

# Common Assessment Framework (CAF) Equalities Workshop

25th March 2010  
10.30-16.00



# Welcome and who's who

Kevin Caulfield &  
Wendy Gross

- Equal Citizen Services



# What do we aim to do today and what do we want to come away with?

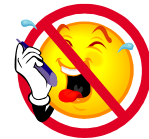
Barney  
Stevenson

- CAF Advisor and  
CAF Network Lead,  
Department of Health



# Ground rules

1. Turn off mobile phones or put them on silent.
2. Only one person talk at once
3. Confidentiality
4. Respect timekeeping
5. No such thing as a 'silly question'
6. Respect one another's views



# Icebreaker

In your teams find:

- Something to eat
- Something for an emergency
- Something green
- Something not belonging to members of your group
- Something round
- Something precious



# Brief overview of Equality and Diversity issues

Shahana Ramsden

- Equalities Lead,  
Putting People First,  
Department of Health



# Theory into practice – Example from a demonstrator site

Yarni Finney

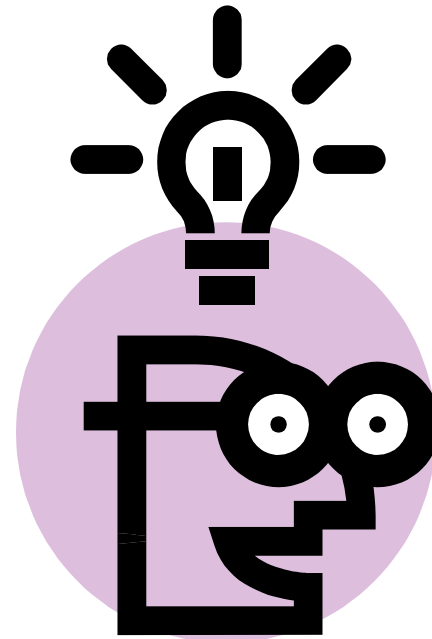
- Common Assessment Framework Business Change Lead, Rochdale MBC



# Equality Thinking Tool

Shahana Ramsden

- Equalities Lead,  
Putting People First,  
Department of Health





# The three 'B's – Barriers, Bridges and Buddies

Wendy Gross

- Equal Citizen Services



# Collecting the information – getting it right and making it useful

Tim Dalby

- Common Assessment Framework Advisor,  
Department of Health



# Theory into practice – Example Pennine Trust

Kaleel Khan

- Common Assessment  
Framework Business  
Change Lead,  
Pennine Care  
NHS Trust



# Why are we missing people?

– Nothing about us without us!

## Equal Citizen Services



# Why are we missing people?

'Equality of opportunity remains a distant ideal' for some of us

- a third of all disabled people live in poverty; a third of working age adults; and
- 29% of disabled children
- A third of disabled older people – all live in poverty.
- about 80% of disabled people with mental health issues are out of work. (1)



# Why are we missing people?

- Deep-seated and systematic differences still exist between social groups, and the gap has widened
- Women still struggle for equality. Now better qualified overall than men up to the age of 44, but their median hourly pay is 21% less than that for men



# Why are we missing people?

- Members of all non-white minority ethnic groups are less likely to be in paid work than white British men and women. Asian or Caribbean job candidates are still less likely to get interview offers, even if the rest of the CV is the same. (2)



# Common Assessment Framework sites reflections

- Looked at the consultation meetings across the sites
- 15 pages of potential barriers and challenges around equality & diversity issues
- focus on impairment groups as almost generic not individual citizens





# Common Assessment Framework sites reflections

- reaching 'hard to reach' groups
- concerns about should CAF ask for certain information or not
- Gay, lesbian, bisexual and transgendered people;
- People diagnosed with HIV/AIDS / employment
- How to engage with gypsy travelers
- the homeless



# Common Assessment Framework sites reflections

- creating accessible and inclusive information
- Being culturally sensitive
- Protecting vulnerable people
- Big task mirrors society institutional discrimination



# Lesbian, Gay, Bisexual, Transgendered (LGBT) Community or Communities?

- LGBT an identity as well as a “sexual orientation”
- LGBT disabled and older people are in all communities
- Lesbians, gay men and transgender people may have different aspirations

... and be part of very different networks



# Not Safe for Us Yet

## Polari 2009

- Survey of older (over 50) LGB people and mental health services in London
- 1/3 of respondents not out to anyone
- 38% of gay men and 41% of lesbians not 'out' to health professionals
- Concerns about trust and breach of confidentiality



# Effective involvement of LGBT disabled and older people

## Some solutions

- Focus on action not problems
- Use a range of networks but don't assume that all are inclusive
- Help generate new networks- people who are isolated may welcome the opportunity for contact
- *Quality not quantity!*



# Effective involvement of LGBT disabled and older people

- Ask users - some people are out and proud!
- Use e-networks
- Disabled LGBT networks and organisations
- Local and regional projects working on the issues e.g. Age Concern (3)



# Key Points

- We have come along way. Legislation. Attitudes.
- Still struggling to realise equity
- People are everywhere not just in established groups
- Action not problems
- Task to build trust and confidence and owned systems



# Theory into practice – Cascade Consultation

Shahana Ramsden

- Equalities Lead,  
Putting People First,  
Department of Health





# Checklist for Engagement

## 12 top tips!

Equal Citizen  
Services



# Reflecting on today and moving forward 15.20-15.45

Equal Citizen  
Services



# Round up of the day 15.45-16.00

Equal Citizen  
Services



# References

1. The Disability Manifesto 2009 – Tackling Disability Poverty – Disability Alliance
2. Report National Expert Panel January 2010
3. Bashall, R., 2010. *Direct access services and Lesbian, Gay, Bisexual and Transgender communities*. DH Care Networks, accessed 22 March 2010, <<http://www.dhcarenetworks.org.uk/Personalisation/PersonalisationEvents/PersonalisationArchivedEvents/ArchivedPersonalisationEventDetail/?eventID=551>>.



# Thank you for coming today!



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