

**Dementia Strategy
2014 - 2019**

Equality Analysis Report

DRAFT

June 2015

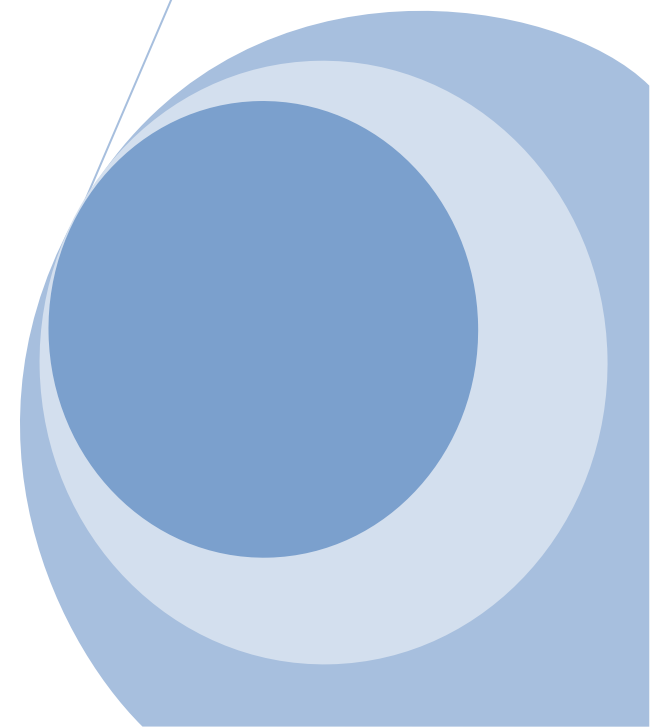
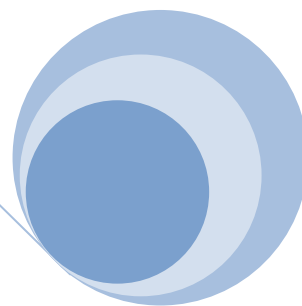
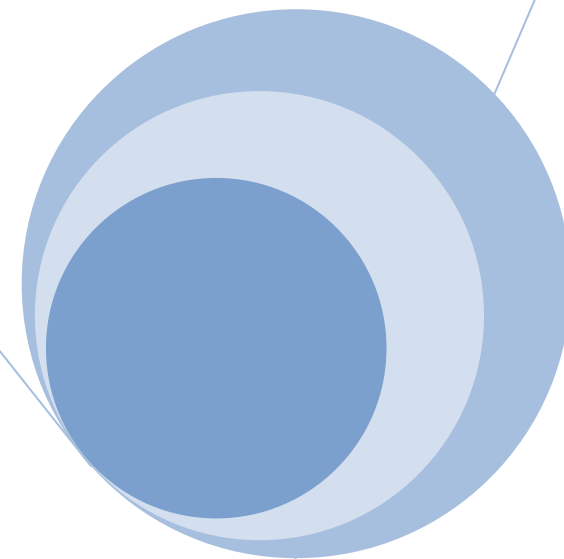


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Section One: Introduction

The Equality Act 2010

In order to meet equality legislation public bodies have to consider Section 149 of the Equality Act 2010:

A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

Protected Characteristics

Equality Law (Equality Act 2010) is clear that there are particular characteristic intrinsic to an individual against which it would be easy to discriminate. Section 149 (the Public Sector Equality Duty) lists the goals of the act and 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.

Tackling Inequalities

The Marmot review; 'Fair Society, Healthy Lives', published in 2010, confirmed that health inequalities result from social inequalities and that action is required across all the wider determinants. The review identified the need for action to focus on reducing the gradient in health by focusing on those most in need.

In Sefton we have a strong commitment to promoting equality, tackling disadvantage and improving the life chances of our residents. We are aware that many factors combine to affect the health and wellbeing of individuals and communities. While health care services have an impact, other factors such as where people live, income, education, life experiences, behaviours and choices, along with relationships with friends and family, all have a considerable impact.

Sefton's Dementia Strategy 2014 - 2019

The Dementia Strategy must show due regard to the Equality Act 2010 and demonstrate through the process of producing, publishing and updating using both the National and Local Context how it meets the Public Sector Equality Duty. This equality analysis report is part of that process.

How we developed the Dementia Strategy for Sefton

The draft strategic objectives in the Dementia Strategy were co-produced following engagement and consultation events with service users, service providers, practitioners, VCF support organisations and carers, as well as local communities, partners, voluntary, community and faith sector and other stakeholders.

This engagement and consultation informed the setting of the overall strategic priorities outlined in the Draft Sefton Dementia Strategy.

A full report on the outcomes of the consultation and engagement will be made available at www.sefton.gov.uk

Strategic Objectives

Five Strategic Objectives for Carers in Sefton have been identified, these have been developed through both understanding the needs of the population and what carers and the people they care for including young carers, the public, community organisations and groups, commissioners and providers of services told us during the consultation and engagement process.

The strategic objectives for Dementia in Sefton are:



Timely diagnosis, appropriate treatment and involvement in care plans – people receive a timely diagnosis of their dementia, have their concerns listened to by healthcare professionals, and, together with their carers, are involved in developing care plans.



Support to live independently for as long as possible, and to make decisions for myself – people with dementia and their carers can live in their own homes for as long as they choose to do so, and can make decisions about choices that affect their lives.



Inclusive and dementia friendly communities – people with dementia and their carers will have support from local communities, will not suffer any stigma as a result of their condition and will be able to live as normal a life as possible for as long as they can.



Information, advice and support for people with dementia and their carers – people with dementia and their carers will have easy access to the information and advice they need to manage their condition, to stay as well and active as possible, and know where to go to find out what they need to know.



End of Life Services, ensuring a peaceful and pain free death in the place of choice – people with dementia and their carers will be helped to plan for their end of life, enabling them to die free from pain, fear and with dignity, cared for by people who are trained and supported in high quality palliative care, in the place of their choosing.

Section Two: Identifying Impacts across Protected Characteristics

In considering the impact of the Dementia Strategy, the following analysis has been undertaken across the Strategic objectives:

The analysis has been carried out using both Office of National Statistic (ONS) Census 2011 data and responses to the Sefton Dementia Strategy; both of these data sets are created through self identification and therefore show an approximate representation.

Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Action
Gender	<p>Nationally, two thirds of people with dementia are women.</p> <p>Locally there is limited data regarding the demographics of people with dementia in Sefton, further data collection and analysis will improve our knowledge of need.</p>	<p><i>Timely diagnosis, appropriate treatment and involvement in care plans</i></p> <p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p> <p><i>End of Life Services, ensuring a peaceful and pain free death in the place of choice</i></p>	<p>Feedback from the consultation and engagement process to the Dementia Subgroup, Health and Wellbeing Board, Adult Forum to be considered when developing Strategies and planning for the future.</p> <p>Data collection and analysis to identify local trends regarding gender and dementia</p>

Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Actions
Age	<p>Dementia is most common in older people but younger can get it too.</p> <p>Younger people with dementia will face different issues, especially if they are still working when they receive a diagnosis. They may face discrimination at work and have to give up work earlier than they would like. As the population ages and the retirement age increases, it is more likely that more people will be diagnosed with dementia while they are still in work.</p> <p>Nationally one in three people over 65 will develop dementia and one in twenty people with dementia are under the age of 65</p> <p>There is currently very little information available about the numbers of younger people (under 65) in Sefton with dementia. Further data collection and analysis will improve our knowledge of need.</p>	<p><i>Timely diagnosis, appropriate treatment and involvement in care plans</i></p> <p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p> <p><i>End of Life Services, ensuring a peaceful and pain free death in the place of choice</i></p>	<p>Feedback from the consultation and engagement process to the Dementia Subgroup, Health and Wellbeing Board, Adult Forum to be considered when developing Strategies and planning for the future.</p> <p>Further data collection and analysis to identify local trends regarding Age and dementia</p>
Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Actions
Disability	<p>Dementia generally affects people with learning disabilities in similar ways to people without a learning disability, but there are</p>	<p><i>Timely diagnosis, appropriate treatment and involvement in care</i></p>	<p>Feedback from the consultation and engagement process</p>

<p>some important differences. People with a learning disability are at greater risk of developing dementia at a younger age – particularly those with Down’s syndrome where one in three develop dementia in their 50s.</p> <p>Nationally Studies have shown that the numbers of people with Down’s syndrome who have Alzheimer’s disease are approximately:</p> <ul style="list-style-type: none"> • 1 in 50 of those aged 30 to 39 years • 1 in 10 of those aged 40 to 49 years • 1 in 3 of those aged 50 to 59 years • more than half of those who live to 60 or over. <p>With regard to those people with learning disabilities other than Down’s syndrome studies suggest that approximately:-</p> <ul style="list-style-type: none"> • 1 in 10 of those aged 50 to 65 • 1 in 7 of those aged 65 to 75 • 1 in 4 of those aged 75 to 85 • nearly three-quarters of those aged 85 or over. <p>There is currently very little information available about the numbers of people with a learning disability in Sefton with dementia.</p>	<p>plans</p> <p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p> <p><i>End of Life Services, ensuring a peaceful and pain free death in the place of choice</i></p>	<p>to the Dementia Subgroup, Health and Wellbeing Board, Adult Forum to be considered when developing Strategies and planning for the future.</p> <p>Further data collection and analysis to identify local trends regarding Disability and dementia</p>
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	Further data collection and analysis will improve our knowledge of need.		
Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Actions
Race/ Ethnicity	There is currently very little information available about the numbers of people from a Black and minority ethnic background in Sefton with dementia. Further data collection and analysis will improve our knowledge of need.	<p><i>Timely diagnosis, appropriate treatment and involvement in care plans</i></p> <p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p>	<p>Further data collection and analysis to identify local trends regarding race and dementia</p> <p>Action will be taken to gather further information to enhance our understanding of the needs of people from BME backgrounds with regard to dementia.</p>
Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Actions
Religion or Belief	There is currently very little information available about people from different religious backgrounds in Sefton with dementia. Further data collection and analysis will improve our knowledge of need.	<p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p>	<p>Action will be taken to gather further information to enhance our understanding of the contribution faith</p>

		<p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p>	<p>communities can make supporting people with dementia in Sefton.</p>
Sexual Orientation	No data available	<p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p>	<p>Action will be taken to gather further information to enhance our understanding of the needs of gay, lesbian and bi-sexual people and additional support will be sought through the VCF sector to help with this understanding</p>
Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Actions
Gender Re-assignment	No data available	<p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p>	<p>Action will be taken to gather further information to enhance our understanding of the needs of transgendered people and additional support will be sought</p>

		<i>Information, advice and support for people with dementia and their carers</i>	through the VCF sector to help with this understanding.
Protected characteristic	What the Consultation and the National and Local Context told us	Linked Strategic Objective(s)	Next Steps and Actions
Pregnancy and Maternity	No data available	<p><i>Support to live independently for as long as possible, and to make decisions for myself</i></p> <p><i>Inclusive and dementia friendly communities</i></p> <p><i>Information, advice and support for people with dementia and their carers</i></p>	Further feedback will be sought to enhance our understanding of the impact dementia may have of those using pregnancy and maternity services particularly with regard to caring responsibilities and the links to the dementia strategy.

Section Three: Advancing equality of opportunity and fostering good relations between people and communities

The National and Local context document identifies key messages relating to the prevalence of need by gender, disability, age and other identified characteristics including disability. This information, combined with the feedback from the consultation and engagement process, has informed the setting of the strategic objectives within the Sefton Dementia Strategy. This information will help partners to tailor services to address the needs of carers and those cared for in communities by providing information and signposting that advance equality of opportunity and foster good relations between people and communities.

Section Four: Conclusion

The Sefton Dementia Strategy - National and Local Context Document and the consultation and engagement feedback reports contain evidence and insight relating to different groups of people within the community. They have informed the development of the Sefton Dementia Strategy and Action Plan. Partners will seek to gather further evidence relating to specific characteristics where there are current gaps in our understanding.

Section Five: Action Plan

What	When	Who
Communications Plan for Dementia Strategy	Sept2015	All Partners
Publish Final Equality Analysis Report	Sept 2015	Sefton Council
Gather further feedback or evidence on the gaps of our understanding as identified in the Equality Analysis Report and identify how relevant evidence has been used to understand the potential equality impacts and update the Equality Analysis Report.	Sept 2016	All Partners
Annual review of the Strategy and Equality Analysis Report.	Sept 2016	All Partners