

May 2016

**KENT COUNTY COUNCIL  
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

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**You need to start your Equality Analysis and data collection when you start to create or change any policy, procedure project or service**

**When developing high-level strategies under which other policies will sit, if those policies are jointly owned by KCC and partner organisations, they will need to take the partnership approach to EqIAs,**

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

**Directorate:** Social Care, Health and Wellbeing

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

Lifespan Pathway Programme

Creating a lifespan pathway for children and adults with complex Learning Disability and Physical Disability needs and changing teams to work with clients aged 0-15, 16-25, 26+.

**Responsible Owner/ Senior Officer**

Penny Southern

**Date of Initial Screening**

April 2016

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
<b>1</b>	<b>Rosemary Henn-Macrae</b>	<b>26.4.16</b>	

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**Screening Grid**

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact <b>HIGH/MEDIUM</b> <b>LOW/NONE</b> UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	NO	High	Low		Earlier engagement of disabled young people and their families to prepare for transition to adulthood
Disability	NO	High	Low	a) Ensure service users and their families are aware if there are changes to their worker/team and how to contact them.	Improved transition support for young people with complex physical disabilities
Gender	NO				N/A
Gender identity	NO				N/A
Race	NO				N/A
Religion or belief	NO				N/A
Sexual orientation	NO				N/A
Pregnancy and maternity	NO				N/A
Marriage and Civil Partnerships	NO				N/A
Carer's responsibilities	NO	Medium	Low		Work with parent carers to prepare for their son or daughter's transition to adulthood and also to meet their needs under the Care Act.

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## Part 1: INITIAL SCREENING

**Proportionality** - Based on the answers in the above screening grid what weighting would you ascribe to this function – see Risk Matrix

<b>Low</b>	<b>Medium</b>	<b>High</b>
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

### State rating & reasons

The overall impact is Low, as the changes to the service should have a positive impact for disabled young people and their families.

### Context

The Children and Families Act 2014 requires Local Authorities and Health Services to plan services for children and young people 0-25. The Care Act 2014 has a focus on improving transition for young people prior to becoming an adult.

The Multi-Agency SEND Strategy in Kent focuses on the need to improve outcomes for young disabled people including transition to adulthood. Current team structures create a transfer point at age 18, with a range of destinations into adult teams but an inconsistent offer of support during this time and outcomes for the young people.

### Aims and Objectives

- By creating teams that focus on the transition stage of 16-25 for young people with complex Learning or Physical disabilities, the plan is to smooth the transition from childhood to adulthood, working with young people and their families to achieve the best possible outcomes for them, including access to education, training or work and no major change of worker or team at age 18.
- The planned transfer of cases from the Disabled Children teams 0-15 to the transition teams 16-25 and the transfer to the Adult teams at 26 will be a transfer of worker and responsibility and will not require major changes in re-assessment or provision of services.
- It is hoped that a creative approach to planning for young people aged 16-25 will give time to work with them and their families and enable them to become as independent as possible, reducing the demand for residential care and high-end cost services.

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- Enabling young people with complex physical disabilities to transfer to the 16-25 teams will provide a more equitable service with young people with a Learning Disability.

### **Beneficiaries**

- Young disabled people and their families.

### **Information and Data**

Demographic information on current and projected population. Detailed caseload and case weighting analysis in Disabled Children teams, Community LD and Adult PD. Alignment to CCGs and Special Schools

### **Involvement and Engagement**

Engagement with parents and multi-agency colleagues, through face to face meetings and telephone consultations. All staff affected have been engaged in the consultation process through workshops, team meetings, published information and have shaped the proposals. The trade unions have also been consulted.

### **Potential Impact**

Positive impact expected for young people and their families preparing to transition to adulthood. Clarity on the transition teams working with young people with the most complex disabilities and continuing on that pathway to the Adult teams.

### **Adverse Impact:**

Full consultation with staff and trade unions will be carried out and opportunity to modify/improve the proposals before final implementation.

### **Positive Impact:**

As above, for young people and their families.

For staff an opportunity to create a more seamless service for young people aged 16-25.

## **JUDGEMENT**

**Option 2 – Internal Action Required                      YES**

There is potential for disabled service users and their families to be confused about the changes to their workers and teams, particularly for those aged 16-25 if there is a transfer, so a process of engagement to ensure they are aware of how any change will affect them will be carried out in the time immediately

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before any change is made. This will include any new contact details for their worker/team.

### **Action Plan**

A plan of service user engagement will be drawn up, with times included once the timeline of any change is clear and agreed. This will be shared with multi-agency partners who also need to know about changes to the service delivery to disabled people.

### **Monitoring and Review**

Fortnightly update meetings are held for the Lifespan Pathway programme and the action plan will be monitored through these meetings and any changes made as required before the service changes are implemented.

### **Equality and Diversity Team Comments**

*The Equality and Diversity Team to make any comments following their review.*

### **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: Name: Rosemary Henn-MacRae

Job Title: Date: 1<sup>ST</sup> June 2016

### **DMT Member**

Signed: Name: Penny Southern

Job Title: Date: 1<sup>st</sup> June 2016

**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>
<b>Disability</b>	<b>Ensure service users and their families are aware of any changes to their worker/team.</b>	<b>Provide clear information about any changes, both in writing and in person, through face to face engagement or telephone contact. Engage the support of the EasyRead expert in KCC.</b>	<b>Service users and their families are clear about who their worker is, where they are based and how to contact them.</b>	<b>Mark Walker &amp; Chris Beaney – Business Change Managers</b>	<b>In the month leading up to the changes</b>	<b>Minimal – written communications.</b>