



## WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT

### Background information:

Name:	Elaine Carolan
Job Title:	Lead Commissioner
Service area:	Learning Disabilities
Directorate:	DASH
Telephone:	
Email address:	ecarolan@worcestershire.gov.uk
Date assessment commenced:	19/04/2013
Date assessment completed:	28/08/2013

### Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	Learning Disabilities Day Services – Use of buildings in Redditch and Bromsgrove
Is this a new or an amended policy?	New
Does the policy form part of a wider programme which has already been screened for equality relevance?	Yes

### Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	<p>Worcestershire County Council is considering where Day Opportunities are provided for people with Learning Disabilities. This is following the Cabinet decision of November 2012 which supported the rollout of the pilot project that had taken place in Wychavon and requested "consultation on the location of buildings to deliver component parts of the redesigned service be authorised, and the outcomes of these reported back to Cabinet for decision". (Cabinet report November 2012). The change in the use of buildings is due to the new services requiring a town centre location and the number of service users declining and the current buildings being under utilising.</p> <p>At its meeting on 21 July 2011, the Cabinet agreed that a pilot be undertaken to explore the transformation of the County Council's direct provision of daytime support for adults with learning disabilities. The planning phase was August 2011- March 2012, with the pilot commencing 2 April 2012.</p> <p>There were 72 service users attending the three day services prior to the pilot. This reduced to 56 during the pilot.</p> <p>The components of the pilot were that:-</p> <p>(i) A Specialist Resource Centre was established for service users with more complex</p>
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	<p>needs;</p> <p>(ii) People in 24 hour residential care, across the county, would receive support from their residential care providers, rather than utilising local authority day care;</p> <p>(iii) People with learning disabilities were facilitated to make greater use of community resources enabling them to access community hubs. Two staff, who had previously worked in the day centres, were identified and developed to undertake the role of Community Bridge Builders. These staff sourced over 86 activities within the community and undertook negotiations to ensure that reasonably priced and free opportunities were identified;</p> <p>(iv) People with learning disabilities use an increasingly diverse range of facilities. These include mainstream leisure, sporting and educational facilities, coupled with an increased range of work and employment opportunities.</p> <p>(v) People's access to independent transport is increasingly being improved, thus reducing the use of County Council transport.</p>
<p>Intended outcomes:</p>	<p>To rationalise the use of buildings in Redditch and Bromsgrove while providing:-</p> <ul style="list-style-type: none"> <li>• Improved support for people with profound and multiple disabilities and complex needs in specialist resource centres.</li> <li>• Specialist support for older people with a learning disability including those with dementia.</li> <li>• Community-based support programme with drop-in services, improved access to employment, training, volunteering opportunities and universal services</li> </ul>
<p>Please summarise how these outcomes will be achieved?</p>	<p>As part of the planning and consultation process the council has offered a range of opportunities to meet with Family Carers and Service Users and discuss the options they are considering at a series of meetings. They are in the day and evening across a number of dates. The commissioner repeated the process 4 weeks later to answer any questions and take feedback. The consultation lasted 3 months. A further report will be presented to Cabinet</p>
<p>Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?</p>	<p>The service will be provided from only 1 building in Redditch and not 2 in the future. Also 1 building in Bromsgrove. The consultation proposes that service users with more complex needs would use a resource centre in Bromsgrove.</p>

## [Stage 2 - Information gathering/consultation](#)

<p>Please give details of data and research which you will use when carrying out this assessment:</p>	<p>Learning Disabilities Day Services Cabinet report November 2012</p> <p>Service specifications for each component of the service.</p> <p>Suitability survey of each building.</p> <p>Consultation plan and an easy read version</p>
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Please give details of any consultation findings you will use when carrying out this assessment:	Record of attendance at each consultation meeting Frequently asked questions Consultation submissions Records from meetings with the carers consultation group and Worcestershire expert members
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	
Please summarise relevant findings from your research/consultation:	<p>The main themes from the service user feedback are The main themes from the family carer feedback are The main themes from the staff feedback are After the findings from the consultation have been analysed Worcestershire County Council has decided that the Wendron building Bromsgrove will be used to deliver the Bromsgrove / Redditch Resource Centre and the Wendron building Bromsgrove and Halcyon building Redditch will be used to deliver the Connect hub service. The building at Matchborough in Redditch will be closed.</p> <p>The new day opportunities will provide opportunities for advancing equality by promoting integration of people with LD into the community</p>

### Stage 3 - Assessing the equality impact of the policy

**Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:**

Protected characteristic	Adverse	Positive	Neutral
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please provide details of all positive and adverse impact you	Concerns have been raised by service users about break-up of friendship groups. This will be addressed by supporting service
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have identified:

users to attend drop ins in other services and undertaking activities with their friendship groups. Service users will be supported to be active citizens in the community. A small number of service users will no longer receive their service in their own community. This will be mitigated by ensuring they have regular opportunities to attend services in their community.

Throughout the planning phase commitment to user and family carer engagement can be demonstrated through the inclusive membership of steering group

We have co produced the Communication and Consultation plan with family carers and service users. This will underpin each part of the rollout

### **Wendron – Bromsgrove and Redditch Resource Centre:-**

- The building is large enough and has the required facilities to meet the needs of people who require a resource centre.
- Transport links - Good, possibly not going to be used frequently by this service user group.
- Current service users like the location, it is convenient for the town centre and other universal services
- Most staff like the building due to its convenient location with good transport links. Concerns have been raised about the lack of free parking for staff and visitors to the building.
- The building is owned by WCC
- Wendron is considered a safe location. The location has been used for people with complex needs for the last 2 years and by people with a physical disability for 25 years.
- Some people have raised concerns that the building is at the top of a hill. This is mitigated by battery packs being available to fit to wheelchairs to assist in propelling them.

### **Wendron, Bromsgrove Connect:-**

- The building is suitable for use as a Connect service due to its town centre location.
- Some people have raised concerns that it is at the top of a hill however they do like the convenient location.
- The location has been used safely for people with a PD for 25 years.
- The building is owned by WCC
- Headway currently has a licence to occupy part of the building this will continue.
- Service users with a physical disability receive a service 1-2-1 in the community and only come into the building to attend the drop-in. Consultation will take place with these service users regarding the proposed changes to the use of the building.
- The building is suitable for people with PMLD/Complex needs as it has a personal care suite.
- Connect Bromsgrove is considered a safe location. The location has been used by people with PD for 25 years
- Current service users like Wendron it is convenient for the



	<p>town centre and other universal services.</p> <ul style="list-style-type: none"> <li>• Most staff like Wendron due to its convenient location with good transport links. Concerns have been raised about the lack of free parking for staff and visitors to the building.</li> <li>• Very good transport links</li> </ul> <p><b>Halcyon as the Bromsgrove and Redditch Resource Centre</b></p> <ul style="list-style-type: none"> <li>• Halcyon has not been chosen as a suitable building because it is not big enough to be a resource centre that can accommodate all of the service users from Bromsgrove and Redditch. There is no potential to extend.</li> <li>• The Halcyon building is large enough to accommodate a small resource centre and a connect service. The feasibility of this stakeholder proposal is currently being looked at.</li> <li>• People like the building as it is close to town.</li> <li>• Halcyon is considered a safe location.</li> <li>• The location has been used for a small number of people with complex needs for the last 5 years</li> <li>• Concerns have been raised about the lack of parking for staff and visitors to the building.</li> <li>• The transport links are good however they are possibly not going to be used frequently by this service user group.</li> </ul> <p><b>Halcyon, Redditch Connect:-</b></p> <ul style="list-style-type: none"> <li>• The building is suitable for use as a Connect service due to its town centre location.</li> <li>• The location has been used safely for people with a PD for 20 years and people with LD for approximately 10 years.</li> <li>• The building is owned by NEW collage. WCC pay a peppercorn rent</li> <li>• Service users with a physical disability receive a service 1-2-1 in the community and only come into the building to attend the drop-in. Consultation will take place with these service users regarding the proposed changes to the use of the building.</li> <li>• The building is suitable for people with PMLD/Complex needs as it has a personal care suite.</li> <li>• Current service users like Halcyon it is convenient for the town centre and other universal services.</li> <li>• Most staff like Halcyon due to its convenient location with good transport links. Concerns have been raised about the lack of free parking for staff and visitors to the building.</li> <li>• Very good transport links</li> </ul>
Where possible please include numbers likely to be affected:	62 service users with a Learning Disability- 59 Family carers 16 people with a Physical disability
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	No  If yes, please explain your reasons:



Do you consider that this policy will contribute to the achievement of the three aims of the <a href="#">Public Sector Equality Duty</a> ?	<p>Please indicate which of these aims is achieved through this policy: To foster good relations between persons who share a relevant <a href="#">Protected Characteristic</a> and persons who do not share it.</p> <p>Please explain how the policy contributes to achievement of any aims you have selected: The policy will ensure that people with protected characteristics will feel they have been consulted with and that the outcome meets their needs.</p>
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> <li>1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.</li> <li>2. To advance equality of opportunity between persons who share a relevant <a href="#">Protected Characteristic</a> and persons who do not share it.</li> <li>3. To foster good relations between persons who share a relevant <a href="#">Protected Characteristic</a> and persons who do not share it.</li> </ol>	

### Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

Planned action	By who	By when	How will this be monitored
<b>Ensure the voice of the service user and Family Carer is heard</b>	<b>Lead Commissioner</b>	<b>Monthly</b>	<b>Review consultation and modify meeting opportunities as required.</b>

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	LD steering group will review on a monthly basis.
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### Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	Monthly during the consultation period
How frequently will intended	Monthly during the consultation period



outcomes be evaluated?	
Who will be responsible for monitoring and evaluation?	Lead Commissioner
How will you use the monitoring and evaluation results?	To modify the service specification

## Stage 6 - Publication

**Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.**

	Signature	Date
<b>Completing Officer:</b>	<b>Elaine Carolan/Maria Hicks</b>	<u>28/08/2013</u>
<b>Lead Officer:</b>	<b>Elaine Carolan</b>	28/08/2013
<b>Service Manager:</b>	<b>Richard Keble</b>	28/08/2013