

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated May 2015)

Review of Commissioning Arrangements and Review of in-house LD Services

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Health and Adult Services, Learning Disabilities Service
Lead Officer and contact details	Mike Webster, Assistant Director Quality and Engagement
Names and roles of other people involved in carrying out the EIA	Denise Barden, Business Development Officer
How will you pay due regard? e.g. working group, individual officer	North Yorkshire 2020 Programme and staff and service user engagement / consultation.
When did the due regard process start?	Project start up - August 2015

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

The EIA supports the review of operational Learning Disability Services, respite and day care, to establish where efficiencies and savings can be made and where the delivery of services can be improved for existing and future individuals who access them. This will include a detailed options appraisal with the following options being considered:

- Status Quo
- Continuous review
- Potential outsourcing
- Amalgamation of services
- Closure/de-commissioning of services and buildings

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

This project forms part of a fundamental transformation of the HAS operating model, by 2018 it aims to:

- Deliver savings within the social care budget of £750k in the period 2015/18;
- Lead to better outcomes for individuals through personalised services;
- Lead to better outcomes for NYCC through effective and efficient use of resources, including re-examination of staff and buildings;

Section 3. What will change? What will be different for customers and/or staff?

At this early stage in the project, it is not possible to identify specific changes which will be experienced by staff and individuals as a result of the proposals identified during the review and options appraisals process. There is a potential for an impact on staffing numbers to realise the efficiencies required, however the potential impact will not be known until a final decision on the preferred option.

With regard to individuals and their carers it is anticipated that any impact arising from changes to their current service will be mitigated by achieving better outcomes for the individuals through personalised services.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

Proposals are still in a formative stage and once they have been through the decision making process consultation will take place as appropriate.

As the review and options appraisals progress, due regard will be paid to PSED (Public Sector Equality Duty), including analysis of the profile of people using current services and in any engagement / consultation.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

This project's key aim is to save £750k from the HAS budget by 2018 and these savings will be delivered in 2 ways.

Firstly, in-house services for people with learning disabilities will be reviewed to ensure that their staffing establishment and budgets reflect current and anticipated usage over the next few years.

Over recent years there has been a targeted approach in supporting people to take personal budgets (the cost of their eligible care needs) to choose alternatives/options for their respite and day time support giving them greater choice, control and independence over their lives.

This has resulted in some services experiencing lower occupancy levels.

Some vacancies/ posts being disestablished will generate savings. However with the caveat that community support budgets (CSB) may have to be increased to take into account people's choices in accessing community based services and therefore savings delivered will be net of this.

The second area of savings will be through the development of the joint strategy which will identify how we will use joint commissioning of services for people with complex needs. This will be with NHS colleagues to deliver significant efficiencies through commissioning of services to ensure they deliver value for money and efficiencies.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age		x	x	<p><u>Individuals who access services and their Carers</u></p> <p>Following the review there is potential for change to the way services are currently configured.</p> <p>In the short term there is potential for negative impact on older individuals and their carers who have been using traditional services for many years as change can be seen as challenging. However, it is anticipated the benefits afforded by greater choice and improved outcomes will mitigate the impact. Further work to identify specific impacts will be undertaken as the project progresses.</p>

				<p><u>Staff</u> At this early stage in the project, it is not possible to identify specific impacts for staff, as proposals are still being formulated. However, we will be compliant with the legislation to ensure that staff, are not disadvantaged because of their age.</p>
Disability		x	x	<p><u>Individuals who attend services</u> The main client group affected will be those with Learning Disabilities and Complex Needs. It is anticipated the benefits afforded by greater choice and improved outcomes will mitigate the initial impact of change. Further work to identify specific impacts will be undertaken as the project progresses.</p> <p><u>Staff</u> At this early stage in the project, it is not possible to identify specific impacts for staff, as proposals are still being formulated therefore it is not yet known if the changes will introduce any change in terms of the current disability profile. However, as an organisation, NYCC must continue to meet the requirements of the Equality Act 2010, which obligates us to make reasonable adjustments to accommodate disabled individuals as employees or service users.</p>
Sex (Gender)	X			<p><u>Individuals who attend services</u> The current service is not targeted at or restricted to those of specific genders. This will remain the case for any new service arising from this project. Everyone who accesses services will have a personalised service/support package whilst maximising their independence, choice and control. However profiling of people with learning disabilities (2011) states there are currently more men than women with a learning disability.</p> <p><u>Staff</u> The current gender profile of potentially affected staff is not known at this time. Further work on this will be undertaken as the project progresses. However, we will</p>

				be compliant with equality legislation to ensure that staff are not disadvantaged because of their gender.
Race	x			It is anticipated there would be no identifiable impact on specific ethnic groups as a result of the project. The majority of people who currently attend services are White British however we will look at the profile of specific groups potentially affected to see if there are any differences and build them into the options accordingly.
Gender reassignment	x			It is anticipated there would be no identifiable impact on specific groups in relation to gender reassignment as a result of the project.
Sexual orientation	x			It is anticipated there would be no identifiable impact on specific groups in relation to sexual orientation as a result of the project.
Religion or belief	x			It is anticipated there would be no identifiable impact on specific groups in relation to religion or belief as a result of the project.
Pregnancy or maternity	x			It is anticipated there would be no identifiable impact on specific groups in relation to pregnancy or maternity as a result of the project.
Marriage or civil partnership	x			It is anticipated there would be no identifiable impact on specific groups in relation to marriage or civil partnership as a result of the project.

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?				At this early stage in the project it is not possible to identify specific impacts on people who use the services, carers or staff, as proposals are still being formulated. Further work will be

				undertaken to identify the demographics and any potential impacts for those who live in rural locations.
...have a low income?				At this early stage in the project it is not possible to identify specific impacts on service users, carers or staff as proposals are still being formulated. Further work will be undertaken to identify any potential impacts for those on a low income. If there is any negative impact then a financial assessment should mitigate this.
carers				Family carers may experience some adverse impact if there is a significant change to the current level or type of service offered to the cared-for person, that then increases the demand on the carer. However, as part of the reassessment process all carers will be offered a carers assessment which will identify their needs to enable them to continue in their caring role. This should mitigate any adverse impact.

Section 8. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) **State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.**

It is anticipated any changes to the current services will impact more on the following:

- Older people with learning disabilities
- Older family carers

These groups are more likely to find change challenging, so if changes are made to current services, they will need support to make the transition.

Further work will be undertaken, once proposals have been through the decision making process.

Section 9. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	

<p>3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)</p>	
<p>4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.</p>	
<p>Explanation of why option has been chosen. (Include any advice given by Legal Services.)</p> <p>Actual impact will not be known until a decision on proposals is made.</p>	

Section 10. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

A decision on monitoring and review requirements will be taken once a decision on proposals is made.

Section 11. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements
This action plan will be completed once this EIA has been finalised following options appraisal.				

Section 12. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The purpose of the review of in-house learning disability services is to make effective use of current resources/services whilst at the same time ensure people have improved outcomes in line with the transformation and personalisation agenda.

It is anticipated any changes to the current services will impact more on the following:
 People with learning disabilities, particularly older people with learning disabilities
 Family carers, particularly older family carers

Because these groups are more likely to find change challenging, there is potential for some negative impact. Therefore, if changes are made to current services, they will need support to make the transition. There is also potential for positive impact for people using current services in terms of more personalised support and improved outcomes. For family carers, the carers assessment and support should mitigate negative impacts.

Proposals are still in a formative stage. As the review and options appraisals progress, due regard will be paid to PSED (Public Sector Equality Duty), including analysis of the profile of people using current services and in any engagement / consultation.

Section 13. Sign off section

This EIA was completed by:

Name: *Denise Barden*

Job title: *Business Development Officer*

Directorate: *Health and Adult Services*

Signature:

Completion date: *14.1.16*

Authorised by relevant Assistant Director (signature): *Mike Webster*

Date: *14.1.16*