

**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.

<b>Name of policy, service or function. If a policy, list any associated policies</b>	Outcome of the 60 day Consultation and Recommendations on the Learning Disability In-house Services for Adults with a Learning Disability and/or Autism
<b>Name of Service and Directorate</b>	Adult Social Care Housing and Public Health
<b>Lead Manager</b>	Richard Smith – Assistant Director – Adult Care Janine Moorcroft – Head of Service – Provider Services
<b>Date of Equality Analysis (EA)</b>	February 2018
<b>Names of those involved in the EA (Should include at least two other people)</b>	Anne Marie Lubanski – Strategic Director of Adult Care and Housing Richard Smith – Assistant Director, Adult Care Nathan Atkinson – Assistant Director, Strategic Commissioning Janine Moorcroft – Head of Service, Provider and Change Jayne Metcalfe – Learning Disability Operations Manager Zaidah Ahmed – Equality Officer Scott Clayton – Interim Performance Manager Odette Stringwell – Human Resources Partner Zafar Salem – Community Engagement Manager Hayley Richardson Roberts - Adult Care and Housing Communications Account Manager Mark Scarrott – Finance Manager

**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

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

(including some people from BME communities), carers and families, external providers, partners and staff.

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 BME communities are under-represented in existing services. 26 (3.5%) out of a cohort of 728 people with a Learning Disability are from a BME community, despite BME people 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/](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.

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.

Work is underway to continue to develop community based services and promote this through the carers and families that have experienced the positive impact of this. Commissioning are involved in this work and are working on a Learning Disability Strategy which will take into consideration all the work that has been undertaken as part of the Learning Disability modernisation work and feedback from customers, carers and stakeholders.

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

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

Capacity Assessment.

A team of staff will be led by a Team Manager to oversee this process and ensure that the appropriate links are made with the services.

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 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.

A specific piece of consultation was undertaken around in house provider services from September – December 2017 to obtain people's views on the future offer and existing Learning Disability services.

The breakdown of this is as follows:-

Customer 177

Carers 112

Staff 99

General Public 85

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.

**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

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

- 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 27 September 2017 to 22 December 2017 comprised of a series of engagement events across the Borough and online questionnaires.

There were in excess of 500 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. This is available as a separate report.

<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>	<p>A variety of engagement events have taken place across the borough to meet with customers face to face.</p> <p>This process has been undertaken as part of the consultation however engagement with customers has continued to be the focus through the individual services on a regular basis.</p>
--	--

<p><b>Engagement undertaken with staff about the implications on service users (date and group(s) consulted and key findings)</b></p>	<p>There have been a number of events held with Council staff throughout the consultation process. These events have been though the managers and staff and have also included the presence of HR and Unions.</p> <p>Consistent messages have been given to all staff in relation to the consultation and staff have also had the opportunity to talk on a one to one to managers where necessary and have been able to offer their comments and feedback through the use of the Learning Disability inbox which was created as another way of communicating and sharing views.</p>
---	---

**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

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

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 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 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

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

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.

**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.

**Equality Analysis Action Plan**

**Time Period:** May 2018  
 -----

Manager: Richard Smith  
 -----

Service Area: Adult Care  
 -----

Tel: 01709  
 -----

**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

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

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
Co-production work with customers, carers and stakeholders to co-produce easy read questionnaire and gain feedback from previous consultation.	A, C, D, G, GI, RE, RoB, SO, CPM, PM	July – Sept 2017
Formal 60 day consultation on specific recommendations around in house services	A, C, D, G, GI, RE, RoB, SO, CPM, PM	27 <sup>th</sup> September – 22 <sup>nd</sup> December 2017
Data collected and analysed from consultation. Initial feedback to carers, customers and stakeholders on high level information from the consultation.	A, C, D, G, GI, RE, RoB, SO, CPM, PM	January 2018

<b>Name of Director who approved Plan</b>	<b>Anne Marie Lubanski</b>	<b>Date:</b>	
---	----------------------------	--------------	--

\*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**

<b>Completed equality analysis</b>	<b>Key findings</b>	<b>Future actions</b>
Directorate:		
Function, policy or proposal name:		

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

<b>Completed equality analysis</b>	<b>Key findings</b>	<b>Future actions</b>
Function or policy status (new, changing, existing):  Name of lead officer completing the assessment:  Date of assessment:		