

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

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Name of policy, procedure, project or service

Your Life Your Wellbeing Adult Transformation – In House Design (DCLDMH)

What is being assessed?

Your Life Your Wellbeing Adult Transformation – In House Design (DCLDMH)
Learning Disability – Independent Living Service (ILS) Reconfiguration – People currently supported by the Service
(separate staff EQiA is available)

Responsible Owner/ Senior Officer

Damien Ellis - DCALDMH Head of In-House Provision
Kay Owen - Project Lead, In-House Provision Assessment

Date of Initial Screening

31st July 2017

Date of Full EqIA :

Version	Author	Date	Comment
0.1	Sharon Scott	22/8/17	First draft
0.2	Sharon Scott	11/9/17	Second draft
0.3	A Agyepong	14/9/17	Comments for review
0.4	Sharon Scott	18/9/17	Third draft
0.7	Sharon Scott	10/11/17	Review Post Consultation

18/9/17

Appendix 3
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 HIGH/MEDIU		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?
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	Medium	Low	<p>a) Yes - This proposal is not to look at the amount of support individuals receive but to change who delivers the support with a like for like service.</p> <p>b) Yes- continued monitoring and engagement with all stakeholders will ensure needs continue to be met through continual assessment and review including people who are transitioning in to or through Adult Services</p>	Yes – The proposed changes will ensure people who access services will have their current and future needs met as part of the review in being assessed as requiring a service by applying a person centered approach for services that are fit for purpose in meeting the needs of individuals.

Disability	NO	High	Low	<p>a) Yes – The changes will ensure that services will be able to accommodate the demand in meeting the assessed needs of increased number of individuals in the future who have a complex and profound disability. continued monitoring and engagement with stakeholders will ensure needs continue to be met</p> <p>There will need to be advocacy services involved to make sure that individuals who are affected by any proposals have the opportunity to understand and feedback about any changes that may involve them. All communication information is available about the consultation in easy read versions</p> <p>b) No</p>	<p>Yes – The proposed changes will review what services are available and do they meet current and future needs for people. Currently there are shortages in specialist resources to meet these people’s needs. Any proposals to utilise our in house provision resource will be achieved through application of person centered approach.</p> <p>Yes - Adaptation of buildings will focus on accessibility</p>
Gender	No	Low	Low	<p>a) There is no qualitative or quantitative data to suggest that the project will have an effect on the customer base on account of their gender</p>	
Gender identity	No	Low	Low	<p>a) There is no qualitative or quantitative data to suggest that the project will have an effect on the customer base on account of their gender identity</p>	
Race	No	Low	Low	<p>a) There is no qualitative or quantitative data to suggest that the project will have an effect on the customer base on account of their Race</p>	

Religion or belief	No	low	low	a) There is no qualitative or quantitative data to suggest that the project will have an effect on the customer base on account of their religion or belief	
Sexual orientation	No	low	low	a) There is no qualitative or quantitative data to suggest that the project will have an effect on the customer base on account of their sexual orientation	
Carer's responsibilities	No	Low	Low	a) Yes, to ensure that any consultation has included engagement and sharing of proposed changes with the parents and carers of those individuals currently receiving ILS support b) Yes following consultation	Yes – The proposed changes will review what services are available and do they meet current and future needs. This will be achieved through application of person centered approach

Part 1: INITIAL SCREENING

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

Low	Medium	High
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

Low

Context – What we do now and what we are planning to do

- An assessment of In-House Services has been completed as part of Your Life Your Wellbeing Transformation. This forms part of the wider KCC transformation programme that is seeking to make social care services more efficient and improve experience for service users now and in the future.
- The Independent Living Scheme (ILS) has been operating as an In-House service for a number of years to deliver holistic support to Adults with a learning disability to develop skills in all areas of their life. In December 2014 the ILS was redesigned and divided into two parts, Kent Pathway Service (KPS) and the ILS.
- The KPS service was introduced to support people with their personal goals by targeting short term interventions (12 weeks or less) to learn specific skills in order to increase independence. The KPS service has grown and as a result of this, the number of hours and people currently needing to be referred to the ILS has reduced significantly.
- All of In-House services have been looked at as part of Kent County Councils (KCC's) Transformation Programme. Part of the review has shown that KCC will need to provide specialist support to Adults with learning disabilities that have more complex and profound support needs.
- It is proposed that ILS staff will be reinvested into the existing In-House provision of daycare and respite to widen KCC's core offer of services available. The merge of ILS staff within existing services will maximise the ILS staff skills and expertise required as part of its design to support individuals to increase their independence skills. In utilising the existing ILS, day service and respite staff, In-House Learning Disability Provision will also be responsive to planning the additional staffing requirements that are needed in the future to support people who have complex and profound disability coming through services

Aims and Objectives

The proposal is that the ILS will no longer be a service that KCC offers individuals in Kent. ILS service users will continue to be supported although this will be with another provider. The existing ILS staff and the expertise they have will be utilised across in house as part of a combined workforce.

Kent County Council therefore wishes to consult with the service users who currently access the service regarding their choice of an alternative provider that will meet their current assessed need. This is not to discuss the level of support an individual currently receives.

In some circumstances there will also be a need to consult with the current Landlords.

During the formal consultation all those currently accessing the ILS will have the opportunity to meet on an individual basis to discuss options for the future. There will be no reduction in support, only a change in who will provide the support.

This will be done through engagement with people currently being supported and with their Care Managers, family/carers (if relevant) and or advocacy if required

Beneficiaries

All Kent residents aged 16 and over who have a disability and the families and carers of those currently accessing the ILS service.

Information and Data used to carry out your assessment

The table below captures current support to individuals provided by ILS

Number of Individuals receiving support	Current support hours being delivered per week
13	30 mins to 1 hour
29	2 hours to 3 hours
6	4 hours to 5 hours
8	6 hours to 8 hours
4	Above 10 hours

Currently 75% of support delivered is between 30 mins and 3 hours per week. Independent Living Services (ILS) delivers 500 hours per week. All of these people supported have a learning disability.

There are currently 57 people supported by the ILS

Ethnicity		Gender		Age	
White British	55	Male	28	18 - 30	5
Asian	1	Female	29	31-40	9
Black or Black British (other)	1			41-50	13
				51-60	15
				61-70	10
				71-80	5

Main sources

- ILS service EK and WK - collected data for people attending the service.
- KCC - Strategic Business Development & Intelligence (updated 2016)

Summary

From the information gathered the majority of people supported by the ILS are White British.

The percentage of Gender of supported persons shows females having a marginally higher representation

The service has a higher percentage of people in the 30-64 age groups.

These figures in this age group are representative of the data that is consistent across the Kent population.

Part of the consultation process will help services to be reviewed and designed in order to be responsive to the protected characteristics of the service users and reflects the broader Social Care population in Kent.

Who have you involved and engaged with?

During the assessment we have met regularly with the Head of Service.

Reviews of information gathered were completed with Managers and staff from ILS and Care Management. We have met with Access to Resources to ascertain there is capacity of external provision in order to provide the same level of support in the future. The people currently supported by the ILS who will be affected by these proposals have been written to in order to inform them of the possible changes. Relevant family members have also been invited to meet or share their views as part of the consultation process by questionnaires, emails and or meetings. The consultation aims to engage with other relevant stakeholders that may be affected by these proposed changes.

Post Consultation Engagement Equality observations and enhancements

There were no additional queries that were not already covered in the initial assessment. The main areas of concerns that were raised were consistent with some of the factors identified that were likely to be raised during this process.

Potential Impact

Depending on the outcome of the consultation there may be some anxiety about the handover of support to the new providers. We were able to meet with all of the people we support, their families and carers (where requested by individuals), involving care management and key staff to work towards a smooth handover in the support being provided. It must be noted that all individuals live independently and not all people have family or carers involved in their lives.

People who currently receive ILS support have already been met with by their ILS support worker and or Care Management regarding alternative options which included -

1. An alternative Supporting Independence service (SIS)

The current SIS contract provides to approximately 90% of clients with a learning disability and supports around 1,500 clients in total. There are currently 63 SIS providers across the county.

Services provided by SIS are the same as those provided by ILS support workers. The proposal is not to change the level of the individual's support only to change who delivers this support.

We have identified that the external market does have the capacity to provide the support.

For further information individuals can contact their Care Manager or speak to their Support Worker.

2. A Personal Budget - Direct Payments

Direct Payments are money paid from KCC to the individual if they get help from adult social care. They can use the money to get their own support.

Individuals with a personal budget could access a Direct Payment to purchase their preferred provision direct with the provider. Use of the Direct Payment system has more than doubled since 2010 and it is hoped that the increased choice available will be of benefit to those currently accessing the ILS. For further information individuals can contact their Care Manager, speak to their Support Worker or visit the following website

<http://www.kent.gov.uk/social-care-and-health/care-and-support/paying-for-care/paying-with-direct-payments>.

Adverse Impact and how can these adverse impacts be mitigated, (capture this in the action plan)

A full action plan will be in place to mitigate any impact .This will be completed as part of design before implementation

Positive Impact:

Any future service for existing ILS service users will provide a personalised service, identifying individual outcomes through the development and implementation of existing PCPs. This will inform the reviewed needs of individuals in a range of preferred options.

There were 2 people who decided they did not need their current support and were happy to cease support immediately. Some of the people that were engaged with were happy to either increase hours from alternative existing support in place of ILS support. This engagement around ILS support was able to enhance immediate choice in the persons wishes at an early stage.

Implementation on ILS staff to be available within existing services will be based on planning to meet the demand for people with a complex disability in Local Authority provided specialist services.

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Disability	The current 57 service users will see a change to their provider which may cause anxiety and disruption	Communication will be provided in a range of texts, formats suitable for people with learning disability, sensory impairments & other complex needs. Families/parents have also been communicated with directly via letter with an offer to share their views and meet if preferred	Work towards minimising disruption to service users. Service users will be informed and have the opportunity to influence changes that affect them.	Director DCALDMH	Implementation to new services from January 2018 onwards Communication and engagement on consultation launch commencing on 20 th September 2017	None. Absorbed within existing staffing resource