

# Equality Impact Assessment

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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:

**Alaster Sims**

## Directorate and Team/School Name:

Strategic Commissioning and Partnerships Team, Adult Social Care

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

**Name:** Isle of Wight Carers Strategy 2023 – 2028

**Aim:** Supporting our islands unpaid carers is key to ensuring that they and the people they care for, who are often very vulnerable people within our community, live well and live the best lives that they can. Our islands unpaid carers need to be supported to continue their selfless and relentless roles that they have. This in turn reduces the dependency of those needing support from statutory or formal care services, and it allows them as carers to not just simply survive but live the life they want to. The work that our islands unpaid carers do often behind closed doors and away from public eyes needs to be recognized and a new unpaid carers strategy was needed as the previous strategies were out of date.

*“Working Together With Carers Strategy” 2013 to 2016*

*“Working Together With Carers Strategy 2017 to 2019” (Refresh)*

Unfortunately the new unpaid carers strategy was delayed by the global Covid 19 pandemic. The new unpaid carers strategy has been co-produced though detailed and extensive consultation during 2021 – 2022 with our islands unpaid carers and our strategy steering group, which included representation from statutory services, and the Voluntary, Community and Social Enterprise (VCSE) sector.

**Objective:** The new unpaid carers strategy is now ready to be formally adopted and agreed by our island’s statutory partners. The new strategy focuses on the direction and areas which need to change to better support our islands unpaid carers and make a real difference to those people supporting our islands most vulnerable residents

**Expected outcome:** The specific outcomes are referenced in the strategy but centre around the three key priorities of our islands unpaid carers;

1. Being recognised
2. Being able to communicate
3. Being supported

**Reason for Equality Impact Assessment (tick as appropriate)**

This is a <b>new</b> policy/strategy/service/system function proposal	No existing provision of
This is a proposal for a <b>change</b> to a policy/strategy/service/system function proposal function <i>(check whether the original decision was equality impact assessed)</i>	No
<b>Removal</b> of a policy/strategy/service/system function proposal	No
<b>Commencing</b> any project/programme	N/A

**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>
<b>Age</b> (restrictions/difficulties both younger/older)	Positive	No	The strategy proposes system wide change to better support and improve the service available to our islands	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the

			unpaid carers regardless of age.				statutory organisations who represent all areas of protected characteristics	strategy development, thusly the formulation of the carers strategy.
<b>Disability</b> a) <b>Physical</b> b) <b>Mental heath</b> (must respond to both a & b)	Positive	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of disability.	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
<b>Race</b> (including ethnicity and nationality)	No impact	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of race.	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
<b>Religion or belief</b> (different faith groups/those without a faith)	No impact	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of religious or faith belief.	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
<b>Sex</b> (Including Trans and non-binary – is	No impact	No	The strategy proposes system wide change to better	No concerns have been raised	Island wide consultation has been carried out	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the	All adjustments were made during consultation and engagement to ensure

your language inclusive of trans and non-binary people?)			support and improve the service available to our islands unpaid carers regardless of Sex.		with no restrictions to engage		Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
<b>Sexual orientation</b> (is your language inclusive of LGB groups?)	No impact	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of Sexual orientation	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
<b>Pregnancy and maternity</b>	No impact	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of Pregnancy and maternity status.	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
<b>Marriage and Civil Partnership</b>	No Impact	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of Pregnancy and maternity status.	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.

<b>Gender reassignment</b>	No Impact	No	The strategy proposes system wide change to better support and improve the service available to our islands unpaid carers regardless of gender reassignment.	No concerns have been raised	Island wide consultation has been carried out with no restrictions to engage	No gaps evidenced	The strategy is a publicly available document and will be reviewed by the Strategy stakeholder working group which includes voluntary organisations and statutory organisations who represent all areas of protected characteristics	All adjustments were made during consultation and engagement to ensure all island unpaid carers and all individuals who wanted to be engaged and to be part of the strategy development, thusly the formulation of the carers strategy.
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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](mailto: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.

## 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?

The strategy and its work plan have been developed by engaging with people from a wide range of protected characteristics, the strategy will be monitored regularly by the carers strategy working group which also has representation from people with a wide range of protected characteristics.

Date of next review: ongoing though the work plan (TBC) next date of review for strategy January 2028.

## H. Sign-off

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

Name: Peter Smith  
Date: 09/02/2023

**Legal sign off & date:**

Name: Judy Mason  
Date: 07/02/2023