

**Restructure of in-house learning disability provider services**  
**Equality impact assessment summary**

<b>Name of the Directorate and Service Area</b>	Health and Adult Services
<b>Policy / Function / Service / Title</b>	Restructure of in-house learning disability provider services
<b>Description of the service/policy</b>	<p>Restructure of in-house learning disability provider services, in order to:</p> <ul style="list-style-type: none"> <li>• Deliver an equitable and consistent model of service and management across North Yorkshire for people with a learning disability</li> <li>• Be flexible enough to deal with anticipated changes in the delivery of services</li> <li>• Achieve a centrally managed Supported Employment Service which from the 1<sup>st</sup> April will sit outside of learning disability services and provide support to people regardless of impairment and diagnosis</li> <li>• Management structures to reflect the work being undertaken corporately as part of the Chief Executive's 'One Council' programme</li> <li>• Embedding of person centred approaches into assessment and reviewing processes</li> <li>• Ensuring services meet the implementation of the forthcoming Care Quality Commission registration framework of all Learning Disability provider services</li> <li>• Achieve equity of role expectations and pay banding across the service</li> </ul>
<b>Results of the assessment:</b>	The analysis does not indicate any negative impact by reason of protected characteristics, however in relation to the negative impact on individuals as outlined in section 2.2 (numbers of posts at particular pay bands), Human Resources policy and procedures will be followed to assist people through this period.
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