

Committee Name and Date of Committee Meeting

Cabinet – 17 October 2022

Report Title

Proposals regarding day opportunities for people with high support needs

Is this a Key Decision and has it been included on the Forward Plan?

Yes

Strategic Director Approving Submission of the Report

Ian Spicer, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)

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Ward(s) Affected

Borough-Wide

Report Summary

The Council's ongoing commitment to the transformation of Learning Disability Services continues with this report, which proposes a new service model regarding 'day opportunities for people with high support needs' including the building of a new day centre facility in Canklow to replace the existing Learning Disability Day Service.

Outlining the outcome of the 90-day public consultation - this report takes into account the views and comments of all those who have taken part in the consultation process. This includes the people who are directly affected by any potential changes.

Ongoing engagement will continue throughout the build and service design process with co-production being at the heart of a successful new model.

The Council has already committed £2.1m in capital funding to ensure the best possible facilities can be provided.

Recommendations

1. Cabinet acknowledges the outcome of the 90-day consultation exercise which established the views and needs of users of the current learning disability day service, their families, and carers and younger people preparing for adulthood, regarding the future service offer for people with high support needs.

2. Cabinet agrees the recommended proposals for a new service offer as detailed in sections 1 and 3 of this report, including a new building at Warden Street in Canklow, complemented by community outreach

List of Appendices Included

Appendix 1 Report: Consultation Findings
Appendix 2 Service Options Appraisal
Appendix 3 Site Options Appraisal
Appendix 4 Part A - Equality Analysis Screening
Appendix 5 Part B - Equality Analysis Form
Appendix 6 Carbon Impact Assessment Form

Background Papers

The Transformation of Services and Support for People with a Learning Disability - Cabinet and Commissioner's Decision-Making Meeting 21 May 2018

Proposals for the REACH Service and approval to undertake 90-day consultation exercise - Cabinet – 20 December 2021

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

No

Exempt from the Press and Public

No

Proposals regarding day opportunities for people with high support needs

1. Background

- 1.1 A consultation exercise carried out in 2017 laid the foundations for a Learning Disability Transformation Programme, (The Transformation of Services and Support for People with a Learning Disability - Cabinet and Commissioner's Decision-Making Meeting 21 May 2018).

Cabinet committed to the following vision for those with a learning disability:

- Have the opportunity to get a job and contribute to their community
- Have the opportunity to choose where they live
- Have access to a good quality health service
- Be kept safe and protected from all forms of exploitation
- Access services of the highest quality which make a difference in assisting people to be as independent as possible
- Offer services that are affordable, are personalised and are what people would want to choose.

The objectives of the transformation programme:

- Will provide high quality care and support to people with a learning disability and their families
- Will actively promote people's wellbeing, helping them have a good life and be as independent, healthy, and well as possible
- Will be more diverse so all people with a learning disability in Rotherham, whatever their age, background, or level of need, will have more choice in their support
- Will move away from traditional building based or institutional form of support and will focus on support, which is personalised, flexible and meets people's individual needs
- Will help people work together and pool their personal funds so they can share their support and sustain meaningful and rewarding relationships
- Will provide the best value for the people of Rotherham

Included within the transformation programme was the replacement of the existing high support day service provision with a new service offering modern accessible day opportunities with multifunctional fit for purpose facilities, promoting independence, wellbeing and social inclusion.

The current day service comprises of 2 buildings – Maple Avenue (Maltby) is Council owned whilst the Elliott Centre (Herringthorpe) is located on a large NHS owned site and is leased.

Maple Avenue

- The building is a previous Children's Residential Home property over two floors.

- It does not meet accessibility requirements due to no lifts, narrow corridors, and direct access issues.
- The building severely limits the service that could be offered.

The Elliott Centre

- The lease is high risk for the Council and service users due to a lack of security of tenure due to 3-year term and “no-fault” 9-month break for both parties which could mean notice being served and alternative temporary accommodation needing to be found.
- NHS is selling land on the same site for re-development – The site risks becoming a building site – Some buildings are derelict and subject to vandalism.
- This is creating concerns for access and safety.
- Equipment is coming to the end of its life e.g., heating system is unreliable.

In December 2021 Cabinet approved a 90-day Consultation Exercise to establish the views and needs of users of the current learning disability day service, their families, and carers and younger people preparing for adulthood, regarding the new service offer.

Agreement was given that following the consultation, a further report would be presented including an options appraisal, recommendations for location; building design principles; capital spend requirements; initial delivery plan and revised service offer.

It is intended that the current services based at Maltby and Herringthorpe will continue until the new service is open and people can begin to move across. The new service will be available to ALL current day service customers, with the expectation of becoming operational on a phased approach by winter 2024/25.

1.2 The Consultation Process

The public consultation commenced on 31st January 2022 and ended on 30th April 2022.

Methodology:

- **Online consultation questionnaire**
- An online consultation ran for the full duration and could be found on the Council website. The access details were widely publicised. Paper versions were also made available.
- Library and Neighbourhood Hubs provided help to complete online forms and displayed information about the consultation.
- **A series of formal public consultation meetings** were conducted, and feedback gathered from Carers, Relatives and People with Learning Disabilities.

- **A series of drop-in sessions** were attended across the borough by Carers, Relatives and People with Learning Disabilities.
- **Home visits** - The Head of Provider Services has also made a number of personal visits to Carers and Relatives to discuss the Consultation and gather further feedback.
- **Engagement activity** - Individual letters were sent to those attending current Council Day Services along with their carers and relatives regarding the 90-day consultation and means of engaging in the process.

Engagement Sessions/Workshops have been planned at current day services as a follow-up to the consultation.

The Head of Provider Services held a dedicated meeting with all day services staff on 26th January 2022, to go through the consultation pack, slides and all aspects of the consultation to ensure staff had a clear understanding to enable them to support and explain to service users. A supply of consultation packs was also left at the day centre premises on the same day.

Emails were sent and conversations had with over fifty social enterprises, network organisations, forums and groups across the borough, with follow-up offers to attend meetings to discuss the consultation proposals further. Some networks have taken up this offer and sessions arranged shaped around feedback from groups leads as to what would work best for each group.

CYPS Directorate have circulated information about the consultation to try and engage with young people, particularly those transitioning to Adult Care. This has included:

- Education Service colleagues (via CYPS)
- Providers (via Commissioning)

Ongoing Advocacy support and thorough representation was provided throughout **all** stages and methods of the consultation.

A members seminar was held on 11th April 2022.

- **Communication**

Communication has been wide-ranging, including:

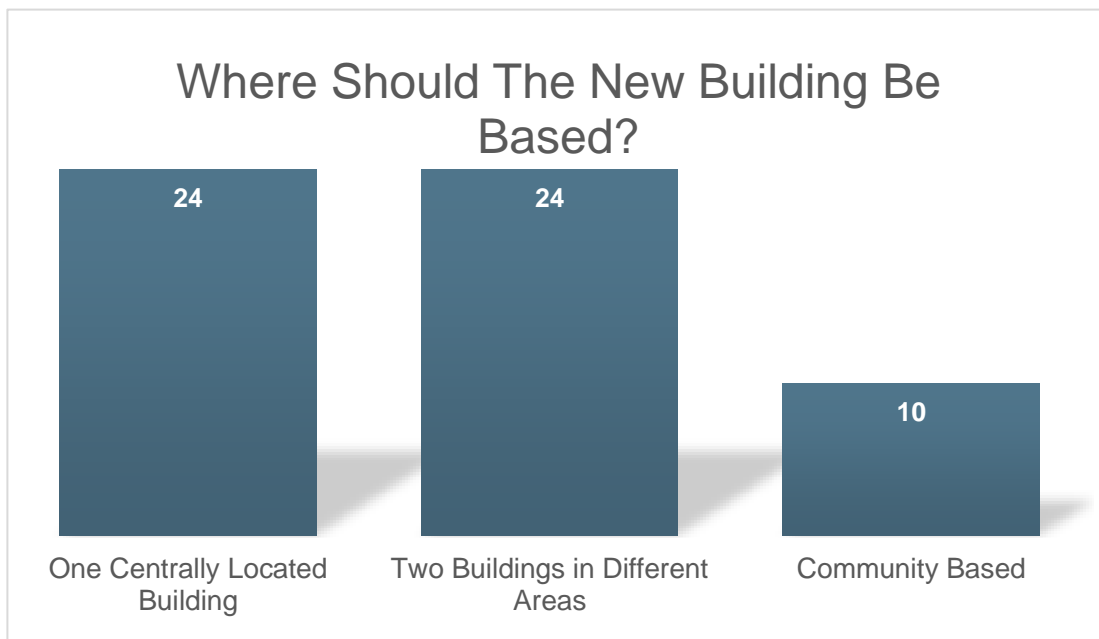
- Press releases
- Consultation packs
- Rotherham website information
- Internal to Council – Monday Roundup, Chief Executive Update, Member Briefings, Rotherham Round-up, VAR Email Bulletin, etc
- Cross-Directorate
- Cross-Council
- Social media used including FaceBook and Twitter
- Advertiser articles

- **Public Participation**

- Online Surveys completed: 58
- Attendees at public meetings: 21
- Attendees at drop-in sessions: 21
- People receiving home visits: 5
- Day services staff: 42
- Social enterprises, network organisations, forums and groups: 50

1.3 Consultation Outcome (full Consultees Responses can be found in **Appendix 1**)

1. Preference about where the building should be based:



One centrally located building - 24 people

Two buildings in different areas of the borough – 24 people

Community based – 10 people

Direct quotes from participants can be found in Appendix 1

Key Themes from consultation outcome

One Centrally Located Building:

- Familiarity/Routine
- Safer base
- More space for one larger building to meet a wide range of needs and provide greater building accessibility
- Wider range of activities in one larger building

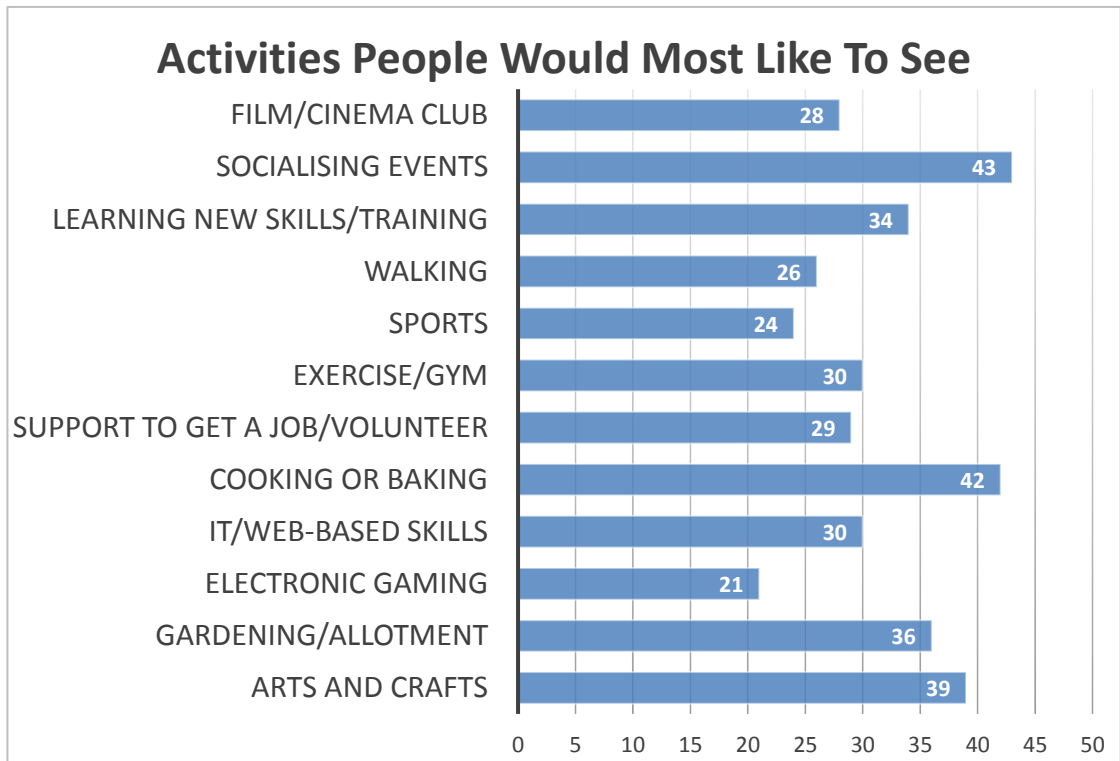
Two Buildings located in different areas of the borough:

- Travel concerns reduced with two buildings rather than one
- Two separate buildings could support varying need complexities

Community-Based service:

- Transportation issues would arise with just one or two buildings – a community-based service would eradicate these issues
- Focus should be on reaching the individual within the community, rather than on a building or multiple buildings

2. Activities that people would most like to see in a new service



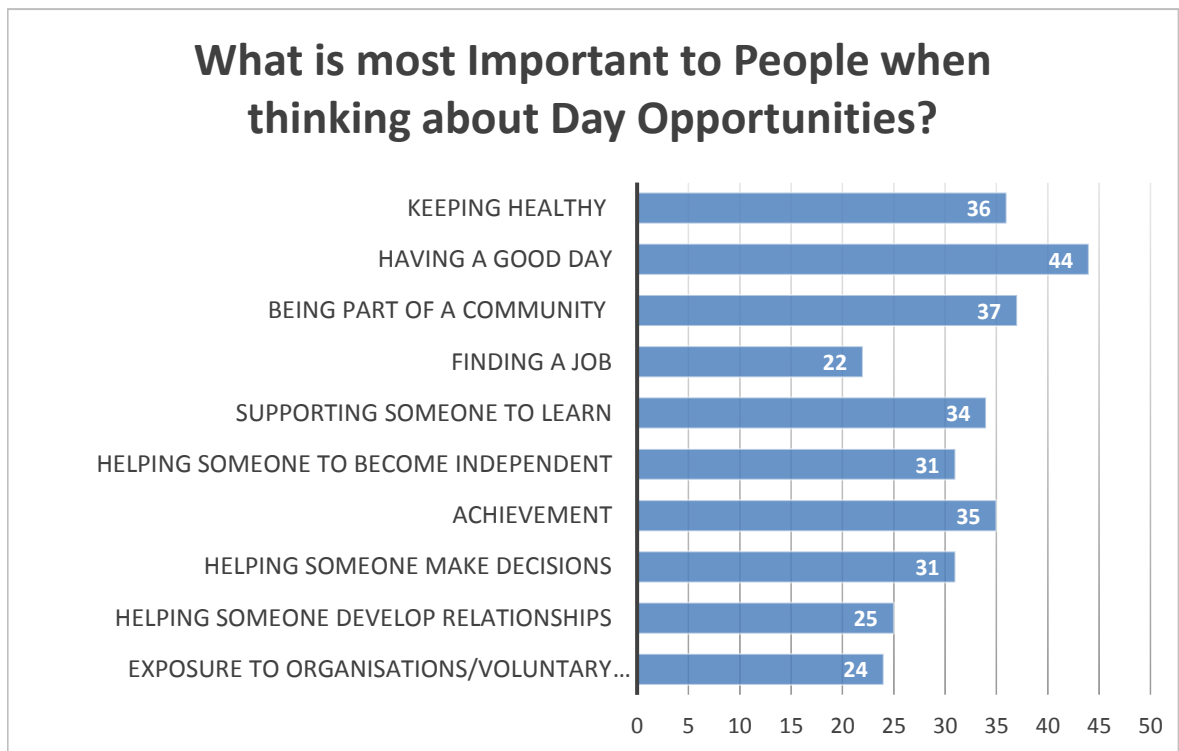
The most popular activities that people would like to see in a new service are:

- Socialising/events
- Cooking and baking
- Arts and crafts
- Gardening /allotment

Interest was shown in all the suggested activities (see **Appendix 1**) The intention of the selection was to encourage people to think about what activities they enjoyed or were interested in trying. The selection was not exhaustive, and participants were encouraged to think wider than this.

Direct quotes from participants can be found in Appendix 1

3. What is most important to people when thinking about day opportunities

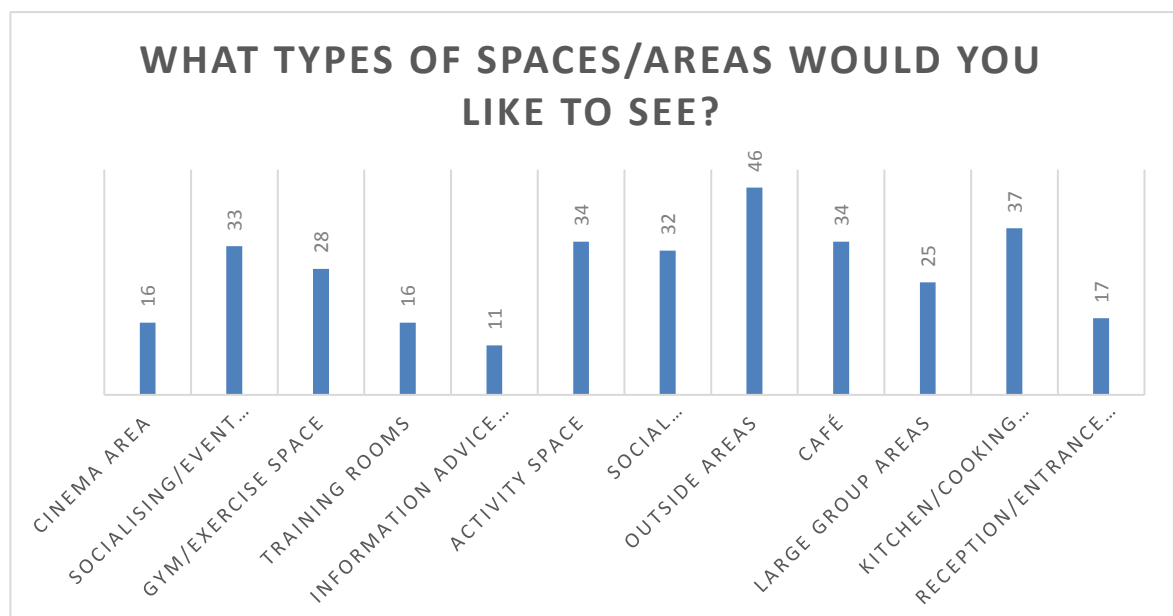


The most popular aspects that are important to people are:

- Having a good day
- Being part of a community
- Achievement
- Supporting people to learn

Direct quotes from participants can be found in Appendix 1

4. The type of spaces/areas people would like to see

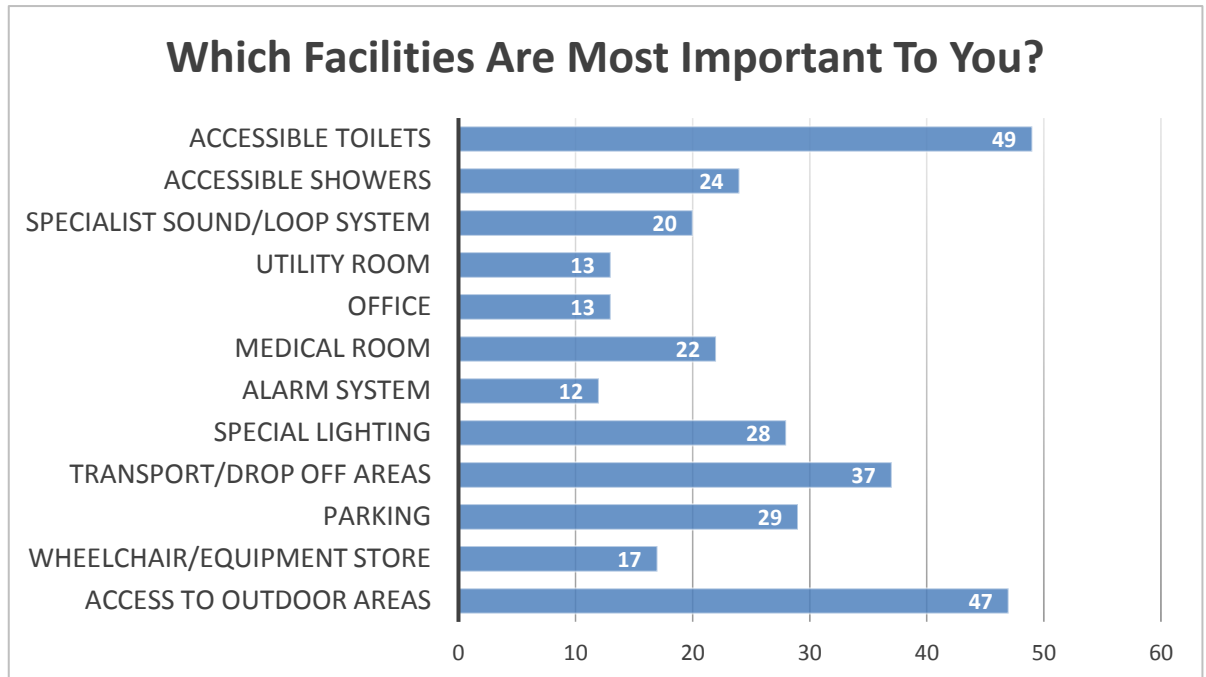


The most popular spaces/areas people would like to see are:

- Outside space
- Kitchen area
- Activity area
- Socialising/event space
- Café

Direct quotes from participants can be found in Appendix 1

5. Facilities that are most important to people.



The most popular facilities that people told us were important are:

- Access to outside areas
- Accessible toilets
- Transport/drop off areas/parking
- Specialist lighting

Direct quotes from participants can be found in appendix 1

6. Additional Qualitative Feedback/comments

A wealth of additional feedback has been collated during the duration of the consultation and is also documented in the consultation findings report (**Appendix 1**).

Key feedback to note:

The new service needs to be co-produced from the very beginning. It needs to be flexible and innovative, so that the people with lived experience are valued and surrounded with person-centred ethos.

Match transport as bus services are declining. Door to door services operate 10am - 2pm, so could we offer a service 10am - 6pm so people could access independently, or 9am - 6.30pm to also support working parents

Will the building be a disability confident employer, and can we have some people with disabilities working there?

The function rooms could also be rented out to produce additional revenue and could be used for social gatherings to welcome people into the centre. Can we link this with employment, voluntary work etc?

Separate complex needs area (and with the same dedicated staff group) as this group of people are extremely vulnerable, but an open area where people of all ranges of complexity can meet and mix when they want to.

1.4 **Service Options Appraisal**

The service options appraisal (**Appendix 2**) outlines the options for delivery of a new service. Section 3 of this report provides full detail and recommendations.

1.5 **Location(s)**

The outcome of the consultation regarding either one large building centrally located or two smaller buildings in different areas of the borough was an exact 50/50 split. In order to conclude the decision key relevant factors have been considered which include:

- Comments and opinions from the consultation outcome
- Availability, location and suitability of sites
- Best value and investment of the £2.1M to secure the highest quality facilities and service
- Delivery of the best possible outcomes for our customers

The Council Asset Management Team have been proactively supporting Adult Care Directorate to identify suitable sites across the borough. Size, location, and accessibility being key factors.

In total 29 potential sites were identified throughout the borough.

The site options appraisal (**Appendix 3**) details the outcome of findings and site visits and proposes the preferred option. Section 3 of this report provides full detail and recommendations.

1.6 **Building Design**

The new building design will ensure full compliance with accessibility standards in accordance with statutory regulations and take into consideration the specific requirements of the client group. Design will focus on providing a modern, state of the art facility whilst providing a welcoming, calming and exciting purpose-built environment.

Stakeholder engagement sessions will be held throughout the design process to ensure people's knowledge, ideas and opinions are taken into consideration. The build will comprise of carbon reduction technologies and meet all building regulation standards aimed at reducing carbon and running costs. This will be achieved by careful selection of materials, incorporating energy efficient building services and controls, and utilising energy efficient and sustainable building methodologies.

1.7 **Cohort Mapping**

A recent cohort mapping exercise considered the geographical location of people with a learning disability who reside within the borough. The findings are as follows:

North 23%
South 12%
Central 24%
East 36%
Other 5%

Mapping of the geographical location of current day service clients is as follows:

North 16%
South 11%
Central 30%
East 43%

A definite correlation with the borough mapping and service mapping can be observed. This evidences that central and east areas of the borough have the largest numbers of people with a learning disability both residing in the area and also attending the current in-house day service provision.

1.8 **Build Delivery Plan**

A draft programme plan has been created and details estimated build delivery time following cabinet approval.

Estimated build completion and handover date 9th August 2024 with an expectation that the service will be operational on a phased approach by Winter 2024/25.

1.9 Capital Spend

The Council has already committed to a capital spend of £2.1M for the development of a new day opportunities service offer.

1.10 Service Offer

The future service offer takes into consideration the consultation outcome and feedback, the principles and objectives of the Council Learning Disability Transformation programme, legislation and legal frameworks.

Principles to support the new service include the following:

- Supports the 'my front door' principles of people having purposeful, ordinary lives and meaningful days
- Provides both a quality service and stability for those with the most complex needs, and a forward-thinking flexible approach for others which supports achievements of outcomes and long-term life changing goals
- Time limited pathway approach working on small steps towards greater independence and ordinary lives, with person centred plans and milestones
- Supports people with life skills, personal development, training, volunteering and work opportunities
- Provides a model of accessible enablement support around day-to-day life and in the workplace, irrespective of whether or not the person continues to access the service
- Supports people to access and remain in work and volunteering enjoying the positive lifestyle benefits that this brings
- Provides throughput and a pathway for young adults in transition leading onto 'mainstream' lifestyles rather than within services
- Meets a wide range of needs, not just in the building but also within the heart of the community and welcome support and involvement from local businesses, social enterprises, community groups and voluntary sector organisations
- Supports people to explore subsequent life enhancing elements of the 'my front door' project for example:

Outside my front door:

- My garden gate - accessing their community
- My work bag - employment opportunities
- My day/night out - engaging in events
- My things to do - regular activities
- My places to visit - interests / preferences

Inside my front door:

- My front room - friends and family (socialising)
- My night in - rest and recuperation
- My day off - relaxing at home Service delivery and purpose

The new service will be multi-functional within the heart of the community and welcome support and involvement from local businesses, community groups and voluntary sector organisations. The offer will focus on community connectivity.

The service model will support people with complex support needs delivered in a person-centred manner, also a hub for wider community activity, learning and skill development.

The hub will also act as a place for people with a learning disability to access general support with getting on with their lives', therefore reducing the need for formal contact with adult care for low level support thus supporting a prevention and early intervention model. This will be enhanced by a dedicated peripatetic hub team who would also provide enabling support and community links.

The service model will support people with complex support needs, and others who would be supported with a pathway to achieve longer term outcomes and goals, eventually not being reliant on the service other than for drop-in support from the hub as and when required.

The model will also support young adults in transition to achieve a life of their own.

Life skills, including managing money, travel training and domestic tasks would be provided to all those accessing the service.

Key activities currently accessed off site in the Maltby area will continue to be supported within the new model.

The service will support people with skills to enter the workplace, volunteering or pursue further interests both physically and digitally. People will be encouraged to volunteer within the wider community based on the skills and experience they have gained, with the final outcome being to secure and sustain meaningful employment.

The service will link with local colleges and adult education providers to support service users with a skills development plan and gain qualifications which they could use within a workplace.

It will support people with a learning disability to remain in the workplace and the employers to enable successful long-term employment. The service approach will also enable community development and therefore enhance and promote greater choice of options and life direction.

The service offer will consider extended opening times and also enable the use of the facilities during evenings and weekend for events and social gatherings as appropriate.

The service will be inclusive of the activities and interests referred to within the consultation outcome and will also ensure continuation of all activities that current service users are enjoying.

The model will support an outcome focused strength-based approach in accordance with good practice and the principles of the Care Act 2014.

Overall, the offer will support people to reach their aspirations and goals in life and provide an ongoing safety net to help with any hurdles along the way

The service model will continue to be developed in line with the needs of people who currently use our services, people who may use our services in the future, and informal carers.

2. Key Issues

2.1 The recommended proposals align with the ongoing transformation of learning disability services in Rotherham and the principles of 'my front door'. The report acknowledges and considers all the findings from the recent public consultation held 31st January 2022 to 30th April 2022.

2.2 A full engagement programme will be implemented with regard to the final service/build design with the input from peoples, relatives/carers and staff being of the utmost importance

3. Options Considered and Recommended Proposal

3.1 Service Options

Option 1	Service to operate from one large <u>newbuild</u> centrally located building, complimented by community outreach support across the borough to support access to local communities.	
	<p>PRO's</p> <ul style="list-style-type: none"> • In line with consultation in that there is equal support for a centrally located single base along with additional support for community access. • Existing Maltby relationships and key activities maintained, through outreach support. • Larger building and space to meet a wider range of needs and activitites and provides greater accessibility • Potential for access to town centre amentiiies and leisure depended upon location , to enhance day opportunity experiences • More cost effective use of resources/funding to ensure customers get the best level of quality for the Rotherham £ • Maximises use and impact of captial spend • Supports socialising and existing wider friendship groups • Centralised accessible support hub and changing space for the wider LD community • Familiiar service/routine is maintained • Purpose buillt modern facilities • Travel/transportation arrangments easier with one site • Bringing people together builds stronger communities and communities of interest. 	<p>CON's</p> <ul style="list-style-type: none"> • Additional travel for some people • Disruption and uncertainty for some families and people until new service offer implemented. • Move to a new location to be very carefully managed. • Need to ensure changing places are available to support safe use of local community faciiliites • Greater footfall and noise levels, therefore would require quiet spaces

	<ul style="list-style-type: none"> • Optimum use of workforce and staffing resource and flexibility to offer extended opening times • Every person will be reassessed to ensure their needs are met • Accessing universal services wherever possible in the community 	
Option 2	Service to operate from two new build bases, geographically split across the Borough.	
	PRO's <ul style="list-style-type: none"> • Is in line with a significant response to the consultation supporting two bases. • Provides a safe place in two distinct locations. • Potential to retain the community strengths and profile that currently exists. • Maintains the current range of choice of two locations • Reduced travel arrangements for some people • Continues to support the independence that people have developed in the area. • Less disruption to routines and family life. 	CON's <ul style="list-style-type: none"> • Quality of two buildings and service would be compromised compared with investing the available capital in one building • Resources are split across two bases limiting flexibility and opening times • Prevents wider Rotherham Borough offer re community outreach & access. • Changing places to be accessed/ established within local community facilities • Disruption and uncertainty for some families and people until new service offer implemented. • Move to a new location to be very carefully managed for people
OPTION 3	Community based service operating on an outreach basis and would not have a building base presence	
	PRO's <ul style="list-style-type: none"> • Reduced operating costs • Reduces the need for council buildings • Flexible service delivery and support times • Supports particular interests and activities • Person centred 	CON's <ul style="list-style-type: none"> • Support hub provision would be on a virtual basis and not in a physical building seen as a social space with routine • Issues with finding changing places/dignity • Lack of service identity

Appendix 2 – Service options appraisal details the consideration of the range of options available to the Council.

3.2 Site Options

A total of 29 potential sites were identified in the borough, full details of which can be viewed in **Appendix 3**.

23 sites were under the Council's ownership and 6 were for sale in the private market

Key considerations relating to suitability included:

- Location within the borough and alignment with cohort mapping
- Overall size of the site
- Community based
- Accessibility
- Proximity to local services and community facilities
- Transport links and networks

- Outdoor space
- Land levels
- Likelihood of planning objections

3.3 The recommended proposals are as follows:

Service Proposal

Option 1 is the preferred option.

Service to operate from one large new build centrally located building, complimented by community outreach support across the borough to support access to local communities.

The rationale for this decision is that it offers all the benefits that the investment into one large modern building would realise whilst retaining a community presence and outreach support in the east and across the wider borough in response to demand and need. This supports increased choice and control, strengthens local communities and considers the impact of people who currently use the REACH service in Maltby who may have developed a particular local interest, or wish to remain or become involved with their local community.

It provides an inclusive approach, building strong community connections, focusing on support which is personalised, flexible and meets people's individual needs both building and community based, is person centred and ensures people are receiving the right flexible support in the right place at the right time.

Together with the preferred site option and community outreach, this option will enable us to deliver a central base alongside a community outreach resource to meet localised demand for support.

The current sites at Elliot Centre and Maple Avenue would be decommissioned

Everyone will be offered a new assessment of care and support needs to ensure the new service model meets their needs.

The new service would be called 'Living my best life', with the preferred site option called 'Castle View'

This option aligns with:

- The 2018 Cabinet report 'Transformation of services and support for people with a learning disability.
- The 2021 Cabinet report 'Proposals for the reach service' with particular reference to point 3.2 – location of the service.
- The findings from both the 2017 and 2022 consultation exercises.

It provides an inclusive approach, building strong community connections, focusing on support which is personalised, flexible and meets people's individual needs both building and community based, is person centred and ensures people are receiving the right flexible support in the right place at the right time.

Together with the preferred site options (**Appendix 3**) and alignment with cohort mapping exercises, this option will enable us to deliver a central base alongside a community outreach resource in the east of the borough to meet more localised demand for support.

Site proposal

Warden Street, Canklow is the preferred site option (please see Appendix 3)

The rationale for this decision is that: meeting all required specifications, the site offers a wide scope for development potential and opportunities for innovation, is of a very good size and is in a community location known to have a strong community spirit. There are transport links within 100m of the site and the area is within walking distance of the town centre. The surroundings are pleasant and off the main road with local facilities nearby including a recreation area, shop, GP surgery. Being close to the bypass supports accessibility to travel to the site from all areas of the borough. The site to be called 'Castle View Day Opportunities'

The Housing Service is developing proposals to deliver council homes for rent on this site, and the Annual Housing Development Report to Cabinet in July 2022 obtained approval for using the site for residential development. The day opportunities proposals set out in this report will not affect the number of council homes proposed (25), and Adult Care and Housing teams will work together to ensure a coordinated approach. Further details on the housing proposal will be included in a housing development Cabinet report in December 2022.

4. Consultation On Proposal

- 4.1 This proposal is based on the outcome of a 90-day public consultation exercise carried out between 31st January 2022 and 30th April 2022.

5. Timetable and Accountability for Implementing this Decision

- 5.1 Implementation of this decision will commence in accordance with the delivery plan detailed in section 1.8.

6. Financial and Procurement Advice and Implications

- 6.1 There is no proposal to alter the capacity of the staffing resource required to continue to run the new service, however there may need to be some amendments to job roles and staffing structures to meet the ambitions of the service and as highlighted in the consultation. There will be a formal consultation with staff as appropriate, to meet the needs of the service and Human Resource guidance. Staff have continued to be engaged with the consultation throughout and their enthusiasm and commitment to a new service are key to the delivery.

The preferred option is likely to have minimal impact on transport costs but until the location and participation of each person is known this remains a risk to the council. The Capital Programme includes £2.1 million for the development of a new building and any associated miscellaneous costs. However, it should be noted that this relates to build costs only (at 2020 prices) and does not factor in the foregoing of a potential

capital receipt if a Council site is agreed. Building running costs will also be impacted but it is expected that the cost can be contained within the current lease and running costs of the existing service.

Any potential grant funding opportunities which may serve to enhance the specification to be delivered or support the financial viability of the scheme will be pursued including relating to the above leasehold titles.

- 6.2 Any procurement requirements associated with the recommendation for the new build facility and the delivery of services must be undertaken in accordance with the Public Contracts Regulations 2015 (as amended) and the Council's own Financial and Procurement Procedure Rules.

7. Legal Advice and Implications

- 7.1 The duty to consult consists of four key elements, known as the Gunning criteria, that are designed to make consultation a fair and worthwhile exercise: -

- (1) Any lawful consultation must be undertaken at a time when proposals are at a formative stage.
- (2) There must be sufficient reasons advanced for any particular proposal to allow those consulted to give intelligent consideration and an intelligent response.
- (3) Adequate time must be given for that purpose.
- (4) The results of that consultation must be conscientiously taken into account before any decision is taken.

There are two further points of law that the Council has followed, and these are particularly relevant in the consultation given that the customers using the service will have varying degrees of cognitive impairment as they will have a diagnosis of a Learning Disability or Autism:

1. The degree of specificity with which the Council should conduct the consultation exercise may be influenced by the identity of those whom it is consulting; and
2. The demands of fairness are likely to be higher when an authority contemplates depriving someone of an existing benefit or advantage than when the claimant is a bare applicant for a future benefit.

While the outcome of the consultation is summarised at 1.3 of this report, the consultation findings are reported in full at **Appendix 1**.

- 7.2 The proposals in this report support the Council to comply with legal obligations encompassed in the:

- Human Rights Act (1998), to treat everyone equally with fairness dignity and respect with a focus on those who are disadvantaged as a result of disability; and
- Equality Act (2010) to legally protect people from discrimination in the wider society
- Section 149 of the Equality Act 2010 establishes the public sector equality duty ("PSED") – which requires that the Council, as a public body, in carrying out its functions must have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics referred to in the Equality Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status.

There is a duty on the Council to keep a record to demonstrate that it has genuinely and consciously had due regard to the PSED.

Equality Analysis attached: **Appendix 4** Part A - Equality Analysis Screening and **Appendix 5** Part B - Equality Analysis Form.

8. Human Resources Advice and Implications

- 8.1 There are no Human Resources implications which will result in job losses arising from this report. However, due process will be followed in relation to any structural changes or changes to job profiles. To date HR are satisfied that relevant engagement and consultation has taken place with staff regarding the proposals for day services.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The new delivery models for Learning Disability and Autism services outlined in this report, and the co-produced service specification, will improve the service offer for all the adult cohorts supported by the Council.

The proposals contained within this report support positive steps to meet objectives in the Council Plan to develop alternatives to traditional care, maximise independence and stimulate the market requirement in terms of the Joint Health and Wellbeing Strategy (Priority 2 - Promoting independence and self-management and increasing independence of care for all people).

Young People who are in Rotherham's Preparing for Adulthood Cohort are in scope, though the impacts will be for people aged 18 and over.

The Strategic Preparing for Adulthood Planning Group will have oversight of new delivery models which will ensure better outcomes for young people who have SEND, mental health, physical and complex needs.

For all young people to:

- Grow up prepared for the future.
- Have improved health and wellbeing.
- Be able to exercise control over the support they receive.

- Be able to receive support locally from a range of services that everyone values.
- For all young people to have an opportunity have their own 'front door' - Ensure the right support is in place based on where the young person lives.

10. Equalities and Human Rights Advice and Implications

10.1 The proposals in this report support the Council to comply with legal obligations encompassed in the:

- Human Rights Act (1998), to treat everyone equally with fairness dignity and respect with a focus on those who are disadvantaged as a result of disability and Page 12 of 13.
- Equality Act (2010) to legally protect people from discrimination in the wider society.

The Equality Analysis provides further detail, though the primary focus of the proposal will be to support the organisations who provide services to people with Disabilities and Long-Term Conditions together with their Unpaid Carers as the services form part of the Council's statutory duties under the Care Act 2014.

11. Implications for CO2 Emissions and Climate Change

11.1 A Carbon Impact Assessment form has been completed and can be reviewed in appendix 6.

12. Implications for Partners

12.1. The intention is to explore the development of the new service jointly with Integrated Care System (ICS) partners. This would ensure a joint place based approach to service design and delivery and meeting the needs of people funded through both the local authority and NHS Continuing Health Care (CHC).

13. Risks and Mitigation

13.1 Capital programme costs

The Capital Programme of £2.1 million for the development relates to build costs only (at 2020 prices) this does not factor in the foregoing of a potential capital receipt if a Council site is agreed or any inflationary uplift in build costs due to the current rates of inflation and cost of materials.

13.2 Availability of suitable sites

There was a potential risk that a suitable site for the location of the new service may not be realised. Adult Care have worked with Asset Management to ensure all potential sites, both Council and privately owned, have been identified and analysis carried out in terms of specification suitability. This robust exercise has ensured that the final site recommendation is the most suitable for the purpose of delivery of the new day opportunities service.

14. Accountable Officers

Ian Spicer, Strategic Director of Adult Care, Housing and Public Health
ian.spicer@rotherham.gov.uk

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	Sharon Kemp	03/10/22
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	29/09/22
Assistant Director, Legal Services (Monitoring Officer)	Phillip Horsfield	29/09/22

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