

ANNEX A

Equality Impact Assessment exercise

Background: The public sector equality duty is a duty on public authorities to consider about how their policies or decisions affect people who are protected under the Equality Act (2010). Equality legislation covers the protected characteristics of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. An Equality Impact Assessment is required to be undertaken when developing new or amending existing policy.

Exercise 1: Members were asked to consider each of the protected groups and list any particular considerations or impacts that the Young Carer Grant policy may have on people across the protected characteristics. The responses received from members are noted below:

AGE
<ul style="list-style-type: none">• Support to those in a key transitional stage eg school to uni, job etc.• Impact on those at cut off age – may miss out: need to manage expectations and get date/window right• Empowering young people• Acknowledges young carers• Limited eligibility• Provides this group with small income• Young carers will feel valued by society• Incentive to stay on at school• More young people who provide support identified as carers• Not every young person will be eligible for the Young Carer Grant• Carers looking after people not in receipt of a qualifying benefit are exempt• Restricted age range• It effects age because of the age bracket – it isolates people under 16 and people over 18• Policy does not cover young adult carers aged 18-25 whose needs are recognised as being just as significant• Impact of young people over 18 who still need support
DISABILITY
<ul style="list-style-type: none">• Opportunity to signpost to disability benefits• Possible that it might positively impact on ability to take part in social/leisure/sport activities to positively impact mental health• Young Carer Grant doesn't have any impact to entitlement to disability benefits• Need to consider how the policy is communicated to all, including those with learning disabilities and those with mental health problems• Consideration that application processes and systems are accessible to people with disabilities

<ul style="list-style-type: none"> • Could improve relationships with cared for person, if young carer can afford to take part in leisure activities – reduces stress • Possible ability to buy higher spec equipment/transport which would make it possible to participate in social/leisure activities • Consideration for easy read and audio copy of the application information for those with hearing and sight impairments • Empowers young carers with a disability to take respite • “Peace of Mind” for cared-for person • Policy will potentially have a very positive impact for Young Adult Carer’s with disabilities – particularly travel aspects. Important to ensure application process is inclusive and adapted if needed
GENDER REASSIGNMENT
<ul style="list-style-type: none"> • Feeling valued • Equal in society • Ensure box which people can relate to and feel proud of i.e not just male, female, prefer not to say • Ensure gender non-binary identities are considered and included in application form development • Wording used, avoid gender pronouns he/she etc • Making sure any/all forms have space for young carers to accurately identify. Perhaps allowing them to write it in themselves.
MARRIAGE AND CIVIL PARTNERSHIP
<ul style="list-style-type: none"> • Equality for young carers to access the grant regardless of marriage or civil partnership status • Partners circumstances do not impact on entitlement for the grant • Young adult carers caring for someone within a marriage/civil partnership...Probably low in number but may not realise they are eligible or even a carer
PREGNANCY AND MATERNITY
<ul style="list-style-type: none"> • Opportunity to signpost to best start grant • Young carers may become pregnant and have to leave school, making them potentially not eligible for the grant • Potential eligibility issues for pregnant/maternity young adult carers • Possibility of including young carers who are also parents automatically • Being a carer and having a small baby = no time to complete application – consider for windows for application
RACE
<ul style="list-style-type: none"> • Another positive way to reach groups who are not currently identifying enough • English as a second language – could be issues re literacy • Community barriers to accessing support • Hard to reach some cultural background communities • Could be cultural reluctance to accept financial support • Could be cultural expectations for the money to be spent on the family • Specific considerations for the Gypsy and Traveller communities • Could be different cultural norms around caring and “duty” • May help address other inequalities faced by ethnic minority groups • Important to raise awareness of caring amongst minority ethnic groups

- Language barriers – application process should support those who do not speak English
- Possible cultural differences in terms of household income/who decides how it should be spent

RELIGION AND BELIEF

- Considerations of how to engage with religious groups to help raise the profile of carers
- Some cultures that are influenced by religion may not recognise carers
- How to include places of worship as information points for carers?
- Hidden carers and cultural expectations influenced by religion and belief to look after elderly family members etc.

SEX

- Females more likely to be carers – positive impact on young women’s lives
- Identifying male young carers may be more difficult as they are less likely to access young carer services
- Male young adult carers are sometimes more difficult to engage/identify due to family culture/societal pressure – specific awareness campaign would be helpful

SEXUAL ORIENTATION

- Equal access for all regardless of sexual orientation
- Important that customer journeys reflect all of society – including same-sex relationships
- Sometimes same-sex partners are not recognised as a partner, assumed to be a sibling or a friend