

**KENT COUNTY COUNCIL**  
**EQUALITY IMPACT ASSESSMENT**

**Directorate:** Families and Social Care - Older people /Physical Disability

**Name of policy, procedure, project or service**

The Bridge Resource Centre

**Type**

A shared service for physical disability and learning disability clients in Hythe, Shepway

**Responsible Owner/ Senior Officer**

Mary Silverton – Ashford and Shepway - Head of Service

**Date of Initial Screening – 7.7.2011**

**Revised – 16 October 2012 – Samantha Sheppard**

**Screening Grid**

Characteristic	Could this policy, procedure, project or service affect this group differently from others in Kent? YES/NO	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO	Assessment of potential impact HIGH/MEDIUM/LOW/ NONE/UNKNOWN		Provide details: a) Is internal action required? If yes, why? b) Is further assessment required? If yes, why? c) Explain how good practice can promote equal opportunities
			Positive	Negative	
<b>Age</b>	NO	No	None	None	A) No B) No C) No
<b>Disability</b>	Yes	Yes	High	Low	A) The proposed changes will offer alternative PD services which will be person centred and based on choice and control .This will enable us to develop The Bridge Centre as a centre for LD clients with High needs. B) No. C) Through Direct payments service users will be able to select most appropriate services that meet their need.
<b>Gender</b>	No	No	None	None	A) No B) No C) No
<b>Gender identity</b>	No	No	None	None	A) No B) No C) No
<b>Race</b>	NO	No	None	None	A) No B) No C) No
<b>Religion or belief</b>	No	No	None	None	A) No B) No

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					C) No
<b>Sexual orientation</b>	NO	No	None	None	A) No B) No C) No
<b>Pregnancy and maternity</b>	NO	No	None	None	A) No B) No C) No

## **Part 1: INITIAL SCREENING**

### **Context**

*Explain how this policy, procedure, project or service relates to a wider strategy*

Cabinet Member for Adult Social Care and Public Health has agreed the proposal from KCC Learning Disability Service to create a community hub at The Bridge which will specialise in the delivery of services for learning disability clients with high support needs five days per week.

There are currently 14 in total people with physical disabilities who will be impacted by this. Individuals were consulted about the learning disability proposal and have now been formally consulted about future options for their service. The proposal for people with physical disabilities is for them to have increased choice and control to use alternatives to traditional day care which will be within their community.

This meets the objectives of the Good Day Programme (for people with Learning Disabilities) and the personalisation agenda.

The merged services on offer were a planned “stop-gap” and as such were always envisaged to be a temporary measure.

### **Aims and Objectives**

*Provide a summary of what the policy, procedure, project or service is trying to achieve and how it will be achieved*

The aim is to provide a community hub for people with high LD needs and to enable people with PD needs to use alternative community based services including mainstream services such as leisure centres, as well as new services in Shepway such as the ARRC project in Folkestone.

### **Beneficiaries**

*Set out who the intended beneficiaries?*

Physical disability clients (adults)

Learning Disability clients (adults)

LD community who will benefit through the creation of a specialist centre that will be able to support high level needs but will include a drop in specialist facility. People with a physical disability will benefit through greater choice and control and more personalised local services.

### **Consultation and data**

*Please record any data/research and/or consultation you have carried out to inform your screening*

- Pre existing need identified by LD colleagues for high needs specialist provision for LD clients
- Research service model being proposed for LD clients
- Joint Strategic Needs Assessment – Learning Disability
- Awareness of community facilities, established and developing
- Formal consultation with all service users, local and district councillors, carers and family members on Learning Disability proposal
- Formal consultation with PD service users, local and district councillors, carers and family members on Physical Disability proposal

**Potential Impact**

*Provide a summary of the results from your initial screening, highlighting where there is any potential positive or adverse impact. If there is no impact on any group or the impact is unknown please state that here.*

The development will improve services for those with a learning disability.

Those with a physical disability will have more choice and control over the services they access. Services will be identified to meet individual needs in discussion with the service users and so will be personalised and in the local community.

**Adverse Impact:**

Service users with physical disabilities are anxious about change. Staff are working with them to alleviate these concerns, three consultation meetings with KCC officers have been held and an advocate has met with the group.

**Positive Impact:**

Yes for both clients groups

**JUDGEMENT**

**Option 1 – Screening Sufficient** YES

Following this initial screening our judgement is that no further action is required.

**Justification:**

No risk factors identified – best interest approach suggests benefits for both groups of service users, inline with the personalisation agenda.

**Option 2 – Internal Action Required** YES

There is potential for adverse impact on the group as a whole and we have found scope to improve the proposal

*(Complete the Action Plan at the end of this document)*

**Option 3 – Full Impact Assessment** NO

*Only go to full impact assessment if an adverse impact has been identified that will need to undertake further analysis, consultation and action*

**Sign Off**

*I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.*

**Senior Officer**

Signed: Mary Silverton

Date:

20 Oct. 2011

Name: Mary Silverton

Job Title: Head of Service, Ashford & Shepway Locality

**Directorate Equality Lead**

Signed:

Date:

Name:

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Signed:

Date:

Name:

Job Title:

**Directorate Equality Lead**

Signed:

Date:

Name:

**Equality Impact Assessment Action Plan**

<b>Protected Characteristic</b>	<b>Issues identified</b>	<b>Action to be taken</b>	<b>Expected outcomes</b>	<b>Owner</b>	<b>Timescale</b>	<b>Cost implications</b>
Disability	Some service users use equipment at The Bridge to do maintenance exercises	Equipment will be moved to Summer Court	Service users can continue to use the equipment during the temporary re-location for building works and afterwards (pending Cabinet Member decision)	Mary Silverton	22 October – 30 October 2012 (subject to building works)	Unknown
Disability	Service users have expressed difficulty in independently submitting feedback as part of consultation	Advocacy for All has met with service users as a group and individually were requested and attended consultation meetings to represent service users	Advocacy for All will submit feedback on the proposal to KCC on behalf of service users	Advocacy for All	October 2012	Approximately £400 to be met from locality budget