

APPENDIX D

**EQUALITIES IMPACT
ASSESMENT**

**DRAFT DAY OPPORTUNITIES STRATEGY LEARNING
DISABILITIES**

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5/11/2010

EQUALITIES IMPACT ASSESSMENT

Title of service being assessed

Learning Disability Directly Provided Day Services

Department and Section

Housing and Community Care Adult Social Care

Impact Needs/Requirement Assessments

Completion Form

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment or screening. Use this form for new and existing policies. Where a question is not applicable to your assessment, please indicate

1. *What is the name of the service/policy/procedure/project etc to be assessed?*

This document details the Equality Impact Assessment for proposed changes to learning disability day services directly provided by the Housing and Community Care Department of London Borough of Brent for people with learning disabilities. The aim of this report is to outline how the proposed changes will impact on day service users taking into account their race, gender, religion/belief, sexual orientation, age and level of disabilities. The proposed changes cover 6 directly provided day services:

- Strathcona Based in Wembley
- Albert Road Based in South Kilburn
- Stonebridge Based in Stonebridge
- ASPPECT Based on the grounds of Strathcona
- Projects Based on the site of Stonebridge Day Centre
- CASS Based at Willesden Centre for Health and Care

2. *Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from an existing services/policies etc in this area?*

The proposed changes to directly provided learning disability day services are focused on moving from inflexible buildings-based services to personalised community-based solutions, which reflect individual service user's aspirations.

This proposed change has been developed on the basis of:

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- national policy - 2007 - Putting People First, a shared vision to transforming adult social care; 2009 - 'Valuing People Now 2009'
- recent local experience (over the last two years the council has been working on plans to modernise the way they provide day care services to people who attend in-house day centres), and
- Brent Council Adult Social Care's belief that people who have a social care need have the right to lead their lives like everybody else, with the same opportunities and responsibilities, and to be treated with the same dignity and respect.

The draft Day Opportunities Strategy brings these different elements together. The strategy is not focused on eligible needs and services, but on people and outcomes such as:

- Having the opportunity to engage in meaningful activities
- Improving and extending social networks
- Spending time in an integrated or mainstream setting
- Learning, and earning money.

Therefore, it is structured around the activities that underpin such outcomes:

- To enjoy leisure and social activities (leisure);
- To learn (education); and
- To work (employment).

Person centred planning is fundamental to this approach as reassessments and support planning to help individual to identify the outcomes they want to achieve and how they will achieve them is central to the implementation of the plan.

Both the draft Day Opportunities Strategy and the plan for learning disability directly provided services will be reported to the council Executive on 13 December 2010 for a decision.

3. Are the aims consistent with the council's Comprehensive Equality Policy?

Central to the work of the Community Team for People with Learning Disabilities (CTPLD) and the Direct Services staff, is the concept of dignity, respect, equality and fairness and the backbone of this work is the right to independence, choice and control for people with learning disabilities.

These concepts and the aims of the draft Day Opportunities Strategy fulfil the Council's Action Plan for disability and Race Equality. The promotion of greater personal choice and independence, employment and well-being is in line with the

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Council's policy.

4. *Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual/orientation/age/health etc? What are the reasons for this adverse impact?*

There is no evidence to suggest that there will be an adverse impact in terms of race/gender/disability/faith/sexual orientation/age or health because the approach is focused on addressing people's individual needs specifically. National evidence suggests that this approach has the capacity to bring significant improvements to people's quality of life by moving away from a limited selection of inflexible services to a diverse range of services and support that meet individual needs.

However, there will be a range of barriers that will need to be specifically addressed in the transition through reassessment, support planning and strategic commissioning. Below is a selection of the issues that were raised during the consultation:

- Some users have said that they do not always feel safe in public areas e.g. using public transport and/or just walking the streets
- At a recent consultation event one user in particular felt that a day centre was needed for people who were blind and partially sighted. They felt more protected being in one place and in one building
- Some users from Stonebridge Day Centre are concerned about a proposed move to Strathcona Day Centre and some people with complex needs and/or autism may be affected by the move to the John Billam Centre

These issues need to be tackled at three levels:

- Public sector partnerships - community Safety for people with learning disabilities is not just a Brent issue, it is a national issue. Work will need to continue through the Learning Disability Partnership and public sector/community forums to tackle the underlying issues, but this will take time
- Social care commissioning - identifying suitable community based solutions and working with those providers to ensure service users are supported and made to feel safer
- Individual reassessment and support planning - different people will have different concerns that need to be addressed in different ways. Person centred planning will ensure that individuals' specific concerns are addressed and the right solution is found for that person.

Another issue that was raised at the consultation is that some services in Brent do not currently meet some cultural needs and those that do are at full capacity. Again the person centred planning approach in combination with improved commissioning, brokerage and market management which is beginning to be

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developed will help to find the right support for people who have specific cultural needs. For example, a Health and Well-being area has been put onto the Brent website which has signposting information about organisations who can meet specific cultural needs.

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make your judgement separately (by race, gender and disability etc).

The evidence we have used to inform our judgements are the consultation events and previous assessments. The detail of the consultation is set out in the next section.

Information from previous assessments suggests a range of issues need to be addressed:

- From the assessments many service users have said that they want to try new things in the community. Some want to leave the day centre completely whilst others would like to combine community and day centre activities
- Some people from the Asian community would prefer a more cultural specific day centre environment. This in the main is because of their desire to practice their faith together with other people from their own community
- Twelve male and 5 female service users who attend Projects have said that they either want to gain full time employment, expand their working hours or secure work experience. Similar themes have been articulated at the consultation meetings held in August, September and October 2010. Service users who attend Projects tend to be users who are more able to work full or part time.

Further information will be collated from the comprehensive reassessment process of all 295 service users which is fundamental to the implementation of any changes. The process is being set up to ensure that there are close links between: assessment, support planning and strategic commissioning. In this way additional gaps or any adverse impacts can be addressed in a systematic way.

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of Disability Discrimination Act and the regulations on sexual orientation and faith if applicable)

Evidence from previous assessments and the consultation events suggests a range of unmet needs/requirements:

- some community provision is not geared up to support people with

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disabilities e.g, they do not have appropriate changing rooms or wheel chair access

- some people have difficulty in accessing college buildings and local colleges
- there is also anecdotal evidence that suggest services do not respond appropriately to people with learning disabilities because of their limited experience of dealing with them, and
- there are no specific or women only services which would benefit some women from the Asian community.

Again, the reassessment and support planning process will identify more of these unmet needs and requirements, and the process has been designed to record and address these issues wherever possible. If they cannot be resolved, then a buildings-based, directly provided service will still be available.

7. *Have you consulted externally as part of your assessment? Who have you consulted? What methods did you use? And what have you done with the results? How do you intend to use the information gathered as part of the consultation?*

There has been a comprehensive consultation process. The draft Day Opportunities Strategy and the proposed changes to directly provided learning disability services have been explained through a series of consultations and focused workshops.

Brent Council Community Care officers spent approximately 2 hours at each directly provided service with service users to hear their views on and concerns about the proposed changes to day centres and service re-design. After a presentation of the proposed plans by the Assistant Director for Community Care, all service user groups split into smaller groups for a facilitated discussion on the proposed strategy and what impact it would have on individuals and service users groups. The facilitators asked service users to express their views to three questions:

1. What do you think the Assistant Director just told you?
2. What do you think about these changes?
3. What do you like about the day centre?

A leaflet with the key messages of the strategy in Plain English and Easy read was available to all users, as well as a copy of the draft Day Opportunities Strategy.

Service user responses and questions were captured by scribes on flipcharts.

In addition to key workers, advocates were present to assist service users expressing their views at the Strathcona and Stonebridge day centres. Projects users were also consulted with key workers and advocates present Translators and British Sign Language (BSL) signers were also available when needed. At the end of the session, facilitators fed back their group responses.

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The ASPPECTS and Albert Road service user sessions had a different format to adjust to the different levels of need and capacity. The key workers explained the proposed plans to service users by showing objects and pictures. Together with a speech and language therapist they tried to elicit service users' responses to two questions:

1. What do you like about the day centre?
2. What things do you not like about the centre?

The responses from these sessions are not recorded separately as it was very difficult to get meaningful reactions from this group of service users.

The above consultation commenced in August 2010 for all the day centres which fall under the Direct Services provision for users, carers and staff and was repeated in September and again in October with amendments made to the format taking users, carers and staff comments on board and to improve users and carers understanding of the messages within the proposed draft Day Opportunities Strategy.

A consultation event for providers who support service users who have no direct contact with their relative was also held in November.

All the consultation events, 42 in total, have been recorded using scribes from the Corporate Consultation Team; Palentypist (which provided a complete verbatim record of what had been discussed) and note takers.

The above information has been collected and a report has been produced for each round of consultation held in August, September and October 2010. Copies of the reports have been provided to carers and staff and all reports have been placed on the council's website

The information from the consultation meetings will be used to inform a report which will be presented to the Council's Executive Committee on 13th December 2010. Within the report a number of options will be put forward for implementing the draft Day Opportunities Strategy. The final decision on the future shape of the Day Services will be for the members of the Executive committee to make at the meeting on 13th December 2010.

8. *Have you published the results of that consultation, if so, where?*

Copies of all consultation documents have been provided to carers as hard copies.

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Soft copies were made available on the Council's website. In addition at each consultation event, key concerns and issues from the previous meeting and what other people have been saying were fed back.

Information has also been included in the Corporate Consultation Tracker.

A report to the Executive will be presented in December 2010 which will include detail and information from all the consultation events. The Executive report, and its appendices, will be made available on Brent's Website and hard copies will be available from the Council's Committee Services.

9. *Is there public concern (in media etc) that this function or policy is being operated in a discriminatory manner?*

Significant concerns have been raised about proposed changes to directly provided services, but these concerns are not related to the changes being discriminatory, and they have been set out and addressed in the Executive report. The national policy, local strategy and person centred planning which underpin these proposed changes should all ensure that support and services meet people's individual needs in the future.

10. *If in your judgement, the proposed service/policy etc does have an adverse impact can that impact be justified. You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity. If it will help eliminate discrimination in any way, or encourage or hinder community relations.*

The proposed changes will not have an adverse impact on equalities.

11. *If the Impact cannot be justified, how do you intend to deal with it?*

N/A

12. *What can be done to improve access to take up of services?*

Access to day services funding (as with all social care services) will be on the basis of service users meeting Fair Access to Service Criteria.

Increasing access to community based services will require strategic commissioning work with community based providers, for example:

- colleges will need to adapt their curriculums and offer improved access to their courses with the aim of users being able to study something that gives them a better chance of securing employment and becoming more independent in a mainstream classroom setting

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- specialist service providers and community providers ensuring their services are more culturally appropriate.

Increasing access to services will also rely on flexible payment mechanisms, for example, a Direct Payment, a council managed fund or an Individual Service Fund. These options, and easy access to them, are being developed through a separate, but aligned project – Adult Social Care Customer Journey.

13. What is the justification for taking these measures?

The justification for this is to support inclusion, choice and independence and to enable people with learning disabilities to exercise their right to be full citizens.

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be for this on the front page

The reassessment and support planning process will set a clear baseline against key indicators:

- Age
- Gender
- Language,
- Faith
- Monitor direct payments and take up of personalised budget by the above group
- % of users securing employment and type of employment
- % of users accessing culturally specific services through brokerage and market stimulation
- % of increase in women only service
- Improvement to quality of users lives
- Regular Reports to go to Learning Disabilities Partnership Board will be produced as well as to the disabilities forum

The Joint Commissioner for Learning Disabilities Service will then be responsible for ensuring that where possible services and support is identified and developed to meet unmet needs.

15. What are your recommendation based on the conclusion and comments of this assessment?

The recommendation is to support options 4 in the Executive report. The focus on reassessment, support planning aligned to strategic commissioning capacity means that

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the opportunities for choice and control, and personalised support will increase therefore ensuring day services as a whole supports the equalities agenda.

Should you:

a. Take and immediate action?

Any actions that will be taken will be in line with the results from the consultation and Executive Decision in December 2010.

b. Develop equality objectives and targets based on the conclusions.

Reporting targets on equalities objectives are already in operation. However, this work needs to be extended to include targets around faith, transgender, sexual orientation and ethnic take up of services through the baseline. The information then needs to be used for effective future planning of the service.

c. Carry out further research

The reassessment and support planning process will identify the key actions which will then be updated through the ongoing monitoring.

16. If equality objectives and targets need to be develop, please list them here

In addition to the indicators that already exist:

- A key element of the draft Day Opportunities Strategy and the draft plan for directly provided learning disability services is to increase employment for people with learning disabilities. Only 3% of the people with learning disabilities are in employment. This will be measured by increased employment numbers and by type of work secured , by gender and age.

17. What will your resource allocation of action comprise of:

- The main funding for delivering this proposed change will be the money service users will be allocated as a Personal Budget through the reassessment and support planning process
- The staff resource costs which will go into supporting service users to use this money effectively to ensure that the individual's needs and outcomes are met
- The strategic commissioning staff resource which will be focused on supporting the development of new services
- Additional financial and people support will be provided by the Council's OneCouncil PMO office.