

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>Future of day services</p> <p>The recommendation is for Cabinet to approve the phased closure of two of the four Southampton Day Services (SDS) centres provided directly by Southampton City Council, and the restructure of the remaining two after taking into account the consultation findings and all relevant factors.</p>
<p>Brief Service Profile (including number of customers)</p>	<p>SDS is a collection of four distinct day services, catering to service users with different types and levels of need and based in four separate locations across the city:</p> <ul style="list-style-type: none"> •Sembal House: a day service for adults with physical disabilities and mental health issues providing 134 sessions per week to 41 service users. •St Denys: a day service for adults with learning disabilities providing 257 sessions per week (building and community-based) to 55 service users. •Woolston Community Centre: a day service for adults with learning disabilities and complex needs providing 281 sessions per week (building and community-based) to 55 service users. •Freemantle: a day service for adults with learning disabilities providing 312 sessions per week (building and community-based) to 69 service users. <p>The majority of SDS services are building based offering a range of activities such as arts and crafts, life skills and educational programmes and in some cases offering specialist therapy and services. All services provide transport and support for trips and activities in the community. The service is used predominantly by individuals with learning disabilities and internally provided day services have a high volume of individuals with more profound and multiple learning disabilities than individuals using externally commissioned services.</p>

<p>Summary of Impact and Issues</p>	<p>The recommended option to undertake a phased closure of Council run services forms the basis of this impact assessment. The recommendation has been informed by a series of consultations and coproduction groups. Co-production groups were made up of service users, carers and provider staff.</p> <p>Any proposed changes to the day services have the potential to affect services provided to adults with care and support needs including:</p> <ul style="list-style-type: none"> • Adults with learning disabilities, • Adults with physical disabilities • Adults with sensory support needs • Adults with mental health related needs <p>There is also the potential to affect:</p> <ul style="list-style-type: none"> • Carers of people in all the above groups. <p>Issues identified via the co-production work includes:</p> <ul style="list-style-type: none"> • Concerns expressed by service users and carers regarding potential loss of services resulting in more pressure on them. • The need to improve information on available services provided to adults with care and support needs and their carers • Ensuring transport is available to access services • Ensuring services meet the needs of people with a wide range of needs and disabilities <p>All current service users will be entitled to an assessment and review of their care needs. The Care Act 2014 also promotes carers assessments.</p>
<p>Potential Positive Impacts</p>	<p>Potential positive impacts of the review would be that day service provision becomes more flexible in meeting the needs of adults with care and support needs who meet the local authority eligibility criteria. The Care Act 2014, which becomes a legislative requirement from April 2015, emphasises the use of personal budgets to provide care and support to adults assessed as eligible for local authority or health funding. Personal Budgets have the potential to provide increased choice and control to more service users and their carers' in how they utilise the budget to meet their identified needs and outcomes. This supports people to have more bespoke solutions for their unique needs and this can improve outcomes for individuals. Improved outcomes can have a cost benefit by reducing the need for other services.</p>
<p>Responsible Service Manager</p>	<p>Ricky Rossiter (Operational Service manager) Sandra Jerrim (Senior Commissioner)</p>
<p>Date</p>	<p>November 2014</p>

Approved by Senior Manager	<u>Stephanie Ramsey</u>
Signature	
Date	<u>20/11/14</u>

Please note: this ESIA is a work in progress. Any revisions will be tabled at the Cabinet Meeting on 9 December 2014.

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The recommendation may have either a positive or negative impact depending on the individual. SDS provides services for a wide group, mainly adults but including older adults with multiple needs.</p> <p>People with learning disabilities experience a range of health problems earlier than the general population which needs to be factored into the design of alternative services.</p> <p>Some service users have older carers who have their own support needs or who may develop needs in the future.</p>	<p>All service users will have an assessment prior to any consideration of service changes. This will address individual needs including age, complexity and access issues.</p> <p>In addition to individual assessments the phased closure of SDS will consider which buildings should be retained in the initial phase in order to address any potential impact. This will also provide the time to seek suitable alternatives for people.</p> <p>Carers are entitled to assessments in their own right and would be able to access this where necessary. This will identify specific needs for older people with caring responsibilities. Carers including those with protected characteristics, will be supported through this approach.</p>
Disability	<p>The recommendation will impact on people with learning disabilities, physical disabilities, sensory impairment and mental health needs. The recommendation may have either a positive or negative impact depending on the individual and the extent to which they prefer current models of service and their ability and interest in accessing other options such as direct payments to purchase</p>	<p>All service users will have an assessment prior to any consideration of service changes. This will address individual needs including age, complexity and access issues.</p> <p>In addition to individual assessments the phased closure of SDS will consider</p>

	<p>more solutions.</p> <p>A negative impact for some will be the change in service location</p> <p>This could be particularly impact on people with physical disabilities who need to use services and buildings which are accessible. Some of the buildings currently providing SDS have good access arrangements but other community resources may not be as suitable.</p> <p>A positive impact for some will be the freedom and flexibility to use their personal budget to meet their individual need</p> <p>The current services impact on a disability group who are known to experience prejudice and stigma and so some people using the current services may feel particularly vulnerable in generic community settings as the</p>	<p>which buildings should be retained in the initial phase in order to address any potential impact. This will also provide the time to seek suitable alternatives for people</p> <p>Alongside the changes individuals will be able to have a personal budget/take a Direct Payment, and be supported to do so, which will enable people to make arrangements to meet their individual need.</p> <p>Good transition arrangements and support to access other services safely will help increase confidence to accessing different services.</p>
Gender Reassignment	In House services can provide a safe environment for people who face multiple discrimination. Accessing mainstream activities may be more challenging due to stigma.	This can be mitigated by support to access alternative, appropriate services such as peer support and by working with other agencies to ensure all purchased and community services are accessible to all communities.
Marriage and Civil Partnership	No identified negative impacts.	
Pregnancy and Maternity	No identified negative impacts.	
Race	The recommendation may have either a positive or negative impact depending on the individual, although increased use of personal budgets is usually experienced as a positive impact, allowing individuals with different requirements to be addressed individually.	All service users will have an assessment prior to any service change which will include cultural issues.
Religion or Belief	The recommendation may have either a positive or negative impact	All service users will have an assessment prior to prior to

	depending on the individual, although increased use of personal budgets is usually experienced as a positive impact, allowing individuals with different requirements to be addressed individually.	any of service change which will address matters of religion and belief.
Sex	No identified negative impacts	The flexibility that personal budgets offer means that service users and carers will be able to arrange personalised services and activities/support that is tailored to their needs including single gender services.
Sexual Orientation	In House services can provide a safe environment for people who face multiple discrimination. Accessing mainstream activities may be more challenging due to stigma	This can be mitigated by support to access alternative, appropriate services such as peer support and by working with other agencies to ensure all purchased and community services are accessible to all communities.
Community Safety	<p>National research identifies disabled people are more likely to experience crime and anti-social behaviour, than non-disabled people.</p> <p>There could be a negative impact on Individuals who feel safer accessing city council buildings in areas that they know and feel comfortable in.</p> <p>http://www.equalityhumanrights.com/sites/default/files/documents/disabilityfi/briefing_paper_3_new.pdf</p> <p>Local mechanisms for reporting Hate Crime and harassment are not affected.</p>	<p>Assessments will consider community safety issues for individuals including service location.</p> <p>The Community Safety team works with a wide range of partners to address and provide a more resilient response to community safety issues.</p> <p>The Community Trigger gives victims and communities the right to require a multi-agency review and ensure that effective action is taken where an ongoing problem of persistent antisocial behavior has not been addressed.</p>
Poverty	<p>There are potential impacts if people have to travel further at extra cost to access their support.</p> <p>Alternatively people can choose to access more local services.</p> <p>Personal budgets provide flexibility for individuals, regardless of their economic situation.</p>	<p>All services users will have an assessment prior to any service change which will address these issues.</p> <p>Costs of transport can be included in a personal budget/direct payment</p>
Other Significant	Although transport is outside the scope of this review, the use of	Assessments will be undertaken with all service

Impacts	personal budgets will have a positive impact as individuals can choose transport arrangements most suited to their individual needs.	users prior to any service changes. Identifying needs in respect of employment and transport will be part of the assessment process.
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