

Equality Impact Assessment
Corporate Assessment Template



Strategy Title: Cardiff Ageing Well Strategy 2022 - 2026
New

Who is responsible for developing and implementing the Strategy	
Name: Jane Thomas	Job Title: Director
Service Team: Adult Social Services	Service Area: Adult Services, Housing and Communities
Assessment Date: December 2021	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

<p>An Ageing Population</p> <p>The population of Cardiff is ageing, by 2031 the number of people</p> <ul style="list-style-type: none"> • Aged 65+ will increase by 17.8% • Aged 85+ will increase by 9.2% • Aged 90+ will increase by 5.9% <p>The number that struggle with activities of daily living will increase by 17% to 2030 – 1 in 4 older people (over 65).</p> <p>The number of people living with dementia will increase by 30.1% by 2030 and 41.1% for severe dementia.</p> <p>However, this will not necessarily translate into increased demand for residential care.</p> <p>Policy decisions and action that we take now to help people to remain independent at home can prevent an unsustainable demand for services and improve outcomes for older people.</p> <p>The Cardiff Ageing Well Strategy sets out our 5 year plan for supporting older people to age well and how we will work together with partners in the Health Board, Third Sector and Independent Sector to support older people</p> <p>This will be achieved by ensuring involvement from 3rd sector partners, representing people who access services, carers and staff through a number of engagement events that will identify key themes to support the development and growth of the strategy to ensure it is citizen focused and useful.</p>

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1. The strategy sets out the following vision, principles and key aims

Vision

Supporting older people to live well in their homes and communities

Principles

- Older people will have Voice and Control
- We will take a strengths-based approach
- We will support and enable independence
- We will provide the right help at the right time
- We will deliver outcome focused services
- We will work collaboratively with partners, third sector and citizens
- We will value diversity and promote equality
- We will ensure that our social care workforce is well trained and feel valued

Key Aims

- Supporting older people to stay active and connected in an age friendly city
- Supporting older people to live independently at home through strengths based preventative services
- Working in partnership to deliver high quality sustainable care and support
- Supporting informal carers and valuing their role
- Ensuring our services meet the needs of the most vulnerable
- Proactively modernising our Services

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- 2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

The strategy has been developed in response to the pressures being experienced across adult services both in Cardiff and nationally, and more recently the impact of the pandemic.

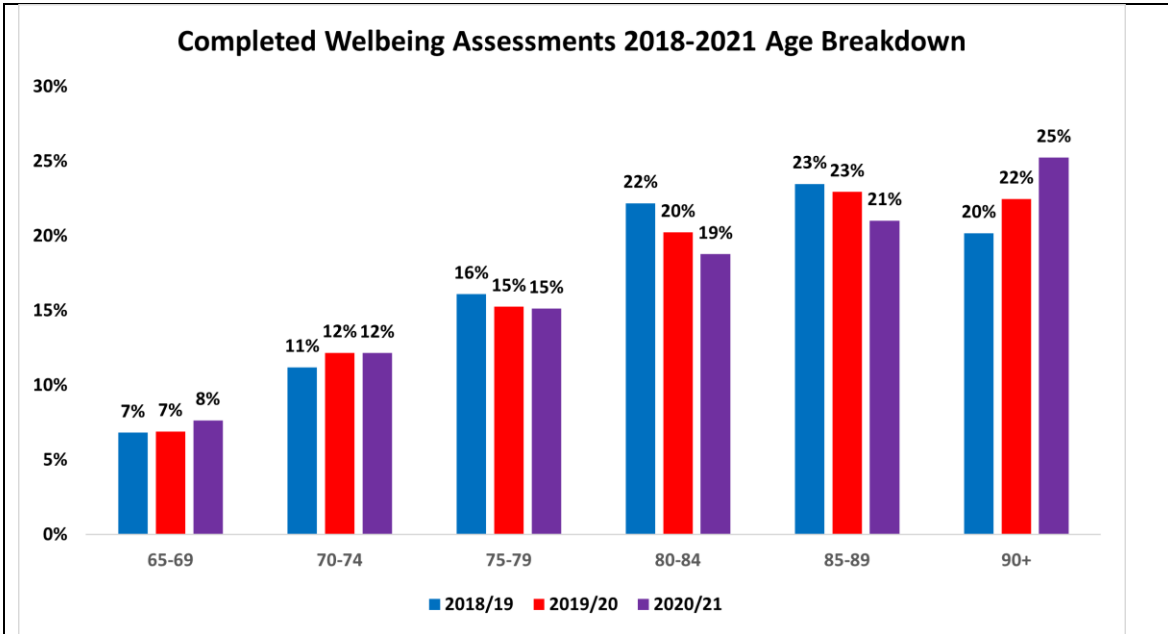
The original work was started in December 2019 with a number of engagement events held with stakeholders and the public to identify the direction of travel for the strategy. The Strategy was put on hold in March 2020 following the onset of Covid and the restrictions as well as the impact this had on the way Adult Service's. In October and November 2020 further engagement events were held to provide an update and to ensure that the strategy was continuing to develop in the right way. Due to further covid pressures during the winter of 2020-2021 this was further put on hold to concentrate on frontline services.

In Autumn 2021 it was decided that the focus of the strategy should be on Older people's services with a plan to develop a further strategy in 2022-23 to capture our mental health, Learning Disabilities and under 65's aspects of Adult Services.

Age of Service Users

The following data has been collated from completed wellbeing assessments undertaken between April 2018 and March 2021

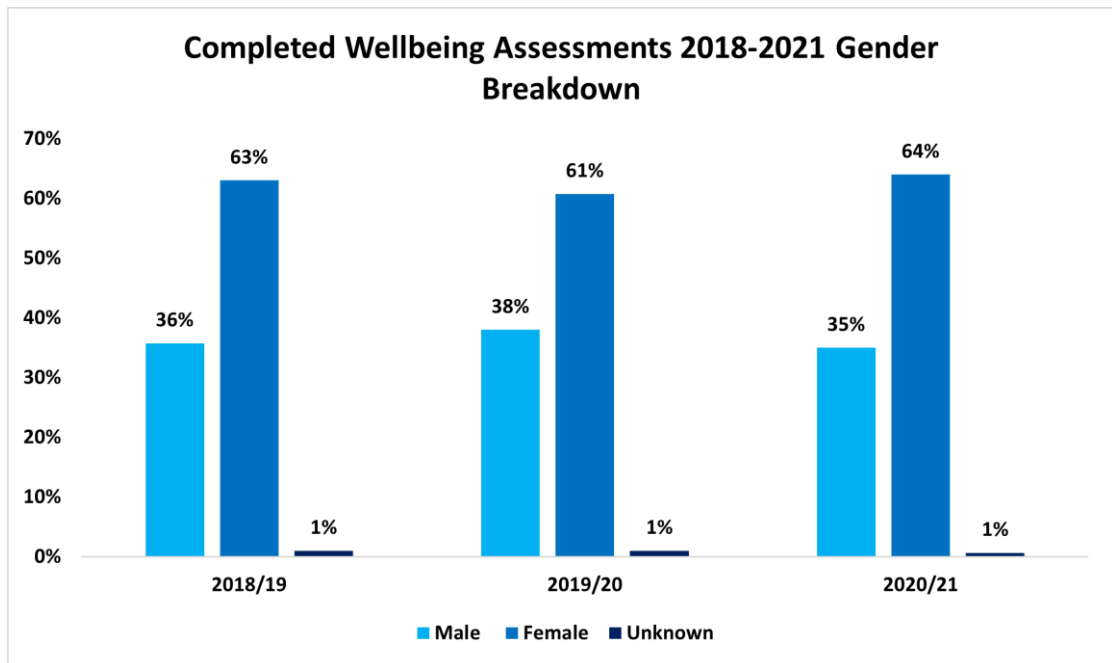
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Over the last three years there is little to no change in the proportion of those who received a full wellbeing assessment under the age of 80. Between 2018/19 and 2020/21, there is a slight decrease of 3% in adults aged 80-84, a 2% increase in adults aged 85-89 and a 5% increase in adults 90+.

The largest age group is those individuals aged 80+. They make-up 65% of wellbeing assessments completed in 2020/21.

Gender



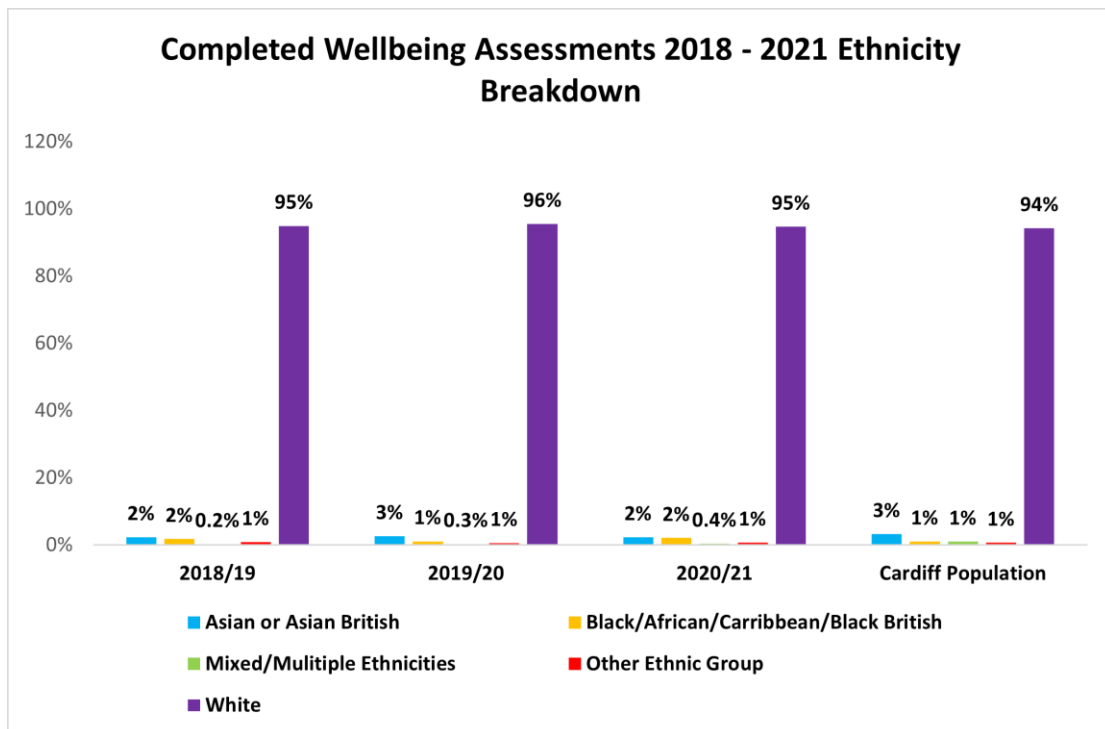
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For the period April 2018 to March 2021, most service users were female. In 2018/19, 63% of service users were female (3,625), in 2019/20 it was 61% (3,503) and in 2020/21 it was 64% (1,848).

A small proportion of wellbeing assessments have no gender recorded. This has remained at 1% between 2018/19 and 2020/21.

Ethnicity



This data clearly shows that the ethnicity of individuals for whom a wellbeing assessment is completed is broadly the same as the ethnicity of the wider Cardiff population aged 65+.

However, in 2020/21 ethnicity was not recorded for almost a third of all clients.

Health Inequality

In Cardiff, some of Wales' most and least deprived communities can be found within miles of each other. Men living in the least deprived communities can expect to live on average 11 years longer than those who live in the most deprived areas, while the gap is 9 years for women.

However, when looking at healthy life expectancy, the difference more than doubles to 24 years for men and 22 years for women. Risk factors and mortality for many common conditions is also adversely affected by deprivation, with a significant inequality 'gap'

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between those in the most and least-deprived communities. In Cardiff, mortality rates due to poor health are higher in the south of the city.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years		X	
18 - 65 years	X		
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The new strategy will provide a clear and considered approach to how older people will be supported in Cardiff during the period of the strategy. It will provide a clear list of aims and objectives to support better communities, and develop further co-productive and asset based approaches to care and support services for over 65's, as well as developing a further a better community outlook for all.

Support for development has been provided through C3SC, engaging carers and citizens to develop key themes. This is linked to the internal milestones and objectives identified for all service areas, and wider local and national strategies such as Healthier Wales, and Shaping our Future Wellbeing

What action(s) can you take to address the differential impact?

All aspects of the strategy are designed to be inclusive and have a positive outcome for all those over the age of 65 living in Cardiff and their carers.

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

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	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy will have a positive impact on those with disabilities. The strategy will support older people living with disabilities and sensory and physical impairments to be able to access services in a clearer way and will support people to live well and more independent lives in later life. It will promote community working and community links for people and ensure that citizens feel included and a part of their communities.

What action(s) can you take to address the differential impact?

All aspects of the strategy are designed to be inclusive and have a positive outcome for all those over the age of 65 with disabilities living in Cardiff.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy is wholly inclusive and will take into account people from the LGBTQ+ community

What action(s) can you take to address the differential impact?

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No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy will take into account all people who are important to a person receiving support including those who are married and in civil partnerships

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			X

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Maternity			X
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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The Strategy is designed around care and support of those over 65 years of age and their carers. We do not expect those who are pregnant or on maternity to be directly impacted by this strategy

What action(s) can you take to address the differential impact?

No negative impact anticipated.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White			X
Mixed / Multiple Ethnic Groups			X
Asian / Asian British			X
Black / African / Caribbean / Black British			X
Other Ethnic Groups			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

As part of the engagement sessions work has been done to engage ethnic minority groups including BAME organisations through Taff Housing and engagement attempted with our Gypsy, Roma and traveller communities in Cardiff.

The strategy is wholly inclusive and takes into consideration the vast number of minority communities in Cardiff and the differing needs of these communities.

The strategy identified that in 2020/21 ethnicity was not recorded for almost a third of all clients.

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What action(s) can you take to address the differential impact?
An action has been included in the strategy to improve our recording of ethnicity and seek to better understand the impact of our services on different cultures

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			X
Christian			X
Hindu			X
Humanist			X
Jewish			X
Muslim			X
Sikh			X
Other			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The strategy is wholly inclusive and will take into account people's beliefs and religion
What action(s) can you take to address the differential impact?
No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

3.8 Sex

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Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			X
Women			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy is designed for all citizens, whatever the gender is that they identify as.

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			X
Gay Men			X
Gay Women/Lesbians			X
Heterosexual/Straight			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy is wholly inclusive and will take into account people from the LGBTQ+ community

What action(s) can you take to address the differential impact?

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No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A
	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It will ensure that advice and services are provided locally to people, reducing a requirement for people to travel to central location to access services that will help.

This work has already started with the wide range of support offered through the city wide Hybs and will stretch to health and well-being support services as well.

Work is being undertaken in support of the strategy to improve support for people being discharged from hospital and increase the offer for older people to access reablement services to prevent further hospital admissions and improve independence and wellbeing.

The strategy also makes a commitment to work with our Public Health colleagues to address health inequalities in the city.

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

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3.11 Welsh Language

Will this Policy/ Strategy/Project/Procedure/Service/Function have a **differential impact (positive/negative)** on the Welsh Language?

	Yes	No	N/A
			X

Please give details/ consequences of the differential impact, and provide supporting evidence, if any.

The strategy will be available in Welsh and other languages as required / identified in our demographic data.

The Strategy identifies a set of actions to be implemented to ensure we strengthen Welsh language provision within the service. This includes improving our data collection in order to accurately record and share information on the Welsh language in terms of workforce and service users It has also recently been agreed that all posts in Social Services will include Welsh language skills as a desirable requirement.

We will also Identify service areas who could most benefit from further training and would make the most difference to Welsh Language service provision and improve the process for allocating Welsh speaking staff to service users

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted by the implementation of the Strategy.

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4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

<p>Work was started with C3SC in November 2019 to develop the ideas around the main themes of the strategy.</p> <p>This work was ongoing and included engagement events and surveys to understand what was important to citizens. This work was due to continue but due to the impact of Covid all work halted in March 2020.</p> <p>Further engagement events were held in November 2020 with the support of C3SC and internal engagement events were also undertaken with team managers from across all areas of Adult Services.</p>
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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	All aspects of the strategy are designed to be inclusive and have a positive outcome for all those over the age of 65 living in Cardiff and their carers
Disability	All aspects of the strategy are designed to be inclusive and have a positive outcome for all those over the age of 65 with disabilities living in Cardiff.
Gender Reassignment	None
Marriage & Civil Partnership	None
Pregnancy & Maternity	None
Race	An action has been included in the strategy to improve our recording of ethnicity and seek to better understand the impact of our services on different cultures
Religion/Belief	None
Sex	None
Sexual Orientation	None

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Socio-economic Duty	The strategy also makes a commitment to work with our Public Health colleagues to address health inequalities in the city.
Welsh Language	<p>The Strategy identifies a set of actions to be implemented to ensure we strengthen Welsh language provision within the service. This includes improving our data collection in order to accurately record and share information on the Welsh language in terms of workforce and service users It has also recently been agreed that all posts in Social Services will include Welsh language skills as a desirable requirement.</p> <p>We will also Identify service areas who could most benefit from further training and would make the most difference to Welsh Language service provision and improve the process for allocating Welsh speaking staff to service users</p>
Generic Over-Arching [applicable to all the above groups]	None

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area’s Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Jessica Hoops	Date: 08/12/21
Designation: Policy & Development Manager	
Approved By: Jane Thomas	Date: 30.12.21
Designation: Director Adults Housing and Communities	
Service Area: Adult Services, Housing and Communities	

7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate’s Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

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For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email equalityteam@cardiff.gov.uk