

## 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><b>Name or Brief Description of Proposal</b></p>	<p>Future of respite service for adults with learning disabilities (Kentish Road)</p> <p>A consultation recently closed and recommendations are being put forward to Cabinet on 9<sup>th</sup> December regarding the future of Kentish Road respite service.</p> <p>No decisions have been made at this point.</p>
<p><b>Brief Service Profile (including number of customers)</b></p>	<p>Kentish Road is a CQC registered 8 bedded residential unit providing short term respite to meet the needs and maintain the health and wellbeing of approximately 76 adults with learning disabilities and provide their carers with a break from their caring responsibilities.</p> <p>Access to the service is managed through a Care Management assessment and is for individuals with a learning disability aged 18-65 years who live in their own home, with family or as part of the council’s Shared Lives scheme.</p> <p>Around 2,100 nights are provided per year, with overnight allocations ranging from 12 up to 80 nights per year per person.</p> <p>A profile of the support band level and age range is set out below.</p>

	<table border="1" data-bbox="523 241 1321 667"> <thead> <tr> <th data-bbox="523 241 619 331">Band</th> <th data-bbox="619 241 1145 331">Description</th> <th data-bbox="1145 241 1321 331">No. service users</th> </tr> </thead> <tbody> <tr> <td data-bbox="523 331 619 432">1</td> <td data-bbox="619 331 1145 432">Individuals requiring support on an average 4 clients to 1 staff member basis</td> <td data-bbox="1145 331 1321 432">33 (43% of total)</td> </tr> <tr> <td data-bbox="523 432 619 521">2</td> <td data-bbox="619 432 1145 521">Individuals requiring occasional support on a 1 to 1 basis for particular activities</td> <td data-bbox="1145 432 1321 521">21 (28%)</td> </tr> <tr> <td data-bbox="523 521 619 667">3</td> <td data-bbox="619 521 1145 667">Individuals requiring regular 1 to 1 staffing to keep them safe and support them appropriately</td> <td data-bbox="1145 521 1321 667">22 (29%)</td> </tr> </tbody> </table> <table border="1" data-bbox="523 712 1321 996"> <thead> <tr> <th data-bbox="523 712 826 745">Age range</th> <th data-bbox="826 712 1321 745">No. service users</th> </tr> </thead> <tbody> <tr> <td data-bbox="523 745 826 779">18-24</td> <td data-bbox="826 745 1321 779">14 (18% of total)</td> </tr> <tr> <td data-bbox="523 779 826 813">25-34</td> <td data-bbox="826 779 1321 813">22 (29%)</td> </tr> <tr> <td data-bbox="523 813 826 846">35-44</td> <td data-bbox="826 813 1321 846">14 (18%)</td> </tr> <tr> <td data-bbox="523 846 826 880">45-54</td> <td data-bbox="826 846 1321 880">15 (20%)</td> </tr> <tr> <td data-bbox="523 880 826 913">55-64</td> <td data-bbox="826 880 1321 913">7 (9%)</td> </tr> <tr> <td data-bbox="523 913 826 947">65+</td> <td data-bbox="826 913 1321 947">4 (5%)</td> </tr> <tr> <td data-bbox="523 947 826 996"><b>Total</b></td> <td data-bbox="826 947 1321 996"><b>76</b></td> </tr> </tbody> </table>	Band	Description	No. service users	1	Individuals requiring support on an average 4 clients to 1 staff member basis	33 (43% of total)	2	Individuals requiring occasional support on a 1 to 1 basis for particular activities	21 (28%)	3	Individuals requiring regular 1 to 1 staffing to keep them safe and support them appropriately	22 (29%)	Age range	No. service users	18-24	14 (18% of total)	25-34	22 (29%)	35-44	14 (18%)	45-54	15 (20%)	55-64	7 (9%)	65+	4 (5%)	<b>Total</b>	<b>76</b>
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<p><b>Summary of Impact and Issues</b></p>	<p>No decisions have been made at this time; however potential impacts to changes in the residential overnight respite provision at Kentish Road have been explored through the consultation.</p> <p>The proposed changes to the Kentish Road provision have the potential to affect services provided to adults with care and support needs including.</p> <ul style="list-style-type: none"> <li>• Adults with learning disabilities,</li> <li>• Adults with physical disabilities</li> <li>• Adults with sensory support needs</li> <li>• Carers of people in all the above groups.</li> </ul> <p>Issues identified so far include</p> <ul style="list-style-type: none"> <li>• Concerns expressed by service users and carers regarding loss of services resulting in more pressure on them.</li> <li>• Need to improve access to information on available services provided to adults with care and support needs</li> </ul>																												

	<p>and their carers</p> <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. This will identify impact and required actions on an individual basis.</p>
<b>Potential Positive Impacts</b>	<p>Potential positive impacts of the review could be that respite 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 in April 2015, emphasises the use of personal budgets to provide care and support to adults assessed as eligible for local authority 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.</p>
<b>Responsible Service Manager</b>	<p><u>Ricky Rossiter (operational Service Manager )</u>  <u>Sandra Jerrim ( Senior Commissioner)</u></p>
<b>Date</b>	<p><u>November 2014</u></p>

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

**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
<b>Age</b>	<p>The greatest impact is likely to be on those older service users who have been using Kentish Road services for many years and for whom any change in provision will be difficult.</p> <p>Some of the younger service users may benefit from the flexibility that a personal budget offers and be able to take part in more personalised support which suits their particular circumstances, likes and dislikes.</p>	<p>Needs assessments and reviews will take place for all service user prior to any changes. Through this process information on alternatives will be made available. Where changes need to be made, a gradual approach will be taken to support those who will be most affected.</p> <p>Advocacy services are in place to help support the individual and ensure that the move is in their best interest.</p>
<b>Disability</b>	<p>All service users have learning disabilities and most also have physical disabilities.</p> <p>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</p> <p>Those with physical disabilities may experience a larger impact due to some of the alternative respite options (such as shared lives) not having the equipment to be able to support appropriately.</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>Needs assessments and reviews will be undertaken with all service users to identify their needs and eligibility for local authority funding.</p> <p>Service users and their carers will be supported to identify the most appropriate respite option which meets their physical needs.</p> <p>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>
<b>Gender Reassignment</b>	<p>Nil identified negative impacts.</p> <p>In House services can provide a safe environment for people who face multiple discrimination. Accessing mainstream activities may be more challenging due to</p>	<p>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</p>

	stigma.	all communities.
<b>Marriage and Civil Partnership</b>	No identified negative impacts	
<b>Pregnancy and Maternity</b>	No identified negative impacts	
<b>Race</b>	The flexibility that personal budgets offer means that service users and carers will be able to arrange personalised services that are more culturally appropriate.	All service users will have an assessment prior to any service change which will include cultural issues.
<b>Religion or Belief</b>	The flexibility that personal budgets offer means that service users and carers will be able to arrange personalised services that are appropriate to their individual need including religion and belief.	All service users will have an assessment prior to prior to any of service change which will address matters of religion and belief
<b>Sex</b>	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.	
<b>Sexual Orientation</b>	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.
<b>Community Safety</b>	<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><a href="http://www.equalityhumanrights.com/sites/default/files/documents/disability/briefing_paper_3_new.pdf">http://www.equalityhumanrights.com/sites/default/files/documents/disability/briefing_paper_3_new.pdf</a></p> <p>Local mechanisms for reporting Hate Crime and harassment are not</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</p>

	affected.	where an ongoing problem of persistent antisocial behavior has not been addressed.
<b>Poverty</b>	<p>There are potential impacts if people have to travel further at extra cost to access their support.</p> <p>Alternatively people can chose to access more local services.</p> <p>Personal budgets provide flexibility for individuals, regardless of their economic situation. Having control of a personal budget via the mechanism of a direct payment may support some service users and carers to access more community based activities and develop community support networks as well as have control over their support and care.</p>	<p>All services users will have an assessment prior to any service change which will address these issues.</p> <p>Individuals will be given information and support to take up community based activities</p> <p>Costs of transport can be included in a personal budget/direct payment</p>
<b>Other Significant Impacts</b>	<p>Employment prospects for service users and carers may increase through having a personal budget and the flexibility to choose when support is needed most.</p>	<p>Needs assessments and reviews will be undertaken with all service users prior to any service changes. Identifying needs in respect of employment will be part of the re-assessment process.</p>