

Equality Impact Report

Title of proposal	In-house social Care Options Appraisal
Date of implementation	2-5 year phased plan (From July 2018)
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1. Decide whether this report is needed and, if so, describe how you have assessed the impact of the proposal.

Customers (Both learning disabilities and older people) and their families and carers were actively engaged in designing the service principles that formed the basis of what the service will look like in the future

There were a number of customer related critical success factors that were reviewed as part of the business case

Success factors	Option 1 Do nothing	Option 2 Programme of outsourcing to external market across all in house services	Option 3 Close non-statutory services (day services)	Option 4 Full programme of rationalisation and capital investment based on current service proposals and delivery mechanism.
A. Reaching people earlier and being more accessible in local communities;				
B. Helping people access community solutions and improve their connections with others to reduce isolation and loneliness;				
C. To focus on need rather than customer groups and help people maximise their strengths to develop and maintain skills that will support independence and control;				
D. Emphasizing the importance of being highly responsive when people are in crisis and developing a plan that helps them to regain as much independence as possible				
E. Contribute to sustainability in the social care market place				
F. Actively seek to build partnerships in the community to provide local solutions				
Summary RAG				

Customers, families and carers will be actively engaged in the proposals and workshop style sessions have been booked in for April. For those who can't attend will have access to the public survey as well as be offered the opportunity to come and see the proposals at their associated service

Local protected characteristic groups and other voluntary organisations will be sent the information pack that outlines the proposals as well as a link to the survey so they can provide their opinion on the proposals

2. Describe any negative impact for customers or residents.

- 1) The proposals include rationalisation of sites and buildings that will go back to the corporate stock for alternative use. This means customers (including those who are vulnerable) will need to transition into a new building and environment. There will be anxiety and fears from customers, families and carers about this
- 2) Older people and Learning disability services will be co-located which will also have its transitional related challenges
- 3) Despite no service reduction some residents are likely to feel like they are losing something from their community and provide a challenge to the proposals
- 4) Designated transport may not be available for those who are independent enough to travel to services themselves. This will be a change of culture for some people
- 5) Some people have strong friendship groups within their current services and these may be broken up. This will be emotionally challenging for people with learning disabilities

3. Describe any positive effects which may offset any negative impact.

- 1) In the high majority of cases new service locations are closer to home and in the community which increases opportunities to work with the community and have more independence when it comes to attending a service
- 2) New buildings will have capital investment which will transform them into fit for purpose buildings that can meet a wide range of needs in the future
- 3) The proposals are built around service principles that were designed by customers, families and carers and have a strong focus on peoples strengths and their desired outcomes
- 4) People will be supported and given the right skills to maintain their independence which includes using public transport
- 5) People will no longer be in buildings that are unsustainable and at risk of failing inspections

6) Transition into new services and environments will be carefully managed and planned

4. Describe whether and how the proposal helps to eliminate discrimination, harassment and victimisation.

1) The new model will no longer segregate customers by label and services will focus on delivering services that focus on customer outcomes

2) Specialist environments will remain for those who need them

3) Services will be able to accept referrals without the need for someone to go through an assessment and eligibility process (this currently takes 1-3 months)

4) All buildings will be able to meet the needs of anyone who wants to use our services both now and in the future and be accessible within the community

5) People with learning disabilities will be visible in the community rather than be secluded in a building.

5. Describe whether and how the proposal helps to advance equality of opportunity between people who share a protected characteristic and those who do not.

The new model gives staff the freedom to really focus on someone's strengths and focus on what they want to achieve in their life. For many people this will include being social, accessing work opportunities, going shopping etc. With the right skills, independence and brokerage, people will really start to be able to live their life and have access to the same opportunities as people who do not share a protected characteristic

Check other protected characteristics

6. Describe whether and how the proposal helps to foster good relations between persons who share a protected characteristic and those who do not.

The future proposed model plans to put all services at the heart of the community and offer services that are shared between those with a learning disability and older people in the same place

Resource will be specifically allocated to working with the community and building relationships and partnerships with other organisations and enabling customers to access local opportunities/activities. Staff will work with people with learning disabilities to give them the skills they need to be independent and where appropriate to provide them with opportunities for paid employment or work placements.

Resources will also be working with people to help reduce social isolation and loneliness in older people and will work with them to be as active in their community as they would like to be

As mentioned previously people who use our services which will be much more visible in the community which will start to build good relationships with local organisations and businesses and make people feel welcome in the local area

7. What changes were made to the proposal as a result? If none, explain why.

The proposals have been based around service principles that were designed by people who use our services (older people and those with a learning disability) as well as their families, carers and staff. This ensured our proposals were what people wanted in the future.

This approach has meant that the proposals have always had the protected characteristics of older people and people with a learning disability in mind from the start

8. Explain how the impact will be monitored to make sure it continues to meet the equality duty owed to customers and say who will be responsible for this.

To ensure people are supported effectively and accessing opportunities in the community, each service will have a target to deliver a percentage of their service out in the community and money will be available to access those opportunities

Throughout the implementation, expert advice from staff as well as regular feedback from families/carers and customers will be gathered

All Provider Services staff will be responsible to ensure equality for those with a protected characteristic who use the service. Barry Poland as Service Manager will be ultimately accountable for the service

Vanessa Keen the QA Lead for the service will be monitoring performance of the services and ensuring legislation is followed

To be signed by an Executive Director or Director to confirm that they have read and approved the content.

Name

Date

Your position