

## **Annex A**

### **Sefton Carers Strategy 2024 – 2027 – Consultation and Engagement**

#### **Interim Equality Impact Assessment**

##### **1 Introduction**

1.1 The Equality Act 2010 outlines how public bodies must have due regard to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

##### **2. Protected Characteristics**

2.1 Equality Act 2010 is clear that there are particular characteristics that are intrinsic to an individual against which it would be easy to discriminate. Section 149 (the Public Sector Equality Duty) lists the characteristics known as 'protected characteristics' against which we have to test for discrimination. These characteristics are gender, race/ethnicity, religion and belief, sexual orientation, age, gender reassignment, pregnancy and maternity and disability.

##### **3 Identifying Impacts across protected characteristics**

Through reviewing your proposal, identify if and how the protected groups below may be impacted and identify any mitigating actions regarding the proposed changes but also as part of the consultation and engagement activity.

<b>Protected characteristic</b>	<b>Recommendations/mitigating actions</b>
<b>Gender</b>	None identified.  There is no direct impact on this group, however, the Vision, Aims and Objectives will help to improve support for carers in Sefton
<b>Age</b>	Children and Young People – consultation and engagement will take place with regard to specific needs and information and materials will be adapted to enable children and young people to participate fully in the consultation and engagement process.
<b>Disability</b>	Information will be available in a wide range of formats to meet the needs of specific disability groups such as easy read, audio, large print and support will be provided to assist people with a disability to take part in the consultation.
<b>Race/Ethnicity</b>	None identified.  There is no direct impact on this group, however, the Vision, Aims and Objectives will help to improve support for carers in Sefton
<b>Religion or belief</b>	None identified.  There is no direct impact on this group, however, the Vision, Aims and Objectives will help to improve support for carers in Sefton
<b>Sexual Orientation</b>	None identified.  There is no direct impact on this group, however, the Vision, Aims and Objectives will help to improve support for carers in Sefton
<b>Gender Reassignment</b>	None identified.  There is no direct impact on this group, however, the Vision, Aims and Objectives will help to improve support for carers in Sefton
<b>Pregnancy and maternity</b>	None identified.  There is no direct impact on this group, however, the Vision, Aims and Objectives will help to improve support for carers in Sefton