



## Equality Impact Assessment (EqIA)

### Introduction

This EqIA is for:

Preparing for Adulthood – Improving Transitions between Children’s and Adults Services

Details are set out:

In the report to Adult Social Care and Public Health Committee 11.09.17 (Update on Transitions Process for Children and Adults with Disabilities)

Officers undertaking the assessment:

Ellie Davies, Project Manager, Programmes and Projects Team.  
Karen Moss, Equality Officer, Performance, Intelligence and Policy Team.

Assessment approved by:

Jane North, Programme Director,  
Transformation  
Ainsley Macdonnell, Service Director

Date: 29 March  
2017

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?*

This proposal will impact on young people, young adults (and their families) who:

- Have a permanent and substantial learning or physical disability.
- Have significant mental ill health.
- Have neurological conditions, including those with ADHD and Asperger’s syndrome.
- Are over the age of 18 and have an Education, Health and Care Plan.

The priority focus will be those service users aged 16-21 going through transition and, of these, those individuals in Independent Non-Maintained school placements and Looked After Children placements will be prioritised. However, the Transitions Team will continue to work with young people aged 14-25.

The manner in which they will be affected will be dependent on the options that are developed and implemented. However, some changes might be:

- Young people will experience a more joined up and seamless transition into adult services.

- Eligible young people aged 12/13 may have earlier engagement than they might otherwise have done from the Transitions Team, eg through the use of clinics in special schools and information fairs.
- More people with lower presenting support needs will be sign-posted to external support available from universal service provision.
- Some will no longer be eligible for support or may only be eligible for short-term support.
- For those who are eligible, the level and type of support will vary and may not be their first choice of service. For some, the level and type of support will gradually change (and reduce) over time as the individual gains more independence.
- Increased independence, and hence quality of life, for some service users and their families through implementation of the progression model.

Examples include:

<b>Type of Intervention</b>	<b>Example of Potential Impact on Service Users</b>
Early information, advice and signposting	Will divert or delay some from needing Council funded services. Those diverted will be signposted to universal services. Likely to apply to those people with lower presenting support needs.
Enablement	Some may only require time-limited support. There will be less of a difference between the enablement offer available to carers from Children and Adult services.
Progression Model	The level and type of support will vary, depending on the needs of the individual. For some, the level and type of support will gradually change (and reduce) over time, as the individual gains more independence.
Maximising support into employment	Some individuals may be engaged at an earlier age, whilst they are still in Children's services, to get ready for work.
The use of Assistive Technology	Some individuals will be supported at an earlier age, when they are still in Children's Services, with Assistive Technology (eg the use of Smart phone apps) to enable self-care of daily living activities.
Short Breaks	There will be less of a difference between the short breaks criteria, process and offer available to service users and their carers from transition from Children to Adult services.
Transport	Some individuals will be supported at an earlier age with independent travel training, to help them catch local public transport by themselves, thus enabling increased independence for both themselves and their families.
Direct Payments / Personal Budgets	Individuals who are eligible for a direct payment / personal budget will see less difference in the process and criteria across Children and Adult Services.

This proposal is in its early stages of development and no specific consultation has been done on it. If approved to go forward, discretionary engagement will be taken with relevant stakeholders.

Age	<input checked="" type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input 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>Some individuals will be diverted to external universal services or delayed from requiring Council funded support.</p> <p>Some will no longer require support or be eligible for support, or may only be eligible for short-term support.</p> <p>The responsibility for meeting non-eligible needs and providing support beyond when it needs to be delivered by the Council will become the responsibility for the individual or their carers.</p> <p>For those that are eligible (and existing service users), the level and type of support will vary, and may not be their first choice of service.</p> <p>For some, the level and type of support will gradually change (and reduce) over time as the individual gains more independence.</p> <p>Some service users may see no change.</p>	<p>There is potential for less people to be assessed for care and support needs as we would look to address their presenting needs without the need for formal support. However if specifically requested, an assessment would be completed to ensure Care Act compliance.</p> <p>The Council's assessment and review process, and subsequent support planning process, will ensure that any changes to care packages are informed by service users' current needs, and that the real cost of needs are met. Services will only be removed or reduced if individuals have been assessed as no longer requiring them.</p> <p>As part of the review process, carers will be asked if they are willing / able to provide care, and their response to this will be factored into the support planning process.</p> <p>Over the longer-term, any impact on service users as a result of any</p>	<p>If approved for progression, discretionary engagement will be undertaken with relevant stakeholders.</p>

	<p>reduction in the type or level of supported provided will be managed through the care management and reviewing process. Therefore, if outcomes are different to predicted, this will be picked up when care packages are reviewed at their next scheduled review.</p> <p>The Council's Adult Social Care Strategy provides a framework within which officers can make decisions. The Department's complaint procedure describes escalation procedures, as required.</p> <p>The local adult multiagency safeguarding procedures should provide a system for alerts to be raised where people may be at risk of significant harm. Safeguarding procedures do not rely on people being in receipt of services if they are in need of protection from significant harm. This should prevent people 'falling through the net' of support if it is needed.</p> <p>Separate work, outside of the proposal, is being undertaken with voluntary and community organisations to stimulate and develop the market, to ensure capacity can meet demand. The County Council and partners are investing in a range of information, advice and support services to carers and there are plans to develop these further in 2017/18.</p>	
--	--	--

## Part B: Feedback and further mitigation

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

Use this section to record the results of the analysis of the consultation described above in section 3.