

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision-making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Under the Equality Act 2010 Protected characteristics are age, disability, gender, gender identity, race, religion or belief, sexuality, civil partnerships and marriage, pregnancy and maternity.

Name of policy, service or function. If a policy, list any associated policies	Consultation on the Modernisation of the Learning Disability offer and the Future of In-House Services for Adults with a Learning Disability and/or Autism
Name of Service and Directorate	Adult Social Care and Housing
Lead Manager	Nathan Atkinson– Assistant Director Strategic Commissioning
Date of Equality Analysis (EA)	30 May 2017
Names of those involved in the EA (Should include at least two other people)	<p>Nathan Atkinson – Assistant Director, Strategic Commissioning</p> <p>Janine Moorcroft – Head of Service, Provider and Change</p> <p>Jayne Metcalfe – LD Operations Manager</p> <p>Zaidah Ahmed – Equality Officer</p> <p>Anne Marie Lubanski – Strategic Director of Adult Care and Housing</p> <p>Scott Clayton – Interim Performance Manager</p> <p>Sam Newton – Assistant Director, Adult Care</p> <p>Odette Stringwell – Human Resources Partner</p> <p>Zafar Salem – Community Engagement Manager</p> <p>Gemma Parkinson - Adult Care and Housing Communications Account Manager</p> <p>Mark Scarrott – Finance Manager</p>

Aim/Scope

The aim of this Equality Analysis is to ensure that current and future customers, stakeholders and residents of Rotherham have been considered when developing the future of Learning Disability Services. The purpose is to ensure that everyone’s protected characteristics are considered.

The report sets out the direction of travel for people with a Learning Disability. It is intended to bring service provision in line with best practice and enable people to, not only be part of their local communities, but to give them more choice and control on where they live and how they spend their time. It is intended through the modernisation that customers have greater expectations for themselves. In response communities are able to contribute towards solutions including developing micro enterprises to meet identified need for people with Learning Disabilities. It should be noted that there is currently a cohort of customers receiving traditional services, but that if any of the recommendations in the report are agreed it may affect young people who may come into Adult Services, customers that the Council does not know of yet (including some people from hard to reach communities), carers and families, external providers, partners and staff.

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In Rotherham, we have a higher rate of people with a learning disability per 100,000 population at 371.77 compared to a regional rate of 346.06 and our neighbouring Authorities of Barnsley with 313.76 and Doncaster at 348.53. Rotherham also has significant cohorts, for example, 204 people (aged 18 – 30 years) and 164 people aged 51-64 years.

The potential changes to the future delivery of services could also impact on the whole community.

- 238 users of day care and respite services may be impacted if current building based services close.
- 157 people who are in 24 hour residential care placements may, in some instances, see a reduction in support and in some cases, a possible move to a supported living environment following re-assessment.
- People with a Learning Disability from hard to reach communities are under-represented in existing services. 26 (3.5%) out of a cohort of 728 people with a Learning Disability are from a hard to reach community, despite hard to reach communities making up 6.9% of the Rotherham population. New service models must consider their needs and ensure inclusivity.
- Young people coming through transition will be able to access a range of opportunities to meet their needs that are within their local communities and give them choice and control over where to live and how to spend their time. 44 young people aged 16-18 are currently in the transition cohort. Please see link to JSNA for children and young people http://www.rotherham.gov.uk/jsna/info/23/people/55/children_and_young_people/
- The type and frequency of transport provision could have a considerable impact on customers who use the existing social care provision.

There is still some work to be undertaken to understand the demographics around carers. However, initial analysis on carers' data currently held indicates that there are 451 carers of people with a Learning Disability. The average age of the carers is 64 and the potential changes to services will directly impact on them. This needs to be considered in terms of expectations on carers and the support required through the modernisation process.

There are a significant number of people with a Learning Disability without carers or family support – circa 150 people. They will require independent advocacy in some instances in order to make informed decisions.

Significant work is being undertaken to develop new services. The Council will need to ensure that there is accessible information readily available containing a range of different services that customers can choose from to meet their eligible needs. Every customer will have a Care Act 2014 Compliant Assessment and where appropriate a Mental Capacity Assessment. They will then work with a Social Worker to develop their care and support plan. Under the Care Act the Council has a responsibility to ensure anyone with an assessed need has their need met. However, this may not be in a traditional service. All customers will be offered the choice of a personal budget to buy their care directly.

The Council is working with a range of organisations to look at developing many different types of support to meet a variety of needs. Where a customer has been reliant on social care transport and is not eligible for this service moving forward, the Council will work with the customer to

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increase their skills in travelling independently.

All customers, where appropriate, will have a transition plan to support them to move from one service to another.

In November 2016, Cabinet agreed that the Council should begin a consultation with customers, stakeholders, carers and general public about what they thought could meet the need for those people who may need services in the future. The progress to shape the offer has continued though the consultation process on the wider Learning Disability and Autism Offer for Rotherham and there have been many opportunities for customers, carers and staff to engage in these conversations.

The Consultation Process for the Learning Disability and Autism Offer took place from 5 December 2016 to 2 February 2017 for a period of 60 days. Within this time a range of senior officers supported the process to meet as many people as possible. This was undertaken through the process of Focus Groups, Drop-In Sessions, One to Ones and completion of questionnaires.

Speak Up self-advocacy were involved with the consultation and have supported customers and carers where needed.

Summary from consultation – a total of 487 questionnaires were completed either online or via requesting a hard copy. The breakdown of the 487 was as follows:

227 customers

92 carers

141 Staff

27 general public

70% of the customers who completed the questionnaire had a Learning Disability and 5% had autism. The majority were young with 70% being under the age of 45.

In Rotherham the current offer of assistive technology and how we prevent customers from coming through our front door is a challenge. It is recommended that Adult Care builds on the improvement of the information and advice offer which demonstrate a model that “prevents, reduces and delays”

In order to give people more choice and control we need to maximise opportunities for people within their own communities. It is recommended that to allow for customers to gain skills and independence in self-travel and furthermore to give people the opportunity to access places that they do not currently that we look at support through additional travel training.

Through the consultation discussions took place around future housing and accommodation requirements and wishes. It is therefore recommended that a wider piece of work will need to be undertaken with Housing and Commissioning to establish the demand and gaps in any specialist provision that would give customers and families the faith that we can support individuals to live independently or independently with support.

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The consultation gave a real insight into the aspirations and expectations of customer's opportunities to gain paid employment or access voluntary work. It is clear that we need to raise customers' aspirations for employment and voluntary work. It is recommended that a focussed piece of work is undertaken with the relevant partners to enhance our pathway to employment for customers with Learning Disabilities and explore the existing model in-house (Ad-pro) to build on any existing opportunities and areas for development.

It is clear from engagement with some of the customers within the in-house Learning Disability Residential Home that they would be suitable to be supported within an independent living environment. To enable a better offer for respite, it is recommended that Parkhill Lodge is utilised in a different way, for Respite purposes. By undertaking this change, it would allow the decommissioning of one or both in-house Respite Unit (Treefields or Quarryhill) both of which offer 6 bedrooms. It is therefore recommended that a specific consultation takes place on these options with customers, carers and stakeholders for a period of 12 weeks. During this consultation it will also look at the option for use of other potential buildings for respite use.

Through the consultation we will talk to individuals and their families about the impact and to hear views and concerns about the proposals.

It is recommended that a further period of consultation be held on the options for Oaks Day Centre which will also consider closure. The consultation should run for 12 weeks to enable all users and families to be engaged within the process. The consultation would need to consider the impact on specific customers' groups, the need to source suitable alternative provision and engagement with wider groups and organisations to explore alternatives for individuals.

It is recommended that a further period of consultation be held on the options for Addison which will include the exploration of a different offer for Addison which would be undertaken within a 3 month period. Other options would look consider the closure of the facility. The consultation would need to consider the impact on specific customers' groups, the need to source suitable alternative provision and engagement with wider groups and organisations to explore alternatives for individuals

It is recommended that REACH Day Service is retained with a view to considering the use of Maple Avenue which will be reviewed and options explored regarding potential colocation to the Badsley Moor Lane Site.

What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Attached:

- Learning Disability Cohort information as of April 2017
- Timeline of engagement events carried out to support the consultation

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- Together for Change report
- 26 May 2016 Cabinet and Commissioner’s Decision Making Meeting Report – Implementing a Strategic Approach to a Commissioning and Delivery of Learning Disability Services.
- 10 October 2016 Cabinet and Commissioner’s Decision Making Meeting - Shaping the Future Report
- 10 October 2016 Cabinet and Commissioner’s Decision Making Meeting - Development of a Rotherham All Age Autism Strategy
- Learning Disability Market Position Statement

The formal 60 day consultation which commenced 5 December 2016 until 2 February 2017 comprised of a series of engagement events across the Borough and online questionnaires.

There were in excess of 600 people who engaged in the completion of questionnaires or attended events. This consisted of customers, carers, staff, members of the public and stakeholders and young people who may access services in the future.

The data analysis for the online questionnaires has been completed by an external body with the data from the engagement events being compiled by the Quality and Performance team. This is available as a separate report.

Following the 60 day consultation, it is clear there were some key themes coming out that have informed the recommendations going forward. Within the consultation through engagement within Focus Groups, Drop-in sessions and one to ones the following themes were discussed:

- Choice and control
- Living in your own community
- Having your own front door
- What the services for Learning Disabilities and Autism should look like in 5 years?
- Anything else you would like to tell us?

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Engagement evidence to be completed provided during the consultation period is attached</p>
<p>Engagement undertaken with staff about the implications on service users (date and group(s)consulted and key findings)</p>	<p>There have been a number of events held with Council staff over the last 18 months to involve them in the plans to change the way services are delivered. The formal 60 day consultation which commenced 5 December 2016 until 2 February 2017 comprised of a series of engagement events across the Borough and online questionnaires.</p> <p>141 staff actively participated in the recent consultation exercise.</p> <p>The outcome of the consultation will determine the</p>

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	recommendations for the 26 June 2017 Cabinet and Commissioner’s Decision Making Meeting report. The content of the report will determine the need to enter into formal consultation with relevant Council staff.
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The Analysis

How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of age, disability, gender, gender identity, race, religion or belief, sexuality, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors.

Traditional services have been delivered from buildings across the borough for many years. Some customers will have been accessing the same services for all of their adult life. Potential closures or reconfiguration of services may bring fear and anxiety and a perception that something is being taken away from people. There is little evidence to show that the current services maintain and develop people’s skills. In some cases the traditional models may lead towards a degree of dependency and reliance on services.

- Over the past 18 months there have been a range of briefings, engagement events, newsletters, visits to other authorities to look at best practice and meetings to discuss the need to change the way services are provided (Together for Change events)
- National evidence from a range of sources shows that moving towards locally based service provision will increase choice and control to customers.
- A number of external partners are working with the Council to support the journey towards less formal, restrictive services.
- Speakup will provide self and peer advocacy for people who need it.
- Absolute Advocacy will support individuals through the re-assessment process.
- Community Catalysts are working with the Council to develop micro enterprises in the community and will support the access to existing assets within the local area and across the borough.
- Shared Lives will be also supported by Community Catalysts to develop recruitment strategies to encourage more people to become carers and therefore expand the service.
- The Council has employed Community Link Workers to develop alternatives to traditional care across the borough. The role involves working with communities and the voluntary sector to co-produce and co-design new services or provide opportunities for customers to access existing services previously unknown to the Council.
- The approach to assessments has radically changed since the implementation of the Care Act 2014. The Council is committed to strength based assessments and is undergoing a workforce development programme. The emphasis of which is to support customers to maintain their wellbeing and identify their eligible need and find alternative ways to meet these.
- There has been considerable work undertaken to understand the cohort of 728 people with a Learning Disability who are in receipt of a service funded by the Council. This includes age, gender, ethnicity and carer data and is refreshed daily from Liquid Logic case

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management content.

- Co-production moving forward with customers and their carers will ensure that a more diverse solution that better meets the current and future needs of carers can be sought
- More locally and community based solutions will assist in integrating all communities.

Analysis of the actual or likely effect of the Policy or Service:

Does your Policy/Service present any problems or barriers to communities or Group?

Does the Service/Policy provide any improvements/remove barriers?

People with Learning Disability and /or Autism currently using existing services may not fully understand the changes that are being suggested due to barriers with communication. The Council will need to make every effort to ensure that the recommended further service specific consultations are as accessible as possible. This may include producing information in a range of formats and Speak Up (or another independent specialist voluntary sector organisation) will assist with engagement.

People with Learning Disabilities and/ or Autism may have differing views to their family members and the Council will need to ensure that all stakeholders can have their say in their own right.

There is a wider issue that pending the further consultation there is a risk of the majority of the Learning Disability Provision being based within the Maltby Community. Whilst this would not be an ideal position it should be noted that this would be a short to medium term solution whilst the LD offer is being expanded across the whole borough.

Through the consultation other options will be considered to review any negative impact the re-provision of services within Maltby would have weighed against the advantages. The longer term future use of Parkhill Lodge will also be reviewed with an action plan to look at medium term options for customers and the potential to move customers to more appropriate accommodation.

What affect will the Policy/Service have on community relations?

- It is likely that the media coverage will be negative. The Communications Team will provide timely press releases.
- A Communication and Engagement Plan has been developed
- As part of the recommended future service specific consultations, local residents will be proactively invited to contribute to the consultation process

Equality Analysis Action Plan

Time Period: April 2017 – October 2017

Manager: Nathan Atkinson

Service Area: Adult Care and Housing

Tel: 01709 822270

Consultation on the Modernisation of the Learning Disability Offer and the Future of In-House Services for Adults with a Learning Disability and/or Autism

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
April 2015 – Start of Adult Social Care Development Programme (Alternatives to Traditional Care and The Customer Journey – Key workstreams)	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	April 2015
Appointment to Community Link Worker Roles	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	July 2015
Together for Change Events – Learning Disability In house services	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	January 2016
Report to Cabinet in May agreement - Strategic Approach to commissioning and delivery of Learning Disability Services	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	May 2016
Community Opportunities Pathway Programme Launch	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	September 16 – January 17
Agreed 3 year programme with Community Catalysts	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	November 2016
Report to Cabinet – Consultation on the modernisation of the Learning Disability and Autism Offer	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	November 2016
Start of formal 60 day Consultation on the Learning Disability and Autism Offer	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	5 December 2016 – 2 February 2017

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Data from consultation analysed	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	February 2017 – April 2017
Report for further recommendations following consultation in preparation for Cabinet Meeting (26 June 2017)	A, C, D, G, GI, RE, RoB, SO, CPM, PM.	June 2017

Name of Director who approved Plan	Anne Marie Lubanski	Date: 10 April 2017	
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*A = Age, C= Carers D= Disability, G = Gender, GI Gender Identity, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

Website Summary – Please complete for publishing on our website and append to any reports to Elected Members, SLT or Directorate Management Teams

Completed equality analysis	Key findings	Future actions
Directorate: Function, policy or proposal name: Function or policy status (new, changing, existing):		

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Completed equality analysis	Key findings	Future actions
Name of lead officer completing the assessment: Date of assessment:		