

# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:

Alternatives to residential care for younger adults
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Details are set out:

B04 Option for Change
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Officers undertaking the assessment:

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Assessment approved by:

Caroline Baria, Service Director, Strategic Commissioning, Access and Safeguarding	Date: Sept 2015 Updated: 10/2/2016
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The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

## Part A: Impact, consultation and proposed mitigation

### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

#### Proposal

The proposal is to:

- identify a target group of 80 people currently living in residential care (out of a current total of 688 across all user groups), who would benefit from a move to alternative provision. This will primarily target high cost placements
- develop alternative models to residential care within supported living settings
- continue to use Assistive Technology solutions in order to maintain individuals in the community (avoiding the need for residential care) and/or to support them in moves out of residential care.
- focus on provision of supported living (SL) services as an alternative to more expensive residential care options where overall financial benefit accrues.

Moves out of residential care are encouraged nationally, for suitable individuals, as this gives individuals more control over where they live, who they live with and how they wish to be supported. It also brings increased stability, independence and social inclusion. It can also mean a range of welfare benefits, which would otherwise not be available

The desired outcomes of this work are to:

- 1) Develop appropriate alternatives to residential care for existing residents, and to reduce the need for future admission to residential care
- 2) Where possible and appropriate, provide care closer to home and reduce the number of out of county care placements.

## Rationale

A review of benchmarking data suggests Nottinghamshire has a high number of adults with a learning disability in residential care. Some service users are receiving a level of service beyond their needs.

As part of a national drive to reduce reliance on residential care and facilitate more independent living, since April 2011 the Authority has been supporting suitable younger adults with learning disabilities to move from residential care into supported living. Since 2014, the work has been expanded to include all younger adults service user groups (40 people moved in 2014/15).

It is accepted that outcomes, including independence and economic wellbeing, tend to be better for people living who are in supported living as opposed to residential care. There is now an extensive programme of development for new supported living schemes which will help to deliver the increased capacity needed.

This proposal will impact on younger adults (aged 18-65) with learning disabilities, physical disabilities, mental health needs or Asperger's, currently living in residential care (or who may move into residential care). Please see further profiling information below against relevant protected characteristics.

## Effect on service users

- Where residential care is an appropriate and cost effective way of meeting their needs, they are likely to remain in residential care.
- Where a move into supported living or other alternatives will bring benefits to service users and has an economic benefit, they will move into alternative provision.

For some of those currently living out of county, they will be moved back to Nottinghamshire to bring them closer to family or other circles of support.

There may be an indirect impact on service users if, as a result of reductions in business placed with residential and nursing care providers, a number of providers fall out of the market. This would require service users placed with them to be moved to other providers, which may cause some disruption.

## Age:

Long term care placements are available to people between the ages of 18 - 65 and who are assessed as eligible for services appropriate to their needs because of learning disabilities, physical disability, mental health needs or Asperger's. There are currently 688 people in residential placements. Of these:

- 272 are female
- 400 are male
- 425 have a learning disability

## 2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p><b>Age</b> Some of those who are identified as being suitable for a move into supported living or other alternatives may find it harder to move than others, e.g. older people who have been in residential care for many years.</p> <p><b>Disability</b> These proposals benefit younger adults with learning disabilities, physical disabilities, mental health needs or Asperger's.</p> <p><b>Gender (Sex):</b> There are generally more male service users than female within the learning disability population due to the differential impact of genetic conditions on men.</p> <p><b>Race:</b> Any assessments undertaken as part of these proposals will take into account an individual's religion, belief and racial requirements, and whether these can be met by the provider and/or the community around the provision.</p> <p><b>Religion or belief:</b> See above.</p> <p>No potential disproportionate, adverse or negative impact on people with other protected characteristics (gender reassignment, pregnancy and maternity, sexual orientation)</p>	<p>Individuals move into residential settings and out of county for a variety of reasons at different ages. There is no evidence to suggest that this has a disproportionate impact on a particular age group.</p> <p>Service users with behaviour that challenges services, where costs of residential care are very high, will be targeted. This is likely to benefit people with behaviour that challenges services and with autism.</p> <p>No potential disproportionate impact on them is anticipated, as all service users will be considered irrespective of their gender, and individuals will receive services appropriate to their needs.</p>	<p>Consultation will be carried out as part of the corporate budget consultation process.</p>

**Part B: Feedback and further mitigation**

**4 Summary of consultation feedback and further amendments to proposal / mitigation**

1,019 responses were received in response to the proposal through the website. Of these 50% were in favour of the proposal and 30% disagreed with it.

The proposal was discussed, alongside all the proposals relating to adult social care, at several consultation meetings, including the Learning Disability and Autism Partnership Board and meetings attended by members of groups representing carers, older people and people with disabilities. There were no major concerns about the proposal, and in general the promotion of people's ability to live

more independently was recognised as a positive move.

Where concerns were raised it was in relation to the fact that supported living is not appropriate for everyone, and the need to ensure that these facilities are sufficiently monitored. Both of these issues can be taken forward as part of the work to develop alternatives to residential care, and the Council works closely with individuals and their families to assess the needs of a person and to ensure that these are met in an appropriate way.

Completed EqIAs should be sent to [equalities@nottsc.gov.uk](mailto:equalities@nottsc.gov.uk) and will be published on the Council's website.