are | The content of the strategy was informed by relevant legislation, and national and Government guidelines and best practice. |
| Monitor for adverse impact in the future and publication of the results of monitoring | |
| List here monitoring arrangements | The strategy will be monitored and reviewed regularly. If significant changes are made to the content of the strategy it will be impact assessed again. |
| List here review arrangements | Formal review will take place annually as above. |
| Publication of results | |
| Set out how the results of the impact assessment will be published | The impact assessment results will be published to the Council's web site. |
| List here how you will ensure this is available in a user-friendly way | Accessible web site and versions in different languages and Braille. |