

Equality Impact Assessment Form

Before completing this form, please refer to the supporting guidance document

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have “due regard” of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

Once the EIA has been approved by the Senior Responsible Officer, please ensure that a copy is placed on the SharePoint folder: “Equalities Board, EIAs”

1- Policy details	
Name of policy	Leicestershire County Council: Carers Strategy 2026-2030
Department and service	Adults and Communities, Commissioning and Quality
Who has been involved in completing the Equality Impact Assessment?	Katie Cheung: Commissioning Officer - Carers
Contact numbers	0116 3051019
Date of completion	27 January 2026

2- Objectives and background of policy or practice change

Use this section to describe the policy or practice change

What is the purpose, expected outcomes and rationale?

Include the background information and context

What is the proposal?

What change and impact is intended by the proposal?

The Leicestershire, Leicester City and Rutland (LLR) Joint Refresh Carers Strategy runs from 2022 to 2025, which outlines the vision and how we work collaboratively with partners including the Integrated Commissioning Board (ICB), Leicestershire Partnership Trust (LPT) and commissioned providers to achieve the priorities. The eight key priorities include: carer identification, valuing carers, keeping carers informed, developing carer friendly communities, ensuring carers have a life alongside caring, accessing the right support at the right time and recognising young carers.

There has been many notable developments and achievements across LLR to evidence how the eight priorities have been met. These achievements include:

- January 2022 to November 2025, issued over 4,400 carers passport. Renewed over 5,000 carers passport. A carer's passport helps identify and support carers in workplaces, hospitals, communities and schools. It can also minimise repeating carer's journey and helps carer's access benefits such as discounts.
- Celebrated 5th year anniversary of the carer's passport on Carers Rights Day: Know your rights, use your rights, on 20 November 2025 at Leicester Racecourse. Carers Rights Day is a national day to bring organisations together to help carers get the support they need. [Carers Rights Day 2025 - video](#)
- Successful early intervention care technology for people living with dementia

- Launch Care Tech pilot to support cared for and allowing carers to be more independent.
- Recommissioned our support for carers provider to support unpaid carers across Leicestershire
- Launch the hospital discharge grant for carers from scratch in January 2023 and successfully supported carers following cared for being discharged from hospital. Two further rounds have been successful. To date we have given out over £198k.
- Worked with carers to review and updated the LLC carers pages
- Supported working carers with the new Carers Leave Act 2023
- Issued over 330 young carers passport Ibstock school and Kibworth Mead Academy: awarded young carers award. First two schools in Leicestershire to receive this award

As the LLR Joint Carers Strategy 2022-2025 has naturally come to an end, senior managers across Leicestershire, Leicester City and Rutland, have decided that each local authority to have their own carers strategy. Having a specific Leicestershire Carers Strategy will be reflective of Leicestershire carer's voice and outlines how we value and are commitment to supporting and meeting our carer's needs and what we can do to help carers continue with their caring role.

The new strategy will also be aligned with our departmental values and priorities and Leicestershire's carer's offer and be used to inform commissioning intentions. Furthermore, the new Leicestershire Carers' Strategy will address the areas for us to improve and strengthen to support our carers, including the CQC improvement plan. The new Leicestershire carers strategy: 2026-2030 is for unpaid carers who are caring for someone aged 18+ who resides within Leicestershire County boundaries. This includes young carers who care someone aged 18+, for example their mother or father or close family members.

	It's worth noting that, there are currently 2,304 carers in receipt of a service from the Council of whom, 1,581 people have a weekly carers direct payment, 716 people have a one-off carers direct payment. In addition, around 2,500 carers are supported by the commissioned provider for carers service per year. In addition a total of 116 assessment referrals were received, with 69 full assessments being completed by the young carer team in 2025. Also 94 young carers passports were issued and a total of 341 have been issued since the scheme was launched in 2022. The school census data recorded 289 young carers in 2025. It is important Leicestershire have a carers strategy to set out our priorities and how we intend to support our unpaid carers. Every day, people become unpaid carers for their partners, family members or friends. An unpaid carer looks after or support someone who wouldn't be able to manage everyday life without their help. Therefore it's important for us to support our unpaid carers for them to continue supporting their loved ones. The Leicestershire carers strategy will set out how we intend work with key partners and commissioned provider to achieve our key priorities.
What is the rationale for this proposal?	The LLR Joint Refresh Carers Strategy 2022-2025 has naturally come to an end and a new Leicestershire Carers Strategy will be launch in 2026. The new strategy will reflect the voice of Leicestershire carers and will set out our vision and priorities on how we intend to support carers.

3- Evidence gathered on equality implications - Data and engagement

What evidence about potential equality impacts is already available?

This could come from research, service analysis, questionnaires, and engagement with protected characteristics groups

What equalities information or data has been gathered so far?

What does it show?

The Census 2021 data indicates a total of 61,300 of Leicestershire respondents, aged 5 years and above, declaring that they provided unpaid care (9% of population). The highest rate of caring population was among those aged 45 to 64 (15.4%), followed by those 65 to 84 (11.3%), with women predominating in all but the eldest (aged 85 years and above) group of carers. There is some geographical variation amongst carers in Leicestershire with the highest rate being in Oadby and Wigston (9.8%) and lowest in Harborough (8.3%), unadjusted for age. The rate of employment among carers is slightly higher in Leicestershire compared to the national average, with slightly lower unemployment rate (2% versus 3%). Further breakdown can be found in **Table 1** below.

Table 1 *source JSNA*, gives an overview of the age of carers against their gender across Leicestershire

Age	Male	Female	Ratio (F/M)	Persons	Population	%
5 to 17	540	645	1.2	1,185	104,845	1.1
18 to 24	1,105	1,180	1.1	2,285	59,545	3.8
25 to 44	4,645	7,525	1.6	12,170	171,680	7.1
45 to 64	11,535	18,080	1.6	29,615	192,230	15.4
65 to 84	6,725	7,825	1.2	14,550	129,295	11.3
85+	835	655	0.8	1,490	18,785	7.9
Total	25,385	35,910	1.4	61,295	676,380	9.1

Numbers rounded to nearest 5

As part of the engagement activity for the carers strategy, we have engaged with a number of carers via online survey - Microsoft Forms and Snap. Majority of the carers who engaged with the new Leicestershire Carers Strategy were white British, female carers, aged 65+ and from the Charnwood district. Although majority of the carers who engaged in the carers strategy survey are White British, this is reflected within the Census 2021, where 87.5% of the Leicestershire population are White British. Attempts have been made to engage with other ethnic background carers to understand their carer responsibilities have an insight into their journey through our commissioned provider to support carers. However no one wanted to participate and engage further.

We wanted to ensure we engaged with carers in rural areas, therefore attended community groups in Newbold Verdon and New Swannington. The carers response has been used to feed into the new carers strategy. Furthermore, there are planned two one to one engagement with carers in Melton to ensure their voices are listened to and captured.

The detailed breakdown of the stats are as follows:

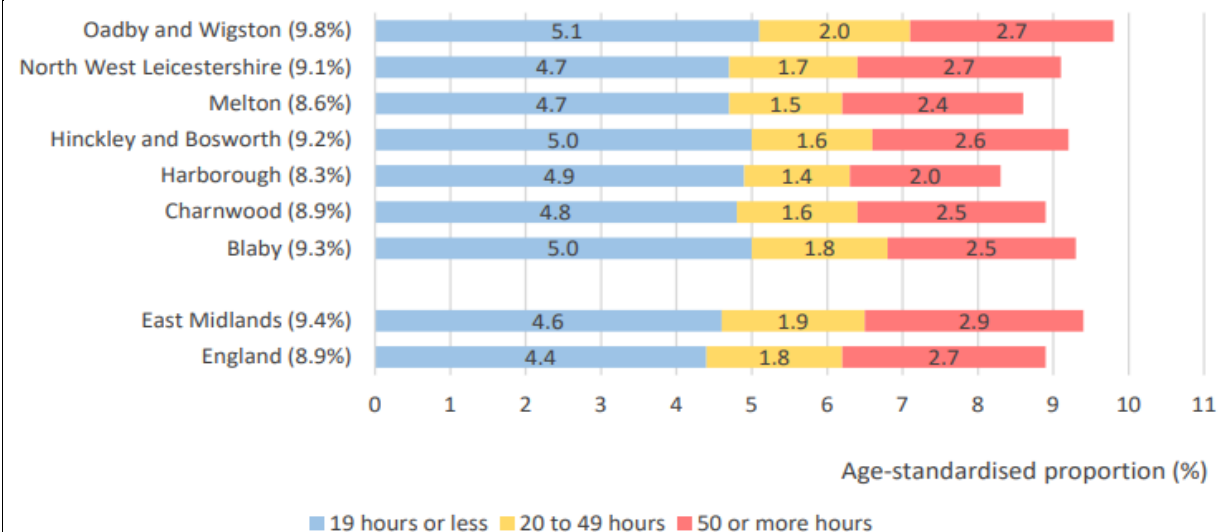
Gender	Forms	Snap	Total	% of carers
Male	29	16	45	25%
Female	100	34	134	75%
Total	129	50	179	100%

Age	Forms	Snap	Total	% of carers
25-34	1	1	2	1%
35-44	3	4	7	4%
45-54	11	10	21	12%

55-64	40	14	54	30%
65 and over	74	21	95	53%
Total	129	50	179	100%
Ethnicity	Forms	Snap	Total	% of carers
Asian/ Asian British	10	2	12	7%
Black, Black British, Caribbean or African	1	1	2	1%
Mixed or multiple ethnic groups	3	0	3	2%
White	115	46	161	90%
Other ethnic group	0	1	1	0%
Total	129	50	179	100%
The ethnicity of carers who participated with the engagement, is reflective of the Leicestershire population. From the Census 2021, the 87.5% (White British), 8.2% (Asian), 1.1% (Black), 2.2% (Mixed or multiple) 1% (Other).				
District	Forms	Snap	Total	% of carers
Blaby	18	3	21	12%
Charnwood	27	18	45	25%
Harborough	25	7	32	18%
Hinckley and Bosworth	25	10	35	20%
Melton	6	1	7	4%
NWL	18	9	27	15%
Oadby and Wigston	9	2	11	6%

Blank - no answer provided	1	0	1	0%
Total	129	50	179	100%

Table 2 source JSNA which provides a breakdown of no. of hours of care across the districts of Leicestershire.



Cared for person	Forms	Snap	Total	% of carers
Husband/ wife/ partner	72	24	96	54%
Mother/ father	19	11	30	17%
Son/ daughter	29	10	39	22%
Aunty/ Uncle	0	0	0	0%

	Extended family	1	1	2	1%
	Friend	2	0	2	1%
	Neighbour	0	0	0	0%
	Other	6	4	10	5%
	Total	129	50	179	100%
What engagement has been undertaken so far? What does it show?	During the period of October 2025 to January 2026, a number of key engagement activities took place across the County. The engagement methods have included: • face to face group-based engagement: this took place at initial launch of the carers strategy at Glenfield Parish Council, commissioned provider carers groups, community groups and a Carers Rights Day event at Leicester Racecourse • online via Microsoft Teams: from previous engagement, carers have fed back to say they prefer having an option to meet virtually as they do not have time to travel to get to the meeting, don't have transport or they don't have to worry about getting back for their loved ones. • survey via Microsoft Forms and Snap: this approach allows carers to provide feedback at their convenience. The survey was presented in two formats, one being on Microsoft Forms and the other on Snap. The Snap version of the survey was placed on our LCC carers pages, as the Microsoft Forms was not a compatible format. • 1:1 engagement with carers: it was acknowledged that some carers preferred to have a one to one conversation about their caring responsibilities and provide input into the cares strategy rather than discuss in a group format, as sometimes voices are heard more than others. A total of, 312 adult carers have been involved in the development of the strategy, as follows: • 125 carers in person				

	○ 50 carers at Carers Rights Day, Leicester Racecourse ○ 75 carers at carers group/ community groups • 179 carers via online survey (129 on Microsoft Forms and 50 on Snap) • Four carer online meeting via Microsoft Teams • Four carers on a 1:1 basis The young carers team have also engaged with their young carers via the online survey. A total of 19 young carers provided feedback on what is important to them and how they would like to be supported. During the engagement period, we have communicated the carers strategy via a number of ways to encourage carers and professionals to get involved. • Social media platforms: there has been a total of 24 external social media post on the engaging with carers across a number of platforms including: X, LinkedIn, Facebook and Nextdoor. There have also been 10 post on Viva Engage (internal social media platform) about the new Leicestershire carers strategy. • Carers network: emails with the carers strategy poster has been shared with key carers leads across the departments and also with key partners to encourage carers who are known to them to get involved and participate with the engagement activity. This includes: carers champion network (internal carers champion group); carers delivery group: key partners across the system which includes: commissioned carers support services, LPT, UHL and ICB. Also other local organisations and charities who work closely with carers, including: Age UK, Alzheimer's Society, Voluntary Action Leicestershire (VAL). Was included in the weekly system bulletin: Five for Friday (19.11.25). • Voluntary Action South Leicestershire (VASL) Support for Carers newsletter: the carers strategy poster has been included in the October, November and December edition of the newsletter
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• Care pathway newsletter update: 2 messages about the carers strategy was included in the newsletter to ask staff to encourage carers to participate and engage • Local libraries: carers strategy engagement posters in notice boards The commissioning officer: carers also attended the Adults and Communities: Engagement Panel to outline Leicestershire's intentions with new carers strategy. People with lived experience sit on the panel and were keen to get involved and share the news with carers. They also provided us with a community group for us to attend and engage with carers including the Hinckley working carers group.			
4- Benefits, concerns and mitigating action Please specify if any individuals or community groups who identify with any of the ' <u>protected characteristics</u> ' may potentially be affected by the policy and describe any benefits and concerns including any barriers. Use this section to demonstrate how risks would be mitigated for each affected group. If a group will not be affected by the proposal please state so.			
Group	What are the benefits of the proposal for those from the following groups?	What are the concerns identified and how will these affect those from the following groups?	How will the known concerns be mitigated?
Age	The new Leicestershire Carers Strategy sets out priorities on how we intend to support carers who looks after someone aged 18+. This includes young carers caring for an adult. The breakdown of the age of carers from the Census 2021 is found in table 1, above.	There are other cohort of carers who will be looking after someone who is under the age of 18. For example, a parent looking after their child with a disability, who are not included in the new carers strategy.	The carers strategy is aimed at carers who support someone aged 18+. Therefore for the cohort of carers who looks after someone who is under 18 years old, children and family services department to have a procedure in place to support these cohort

		Carers can be all ages, and therefore it's important to ensure information and advice is available to all eligible carers that are identified within the strategy	of carers alongside their dedicated carers team. Ensure methods of communication is considered at all times. Young carers are more likely to be on the social media platforms. Whereas older carers will have alternative means of communication.
Disability	The new Leicestershire Carers Strategy supports all carers with all abilities. Leicestershire County Council, the commissioned support for carers and key partners across the system acknowledges there are a range of physical, sensory and other disabilities that are not always visible. Equality Act 2010 is in place so that eligible carers identified in the strategy are supported and removing barriers to accessing support. Census 2021 showed 16.2% of the Leicestershire population declared themselves as disabled under the Equalities Act 2010. There appears to be a correlation between disability and the no. of hours of care provided. For example: carers providing 50hours or	Some carers with a disability are might not be able to access same information and advice and service compared to most carers. Not all carers with a disability have a voice or have their voice heard. Not all disabilities are visible to everyone. Not all disabilities are disclosed.	Work with key partners to ensure all carers are able to access the information and advice, support and service across the system. This includes staff members meeting the carer's needs for example: ensuring venues for support groups are accessible and provide reasonable adjustments for carers with a disability. Ensure all information available to all carers are accessible and user friendly and its understandable to everyone. This includes coproducing key documents/ leaflet with carers who have a disability including easy read

	more of care per week reported at least one disabled person in the household.		Address any issues or quarterly monitoring review meetings between Leicestershire County Council and the commissioned provider and will work together to identify solutions to ensure all carers are supported. Staff are trained to identify carers with a disability and ensure they are able to provide the support carers with a disability.
Race	The new Leicestershire Carers Strategy are inclusive of all carers and acknowledges the diverse caring population in Leicestershire including carers from different race and background. Carers are included at all times and will be treated equally. They will be able to equally access the information, advice and services across Leicestershire.	Some carers from other race and ethnic background might not identify themselves as carers as this might be a stigma or in their culture they feel it's their duty to care for their loved ones. Carers might be treated unfairly due to their race. Or feel some voices are heard more than others	Work and engage with community groups in particular from other ethnic background to ensure carers from other ethnic background know that support is available to them. Promote carers from all race and background and develop equality across all types of carers. Commissioned provider for carers to attend local community groups to help identify carers of all races.

			Ensure information and advice is available to all carers. This includes information/ advice is translated into various language for carers to understand.
Sex	The new Leicestershire Carers Strategy are inclusive of all carers, irrespective of their sex. We have are both male and female carers across the county. In England, the highest number of unpaid carers aged 55 and 59 years were female and between 60 and 64 years were male. The breakdown of the gender of carers from the Census 2021 is found in table 1, above.	Some male carers who might be worried with a stigma against them being a male carer.	To work and promote the importance of male carers via community groups, social media platforms, have male carers guest speakers at events to promote and highlight the importance of have all types of carers.
Gender Reassignment	The new Leicestershire Carers Strategy are inclusive of all carers including anyone who are considering or transitioning changing their gender identity. Therefore no carer will be treated less favourably than another, because of their gender resignation. According to the Census 2021, it showed 735 Leicestershire adults who stated their gender was different to their sex at birth.	Carers who are considering or transitioning into changing their identity might not be able to feel safe with express themselves and ask for the support they need.	Ensure staff and key partners who work closely with carers attend equality and diversity training and are kept up to date with changes to legislations. Also any policies and procures relating to gender reassignment are kept up to date. So that staff can support all carers to continue their caring role.

	This includes: 375 trans women and 360 trans men.		
Marriage and Civil Partnership	The new Leicestershire Carers Strategy protects against any discrimination on marital status whether a carer is married or in a civil partnership. This includes same sex marriages.	Carers in same sex marriage might be treated unfairly.	Ensure staff and key partners who work closely with carers attend equality and diversity training and are kept up to date with changes to legislations. So that staff can support all carers to continue their caring role.
Sexual Orientation	The new carers strategy is inclusive of all carers and acknowledges a diverse range of sexual orientation across Leicestershire. It's important to ensure the carer's privacy is respected and maintained and they are supported throughout their caring journey.	Carers with a diverse sexual orientation might not feel safe with express themselves and getting the support they need.	Ensure staff and key partners who work closely with carers attend equality and diversity training and are kept up to date with changes to legislations. So that they can support all carers to continue their caring role. Engage with the LGBTQ+ community for support and advice to ensure carers are better supported.
Pregnancy and Maternity	The new carers strategy is inclusive of all carers and is supportive of pregnancy and maternity. Carers who are pregnant or on maternity are not treated any differently.	Not all carer appear/ show they are pregnant, especially if they are early stages of pregnancy. Carers might not disclose they are pregnant.	Staff working with carers are trained to be aware of pregnancy or maternity situations so that they can provide the support the carers need.

Religion or Belief	The new carers strategy is inclusive of all carers and is supportive of all carers. Leicestershire acknowledges the diverse caring population in Leicestershire including carers with different religion or belief. All carers with or without assigned religion or belief are treated equally.	Carers with different religion or belief maybe treated differently due to external influences or events at national level which might impact on religious groups and communities.	Engage and keep in touch with religious and belief communities for support and advice to ensure carers are better supported.
Armed Forces (including veterans)	The new carers strategy is inclusive of all carers and is supportive of all carers. This includes carers who are from the armed forces and will be treated equally as a carer.	Carers who are part of the armed forces, might not be aware of the support that is available to them.	Engage with the local SSAFA the Armed Forces Charity to help ensure they carers from the armed forces are better supported. The SSAFA (Soldiers', Sailors' and Airmen's Families Association) is a local charity which supports men and women serving, or who have served in the Armed Forces.
People with lived care experience	Carers with lived experienced are valuable to helping and supporting us with the carers strategy and the commissioned service. They have the experiences, skills and knowledge to advice and provide help shape services and overcome any barriers to support Leicestershire carers.	Not everyone will know about how their experience can help shape carers services. Or know about how to get involved.	To continue to develop good working relationships with carers with lived experiences so they can provide input and support with shaping the services for carers. Promote on provider newsletters, social media platforms of the

			difference carers with lived experiences are making. Develop a carers network across the County, this includes key partners/ individuals to help promote across their network and develop word of mouth.
Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	The new carers strategy is inclusive of all carers and is supportive of all carers who fall under the categories identified. Leicestershire are keen to work with key partners and commissioned provider to support these communities.	Difficulties with engaging and supporting carers who are identified in the categories across the County.	Work in partnership with key organisations to develop carer engagement communities to help support carers whether they are in rural areas, disadvantaged community by setting up joint schemes/ services to better support carers.

5- Action Plan

Produce a framework to outline how identified risks/concerns identified in section 4 will be mitigated.

What action is planned?	Who is responsible for the action?	Timescale	Expected outcome
DISABILITY: Work with key partners to ensure all carers are able to access the information and advice, support and service across the system. This includes staff members meeting the carer's needs for example: ensuring venues for support groups are accessible and provide reasonable adjustments for carers with a disability. Ensure all information available to all carers are accessible and user friendly and its understandable to everyone. This includes coproducing key documents/ leaflet with carers who have a disability. Address any issues or quarterly monitoring review meetings between Leicestershire County Council and the commissioned provider and will work	Lead Commissioner Commissioning Officer Lead Practitioner Learning and Development Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Improved understanding and better support provided to carers with a disability.

together to identify solutions to ensure all carers are supported. Staff are trained to identify carers with a disability and ensure they are able to provide the support carers with a disability.			
RACE: Work and engage with community groups in particular from other ethnic background to ensure carers from other ethnic background know that support is available to them. Promote carers from all race and background and develop equality across all types of carers. Commissioned provider for carers to attend local community groups to help identify carers of all races. Ensure information and advice is available to all carers. This includes information/ advice is translated into various language for carers to understand.	Lead Commissioner Commissioning Officer Lead Practitioner Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Improved understanding of diverse caring community and better access to information and advice and services across Leicestershire for them

SEX:			
To work and promote the importance of male carers via community groups, social media platforms, have male carers guest speakers at events to promote and highlight the importance of have all types of carers.	Commissioned provider Communications Officer Key partners	Ongoing	Improved understanding of the importance of male carers and how they can be best supported.
GENDER REASSIGNMENT:			
Ensure staff and key partners who work closely with carers attend equality and diversity training and are kept up to date with changes to legislations. Also any policies and procures relating to gender reassignment are kept up to date. So that staff can support all carers to continue their caring role.	Lead Practitioner Learning and Development Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Improved understanding, awareness and support to speak up about potential discrimination. Carers who are considering or transitioning changing their gender identity are better supported,
MARRIAGE AND CIVIL PARTNERSHIP:			
People with lived care experience	Lead Practitioner Learning and Development	Ongoing	

Ensure staff and key partners who work closely with carers attend equality and diversity training and are kept up to date with changes to legislations. So that staff can support all carers to continue their caring role.	Commissioned provider Key partners Staff working with carers at LCC and across the system		Improved understanding of marriage and civil partnership
SEXUAL ORIENTATION Ensure staff and key partners who work closely with carers attend equality and diversity training and are kept up to date with changes to legislations. So that they can support all carers to continue their caring role. Engage with the LGBTQ+ community for support and advice to ensure carers are better supported.	Lead Practitioner Learning and Development Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Improved understanding, awareness and support to speak up about potential discrimination.
PREGNANCY AND MATERNITY Staff working with carers are trained to be aware of pregnancy or maternity situations so that they can provide the support the carers need.	Lead Practitioner Learning and Development Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Improved awareness of pregnancy and maternity and better support for carers who are pregnant or with maternity.

ARMED FORCES (INCLUDING VETERANS) Engage with the local SSAFA the Armed Forces Charity to help ensure they carers from the armed forces are better supported.	Commissioned provider	Ongoing	Improved support for carers from the armed forces (including veterans) and knowing what support is available to them.
PEOPLE WITH LIVED EXPERIENCE To continue to develop good working relationships with carers with lived experiences so they can provide input and support with shaping the services for carers. Promote on provider newsletters, social media platforms of the difference carers with lived experiences are making. Develop a carers network across the County, this includes key partners/ individuals to help promote across their network and develop word of mouth.	Lead Commissioner Commissioning Officer Lead Practitioner Engagement Lead Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Good relationship developed with Leicestershire carers and better involvement of people with lived experienced, who will help improve and strengthen the support for carers.

OTHER GROUPS: Work in partnership with key organisations to develop carer engagement communities to help support carers whether they are in rural areas, disadvantaged community by setting up joint schemes/ services to better support carers.	Lead Commissioner Commissioning Officer Lead Practitioner Engagement Lead Commissioned provider Key partners Staff working with carers at LCC and across the system	Ongoing	Improved connection with carers across other groups. Strengthen relationship with key partners to improve support for carers who fall under the categories mentioned.
Carers Data To work closely with business intelligence and LAS team to better capture and report on carers data	Lead Commissioner Commissioning Officer Business Intelligence Performance Manager LAS Development Manager	Ongoing	Improved collection of carers data to better understand the caring population so services are in place to support carers.
Other Actions The commissioned provider is expected to provide quarterly reports on uptake and engagement across all protected characteristics.	Lead Commissioner Commissioning Officer Commissioned provider	From 01.04.27 onwards	Improved reporting of carers across all protected characteristics.

6- Approval Process

Departmental Equalities Group

Presenting at DEG on 19 February 2026

Comments from DEG

- **Children and Young Carers Support:** Add to the action plan that there is a dedicated carers team within Children's Services to identify and support young carers not just the CFS department
- **Unpaid Carers Clarification:** Explicitly state in the carers strategy documentation that it is specifically for unpaid carers to avoid confusion with paid carers.
- **Accessible Information for Carers:** Include in the EIA alongside the action plan under disability that accessible information, including an Easy Read version, will be provided for carers.
- **Public-Facing Action Plan:** Develop a public-facing action plan or commitments page on the LCC website to accompany the carers strategy, ensuring carers can easily see what support and accessibility measures are in place.
- **Quarterly Reporting on Protected Characteristics:** Add to the EIA that the commissioned provider is expected to provide quarterly reports on uptake and engagement across all protected characteristics.
- **Tender Requirements for Provider Development:** Incorporate into the upcoming tender that the commissioned provider must have a programme of

	development to increase the numbers of carers from underrepresented groups and monitor relevant metrics. - Newsletter for Carers: Coordinate with VASL (or the new commissioned service) to ensure that information for carers is effectively shared, possibly by tying in with their existing carers newsletter rather than creating a separate one. Equality Commissioning Guidance Sharing: Share the draft guide to equality commissioning (prepared by Joshua) with Katie and other relevant commissioners for feedback and practical application. (attached)
Corporate Policy Team	The Policy Team confirms approval of the Equality Impact Assessment (EIA). The assessment is comprehensive, well-researched, and supported by robust equalities evidence and data. Both the potential benefits and areas of concern have been clearly and effectively articulated. However, during the meeting it was noted that the proposed actions identified within the EIA have not been integrated into the main Strategy document. We recommend that these actions are incorporated into the Strategy to ensure a clear and coherent connection between the EIA findings and the strategic direction, strengthening accountability and alignment with equality objectives.
Sign off by the Senior Responsible Officer for the Project.	Inderjit Lahel, Assistant Director – Strategic Commissioning 

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