

Equality Impact Assessment (EqIA)

This EqIA is for:

Review of Day Service Spend

Details are set out:

Report to 7th January 2019 ASC&PH Committee: *Adult Social Care and Health – Update on Departmental Initiatives*

Officers undertaking the assessment:

Ellie Davies, Project Manager (and reviewed by Karen Moss, Equalities Officer)

Assessment approved by:

Ainsley Macdonnell, Service Director, North Nottinghamshire & Direct Services

Date: 19.11.18

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 Public Sector Equality Duty.

Part A: Impact, consultation and proposed mitigation

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

An initiative is underway to review the care and support packages of service users who attend day services provided by the independent sector, or who attend the Council's day services, and receive one to one support in these settings. This may be provided by either the external day service they attend, or a Care Support and Enablement (CSE) provider, or by the service user's Personal Assistant (PA). The initiative aims to explore opportunities to reduce the use and level of additional support, where it is appropriate to do so, whilst maintaining or improving the quality of service provided.

This work will be delivered in phases over the next few years.

The first phase of this work started in November 2018 with the intention that it will be completed by the end of March 2019. This involves undertaking individual service user reviews to determine the purpose of the one to one support or involvement of the PA and the potential consequences of removing this. The reviews will identify if the individual still requires the higher level of support. Where it is identified that this is not now required, or not required at the same level, in order to meet someone's assessed needs - as it may be that the Council is paying for day service delivery and one to one or PA support - the care package would be adjusted.

Any changes to the care and support provided to a service user would be undertaken through careful planning and discussion with them and their families/carers, whilst ensuring that their needs will still be appropriately met.

The further phases of this work are expected to take place over the next few years. These will involve a whole service review approach to see if support can be delivered more flexibly and cost effectively

to meet each individual's needs and the demands on these services, whilst reducing the level of one to one and additional support where it is appropriate to do so. This would also involve the department's Strategic Commissioning colleagues.

This is a long-term proposal that will take several years to implement. Therefore, this EqIA for now focusses the reviewing activity over November 2018 to March 2019. Subsequent phases will be the subject of future EqIA documents.

Most of the service users impacted will be adults aged 18-64 and, within this age cohort, most will be those with learning disabilities.

For these service users, depending on the outcome of the review, some may have their 1:1 / PA support or day service ceased, if both are no longer required, and some may have their level of 1:1 / PA support or day service provision reduced. If some of these service users wish to continue to receive the same level of 1:1 / PA support or day service provision, they will be asked to 'top up' the difference in cost (at the appropriate matrix rate and taking account of any additional transport costs).

For some service users, no change will be seen at this stage.

By exploring opportunities to reduce the use and level of additional support whilst maintaining or improving the quality of service provided, this will have a positive impact on some service users through increased quality of services received and / or by helping them towards greater independence. This will also allow some providers to re-direct their workforce to those who need most support.

For external day service providers and CSE providers of 1:1 to internal day services, as a result of the reviewing activity some may see a reduction in the number of 1:1 hours commissioned with them.

The reviewing activity should have no impact on Internal Day Service staff.

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

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 checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>Including ethnic origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Marriage or civil partnership	<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>As referenced above, most of the adults impacted will be adults aged 18-64 and, within this age cohort, most will be those with learning disabilities.</p> <p>For these service users, where the reviews identify that both 1:1 / PA support and day service provision is no longer required, then one of the services will be ceased.</p> <p>Where the reviews identify that 1:1 / PA support is still required, but not necessarily at the same level, the package will be adjusted accordingly.</p> <p>For external day service providers and CSE providers of 1:1 to internal day services, as a result of the reviewing activity some may see a reduction in the number of 1:1 hours commissioned with them. There is a potential risk to external provider sustainability, if too many packages are ceased / reduced.</p>	<p>A case by case approach is to be undertaken.</p> <p>The reviews will determine the purpose of the 1:1s / PAs and the potential consequence of removing them.</p> <p>Care packages will only be subsequently amended where the reviews demonstrate that either 1:1 / PA support as well as day service provision is no longer required to meet someone's assessed needs, or not at the same level.</p> <p>Such changes will be discussed with relevant service users as part of the support planning process, and this will determine if provision is reduced / ceased, and if so which one, ie day service provision or additional 1:1 / PA support.</p> <p>If some of these service users wish to continue to receive the same level of 1:1 / PA support, they will be asked to 'top up' the difference in cost (at the appropriate matrix rate and taking account of any additional transport costs).</p> <p>Discussions with external providers will take into account service viability considerations.</p>	<p>The reviewing activity being undertaken between November 2018 and March 2019 has no formal consultation requirements (as they are in line with current reviewing activity / contract management), only engagement with service users and providers impacted by the reviews.</p>

Part B: Feedback and further mitigation

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

Completed EqIAs should be sent to equalities@nottscc.gov.uk for publishing on the Council's website before any decision is made.