

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title

Title: To launch a new building based respite offer to replace current provision

Directorate: Adult Care, Housing & Public Health

Service area: Strategic Commissioning

Lead person: Kay Nicholes, Strategic Commissioning Manager

Contact number: 01709 334043

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

Adult Care is presenting a proposal to launch a new building based respite offer at Conway Crescent. This would replace the current RMBC provision at Treefields and Quarry Hill. This respite service is primarily used by people with disabilities and long term health conditions (predominantly Learning Disability and/or Autism) and provides essential respite for family carers.

The proposal is scheduled to be considered by Cabinet on 17 February 2020. The Cabinet report refers to an earlier report (dated 21/5/18), which proposes the closure of the existing services.

This purpose of this screening assessment is to ensure that this proposal has assessed the impact to determine whether a full EA is required.

Overview of the Current Service

The current services provide building based overnight accommodation services to meet the assessed respite needs for the Unpaid Carer(s) of people with disabilities, namely Learning Disabilities and or Autism. The stays are provided on a pre booked basis to best meet the needs of the Carers. There is also opportunity to access unplanned respite within the services in an emergency.

3. Relevance to equality and diversity

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?	X	
If you have answered no to all the questions above, please explain the reason		
N/A		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

These services are available to all appropriate groups regardless of their **age, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation**.

Disability & Carers – These services are specifically provided for people with disabilities or long term health conditions, mainly Learning Disability and/or Autism. The building provides overnight respite, which enable carers to maintain their caring role.

The use of Conway Crescent as a residential respite provision, alongside the independent sector offer is intended as a direct replacement for the existing Council run provision at Treefields and Quarry Hill. This approach should provide sufficient capacity to meet demand. There will also be no changes to respite allocations for the existing cohort until:

- an annual review is conducted for the Unpaid Carer and the person in receipt of support and this identifies the need for a reassessment
- either the Unpaid Carer or person in receipt of support requests a reassessment at any time due to a change in care and support needs.

There is a commitment within the respite offer to offer choice. This is enshrined within the Care Act 2014 and encompassed in the core principles of Valuing People (2001) and Valuing People Now (2009) for people with a Learning Disability. This promotes the rights of independence and social inclusion. The legislation and guidance reaffirm the principles of personalisation, the use of Personal Budgets and Direct Payments.

A cared for person and/or their Unpaid Carer can therefore choose to purchase any type of provision to meet their care and support needs. The proposal of the Council directly delivering residential respite provision from Conway Crescent is therefore an option available to people currently using the Council services at Treefields and Quarry Hill. In addition to building based respite, there are other options, such as independent sector provision, home care, shared lives or assisted holidays using a Direct Payment.

The layout and design of the current buildings utilised by the Council to provide the overnight respite services is not easily accessible for people with mobility issues due to the lack of ground floor bedroom space and narrowness of the internal corridors. Currently there is only one such bed in each of the properties. If people are not able to access the building, there is no choice of provision, and they have to access a service operate by an external provider.

The proposed new buildings at Conway Crescent will address this with wider doorways and lift access to upper floors in both buildings and ceiling track hoists available in one of the buildings. The new properties are also Wi-Fi enabled and allow for increased use of Assistive Technology to ensure a person’s levels of independence can be maintained and promoted.

- **Key findings**

Disability & Carers – These services are specifically provided for people with disabilities, predominantly Learning Disability and/or Autism and aim to support their Unpaid Carers

The new provision at Conway Crescent, will enable the Council to better meet the needs of people with disabilities. The buildings will be designed for people with physical disabilities and sensory needs. These buildings will enable the Council to offer choice in the respite provision, and enable carers to continue their caring role.

An Equality Analysis will provide an opportunity to consider in more detail the impact of the service changes and any necessary actions, taking into consideration all of the Protected Characteristics under the Equality Act 2010.

- **Actions**

The Equality Analysis includes an assessment of each Protected Characteristic
Collate data and analyse, identify any gaps

Consideration of the future monitoring of the impact of the change in service on communities/groups according to their protected characteristics

Date to scope and plan your Equality Analysis:	2 January 2020
Date to complete your Equality Analysis:	8 January 2020
Lead person for your Equality Analysis (Include name and job title):	Kay Nicholes, Strategic Commissioning Manager

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Nathan Atkinson	Assistant Director Strategic Commissioning Adult Care, Housing and Public Health	8 January 2020

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	January 2020
Report title and date	To launch a new building based respite offer
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Key Decision, to be decided by Council Cabinet on 17/02/20
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	