

Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal Services Redesign (S1)	Learning Disability and Complex Needs
Directorate and Service Area	Adults and Communities - Commissioning
Saving	£ 1.5 million
Name of Lead Officer (s)	Paul Smith - Assistant Director All Age Commissioning, Jas Kakkar - Care Commissioning Consultant, Angela Wilson - Senior Project Manager

Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

To review the pathways and commissioned services offered for individuals with a learning disability and/or complex needs who are under the age of 65, and develop new ways of meeting these individuals' needs while promoting better outcomes, independence, choice and control, and ensuring value for money. The project will also review the costing model for supported living providers to ensure individual's outcomes continue to be met within the Council's financial envelope. Savings of £1.5million are expected through modernising assessment, commissioning and services delivery for clients with learning disability and complex needs.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Individuals under the age of 65 represent approximately 40% of adult social care service users. Within this cohort, a large proportion (over 50%) are individuals with learning disability and/or complex needs, who can require high levels of support and are often long-term service users.

In 2019/20, the final out-turn for spot purchase net spend for the 18-64 age group was 23.188 million. The net in-year spend for this group has increased by nearly 15% since 2016/17 (4 years).

Of the 23.188m total budget for this group, 86% (£19.984m) was on Long Stay Residential, Home Care (& Supported Living) and Personal Budgets.

The cost of long-stay residential care has increased by 18% between 2016/17 – 2019/20 for individuals aged 18-64, while client numbers have increased by 2.64%.

In addition, Herefordshire:

- has a high proportion of adults with learning disability in receipt of long-term care plans in comparison to other local authorities (ASC-FR/SALT 2019/20, T36).
- has a high proportion of adults between the ages of 18-64 whose long-term support needs are met by admission to a residential or nursing home (ASCOF 2019/20, 2A1)
- appears to have a low proportion of individuals with learning disability who are living on their own or with their families in comparison to the England average, although in the last year Herefordshire has performed slightly better than other West Midlands local authorities on this measure, (ASCOF 2019/20, 1G)
- has historically had a low rate of employment for individuals with learning disability in receipt of long-term support compared to regional neighbours and the English average, although in 2019/20, Herefordshire performed better than its regional neighbours on this measure (ASCOF 2019/20, 1E).

2.2 Who is missing? Are there any gaps in the data?

The project does not include individuals over 65's or individuals who are not in receipt of a formal care package from Adult Social Care.

This project does not include children under the age of 14, or children between the ages of 14 and 17 who are not in transition to adult social care.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

Stakeholders, including staff, individuals, carers and providers, will be involved in shaping the redesign throughout its duration. This will likely involve different levels of engagement with different stakeholder groups at different stages of the process.

The project has developed a comprehensive stakeholder and communication plan which identifies the key stakeholders and individuals it will engage with. The key objectives of the plan are:

- To ensure consistent and up-to-date messaging
- To ensure that all staff understand their role and how to support the project's success

- To manage engagement with external providers successfully
- To manage engagement with individuals affected and their families
- To share successes, progress and challenges in a transparent way

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

The aim of the service redesign is to promote better outcomes, independence, choice and control for individuals who use learning disabilities and complex needs services and promote value for money. Failure to achieve this could lead to high negative impact for individuals who may feel they have lost valued services. ASC reviews will continue to be used where needed, to ensure that outcomes for individuals continue to be met through a different way of meeting their needs. Therefore, there are no adverse impacts on individuals with regards to any protected characteristics.

No individuals with protected characteristics are to be excluded from this exercise apart from children under the age of 14, and children under the age of 18 who are not in transition to adult social care.

3.2 Can these impacts be mitigated or justified? If so, how?

While some children will be excluded from the benefits (as above), those who are eligible for adult social care will experience the benefits when they reach adulthood or are in transition to adult social care, at which point they will fall under the remit of the Care Act.

The positive impact of the learning disabilities and complex needs redesign will lead to increased choice and control for individuals over the type of services they receive and how they access them. The redesign will provide and support better outcomes for the customer journey, improve quality and efficiencies and create more resilient and robust services.

The project will use a strength based approach with a focus on using the community and key stakeholders as co-producers in developing a model of place based outcomes with an emphasis on ensuring all individuals are able to meet their personal outcomes and live a full and meaningful life.

3.3 Does the proposal create any benefits for people with protected characteristics?

The service re-design aims to create benefits for people with disabilities by promoting better outcomes, independence, choice and control for those with learning disabilities and/or complex needs who receive formal care support from Adult Social Care.

3.4 Can they be maximised? If so, how?

As above.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?

Equalities has been an integral part in considering the options for the learning disabilities and complex needs redesign and is embedded in all project activity, therefore, there are no changes in delivering a new learning disabilities and complex needs offer in Herefordshire.

4.2 What actions have been identified going forward?

Once the business case and delivery plan has been approved, engagement will commence with the Adult Social Operational teams; to ensure the approach to redesigning the offer and reviewing individual placements is collaborative and consistent.

4.3 How will the impact of your proposal and actions be measured moving forward?

The project is tracked on Verto (the Council's Project Management tool). Benefits and Lessons Learnt are tracked and logged on Verto as part of the project management process. The project is also required to update the following Boards and key stakeholders on the progress and deliverables:

- Commissioning Board
- Learning Disabilities and Complex Needs Redesign Project Board
- DLT Programme Board (Adult's)
- Adults and Wellbeing Scrutiny Committee
- Members enquiries

Service Director sign-off:

Date: 30 January 2021

A handwritten signature in black ink, appearing to read 'Paul Smith', enclosed within a rectangular box.

Paul Smith
Assistant Director, All Ages Commissioning