

Function being assessed:

DAY SERVICES FOR PEOPLE WITH PHYSICAL DISABILITIES AND LEARNING DISABILITIES

Is this a new function or a review of an existing function?

This is a review of an existing service.

What are the aims/purpose of the function?

On the 1st March the Council agreed that it would look at the future provision of day services. To inform their decision, a consultation exercise was undertaken to ensure that the views of service users, their families, and carers, including any other interested party, would be given the opportunity to participate and inform the decision making process.

The aims and purpose of this review is to offer a more flexible model of social care support for People with Learning Disabilities and People with Physical Disabilities, which continue to meet service user's needs and outcomes and those of their families and carers. This review is in line with the goals of personalisation, promoting more choice and control, which is also cost effective and value for money for both service users and the Council. The Council remains committed to high standards of care and support, dignity and maximum choice.

The Destination Kingston report agreed by the Council Executive on 8 February 2011 and presented to Council on 1 March 2011 indicates:

The council's vision for day care services for people with learning disabilities is to provide a range of high quality services which incorporate day care type facilities, work based activities and a drop in centre. It also recognises that the Causeway Centre facility provides neither value for money or suitable accommodation. The switch to Personal Budgets will result in the service no longer being economically viable as the level of income it would attract from the current number of users would not cover its costs. In order to provide a better service offer for adults with learning disabilities it is proposed that the Council develops work based activity projects, and develops the market for additional day care capacity and a drop-in centre in the New Malden area by working with an external provider.

A similar shift in service provision is required for day care services for adults with physical disabilities. The aim is to ensure that there are a range of activities at a number of higher quality, more accessible locations across the borough. It is proposed that these new services will be funded entirely through Personal Budgets, and once all alternative services are available that the Crescent Centre will close".

Is the function designed to meet specific needs such as the needs of minority ethnic groups, older people, disabled people etc?

This service is designed to meet the needs of disabled people eligible for social care support especially people with learning disabilities and people with physical disabilities who use day care services irrespective of any other equality characteristics.

What information has been gathered on this function? (Indicate the type of information gathered e.g. statistics, consultation, and other monitoring information)? Attach a summary or refer to where the evidence can be found.

National Policy and Research

The Councils approach has been informed by a significant body of National Policy, National Studies and Local Research. The key characteristic of Putting People First is a clear outcome based approach to social care support. This focuses on giving service users and carers choice, control and as much autonomy as they would wish, to arrange support that fits in with their life.

Through their Personal Budget, service users in RBK will be able to choose from a range of social care support resources including outreach services and resources which are building based.

See Appendix 1 for useful links to some examples of recent National policy and National research.

Local research

Learning Disabilities. In 2009 the Learning Disability service produced the 'Learning Disability Day Services Change Plan 2009-2014' in consultation with people with learning disabilities and their families. This included personalisation, more opportunities to work and learn, more flexible transport options, re provision of the Causeway centre and more community based activities. There are fewer people using the Causeway centre and more people are choosing different activities in the community including work activities.

Physical Disabilities

In 2008 the Council published the Physical Disability, Sensory Impairment and HIV Strategy 2008-13 in which the Council stated its aim to 'modernise day time support to meet the Governments vision for increased individualisation of Community care services.'

Over the past five years the number of service users accessing the traditional day service at The Crescent has fallen. More people, in particular younger people, are using community based models of service such as the Outreach Service. As the demand in this area is growing there are plans to develop this model of support and further develop opportunities for community based activities for

people with physical disabilities. However the Council recognises that there is a small number of service users who have used the Causeway and the Crescent for a considerably long time. These changes could have a different and greater impact on these groups of people and we need to consider how best to support individuals needs and mitigate any impact in the change process, including the families and carer's needs.

A Consultation exercise has been undertaken with:-

People with Learning Disabilities who use the day services and their families/ carers, young people in the three specialist schools in Borough, providers and stakeholders e.g. voluntary sector and the general public from the 1st March to the 3rd June 2011.

People with Physical Disabilities who use the day services, their carers and families, partner organisations and the general public from the 1st March to the 10th June 2011.

During the period a petition of 1825 signatures opposing the Council's proposals for day services for people with Learning Disabilities was presented at the Council meeting on the 27th April. At that meeting the Council agreed: "The petition and comments made at the Council meeting will be taken into consideration when the responses to the consultation are being considered".

The findings from this consultations and the petition have informed the proposed options and this Equality Impact Assessment. A formal evaluation report will be produced in late June prior to a final recommendation being made to the People's Services Committee.

See Appendix 2 which sets out the full results of the consultation and petition.

Prior to the consultation, a review of day services for People with Learning Disabilities and People with Physical Disabilities was undertaken This indicated that:

Learning Disabilities Presently the Council operates the Causeway Resource Centre and this is used on a weekly basis by approximately 50 service users, of whom about 20 attend at any one time. Like the Crescent Resource Centre, it was originally designed to support approximately 120 service users. The numbers attending the day service has declined substantially. Currently alternative day services for people with learning disabilities are also provided by a number of other partner organisations. In particular, Home Farm Trust provides day services to 60 people (on average 33 service users a day), based at Springfield Place and in the community and Welmede offers a range of day activities in the community too (on average 30 service users).

Physical Disabilities

Currently 22 service users with physical disabilities use the Crescent Resource Centre. This facility was built in the late 1960s and was designed to provide day care services for 120 service users. The numbers attending the day service has decreased significantly

due to community based activities being developed. Presently it is used by 22 individuals per week, some daily, and others 1 or 2 days per week. A range of other services for people with physical disabilities are also provided there such as IT and Woodwork classes.

Does your analysis of the information show different outcomes for different groups (higher or lower uptake/failure to access/receive a poorer or inferior service)? If yes, indicate which groups and which aspects of the policy or function contribute to inequality?

Disability & Age

The overall aim of the Transforming Adult Social Care programme is to ensure that the effect on service users will be positive and provide more choice and control through the use of Personal Budgets. This will enable the provision of support to be personal and flexible to the individual rather than service led. However it will be important to monitor the uptake and use of Personal Budgets to highlight any barriers or different outcomes for any particular equality group.

For individuals' who choose to continue their support to be in building based facilities, the change will be in the location and access to this, but there will be a similar range of activities continuing to be available at a comparable level. However it is recognised that change of location is a significant issue for service users and their carers, especially those with learning disabilities where familiarity with relationships they have formed, the area and the building is an important aspect of their daily life.

The Council has made a clear commitment to continuing to provide transport to service users already receiving this. At the current time, some service users have longer than necessary journey to and from facilities because they are transported to the centre and then on to activities. The transport is also in the form of large vehicles which makes the service inflexible.

A change in transport arrangements should therefore have a positive effect for service users and carers by reducing journey times and enabling more time at the day service facility and activities overall. New users will be able to choose between the Borough transport or a more individualised option

While it is important to recognise that service users need to have as much choice and control as possible about the type of support that suits them best in their life, the Council also clearly acknowledges the vital role that carers play. Any change that is made to current provisions has the potential to impact carers. It is anticipated that a similar level of service will be provided to all existing users and a similar level of respite provided to carers.

The proposed option for service users with physical disabilities will be the use of the Newent Resource Centre in Surbiton. This does not benefit from a town centre location in the same way that the existing Crescent Resource Centre does.

For younger people with physical disabilities the change will enable more outreach work to be developed.

The changes will particularly impact a small number of people with profound and multiple learning disabilities who currently only access the Causeway centre.

There is a slightly higher impact on older people with learning disabilities, who have more often been the users of traditional day services, as younger people coming through transition have chosen to do other things. The proposals aim to increase access to younger people and those not wishing to go to a traditional day centre.

Race, Religion or Belief

All service users have had the opportunity to comment on the changes. Any changes agreed and implemented by the Council should not disadvantage an individual because of their race, religion or beliefs. Cultural, religious and individual beliefs will continue to be sensitively taken into account, including communication support needs. Being sensitive to the cultural, religious needs or an individual's beliefs will be taken into account and to ensure appropriate delivery of service including communication.

Gender

There should be no differential impact due to a person's gender in any changes agreed and implemented. However, since more carers are usually women we need to make sure that the changes will not create any disadvantage and the carer's role needs to be taken into account in this process. This includes young carers.

Sexual orientation

We cannot draw any firm conclusions from the current data. We need to ensure our services and those provided by our service providers adhere to best practice and not discriminate any individual because of their orientation.

The changes will mainly have an impact on disabled people as stated above and the Council have taken account of its equality duties to eliminate discrimination, foster good relations and advance equality of opportunity between the different equality characteristics in this process.

Are these differences justified (e.g. are there legislative or other constraints)? If they are, explain in what way. The Council is committed and implementing the National Agenda of Transforming Social care as demonstrated in its overarching key policy documents of Destination Kingston 2011-15 and Transforming Social Care Programme 2010

The Council is equally committed to the best use of its resources and value for money and aims to: -

- Deliver excellent outcomes
- Offer personalised approaches
- Be fair and equitable
- Offer good value for money

The focus of this EQIA is to consider the impact of the changes which could be agreed by the decision making body, the People Services Committee on the 14th July 2011. All members taking this decision will give 'due regard' to their Public Equality Duties the Equality Act 2010.

The Council's financial position requires that the Council make the best use of its assets and resources and at its meeting on 30 November 2010 , the Council Executive agreed proposals to promote independence and choice for users of adult social care services These were further developed as part of the Destination Kingston report agreed by the Council Executive on 8 February 2011 and presented to Council on 1 March 2011.

What action needs to be taken as a result of this Equality Impact Assessment to address any detrimental impacts or meet previously unidentified need? Include here any reasonable adjustments for access by disabled people. Include dates by which action will be taken. Attach an action plan if necessary. The Council recognises that any change to current provisions will impact all service users and their carers, particularly those who use the current provisions and it will be essential to ensure that communication about change and appropriate support through this period is provided.

Communication and Support

The Communications and Engagement team and Service Leads in Learning Disabilities and Physical Disabilities Services are working with the Learning Disability Parliament, Voice Ability, Kingston Advocacy group and a Core Group of Service Users from the Crescent Centre to ensure that communication is accessible and to support service users and carers through the transitional period.

- Person responsible : Communication and Engagement Manager

Both the Learning Disability Service and Physical Disability Service have developed transitional plans to support service users through change. The user groups for Learning Disabilities through the Parliament , and the Core Group for Physical Disabilities will continue to work with the Council though this time.

- Person responsible : Service managers for Learning Disabilities and Physical Disabilities

Each individual service user and their family members will have their current support reviewed to ensure that their assessed eligible needs and outcomes continue to be met in the new model of service. Service users will have the choice to continue with the same type of day service support if they wish to do so, but this review will also offer an opportunity to consider a range of different resources too, that could provide support in different ways. Reviews will take place for each individual service user on a case by case basis in accordance with the Contributions policy. In response to issues raised at the consultation, the Council will ensure that reviews for service users with profound and multiple disabilities will specifically consider alternative provisions to ensure needs and outcomes continue to be met.

For those service users with Physical Disability this review will be carried out by existing staff in individual meetings for those service users with physical disabilities.

For those service users with Learning Disability, this review will be carried out by existing staff in individual meetings for those service users with learning disabilities. Additional brokerage capacity has been identified.

Senior management will continue to have oversight of this process to ensure consistency, equity and a comparable level of high quality support continues to be provided.

- Person responsible ; Service managers for Learning Disabilities and Physical Disabilities

Activities

The Council recognises any decisions about changes to current provisions will affect service users differently and the impact will vary. While the change will enable the Council to develop more personalised and responsive support for those who might choose this; it will also continue to offer a day centre type experience for those would prefer this. In the consultation, it was identified that current activities were highlighted as an important part of this experience. The Council is clear that it will continue to provide activities on a similar basis to that currently provided, as long as there continues to be sufficient demand. For example, for those service users with Learning Disabilities, the proposal is that the existing work activities will continue to be provided by RBK and developed, and additional resources will support more people to get paid work. This is in line with The 2009 Learning Disability Day Services Change Plan informed us that work means different things to different people, this includes paid work, voluntary work and meaningful work based activities. For those service users with Physical Disabilities, activities such as Woodwork and IT classes will continue and the Council is working closely with Kingston College to achieve this.

- Person responsible: Service managers Learning Disabilities and Physical Disabilities

Carers.

The Council clearly acknowledges that it needs to think carefully about how it can mitigate any impact a change to provision might have on carers, while at the same time balancing this with service user choice. Reviews of current support will take place and will include carers and families. Any changes that are highlighted that will impact a carer will be considered on a case by case basis with careful consideration of a need to review a carers needs in their own right. In addition to this, there are a number of other ways in which the Council will try to ensure that carer's voices continue to be heard. This includes feedback through Kingston Carers Network and the Carers Forum being launched in July.

- Person responsible Service managers Learning Disabilities and Physical Disabilities
Carers Development Lead.

Transport.

The new model of support for people with Learning Disabilities and Physical Disabilities will be underpinned by continued provision of suitable transport. There will also be opportunity for service users to choose more personalised and flexible transport arrangements if they wish to do so.

- Person responsible: Service Managers Learning Disabilities and Physical Disabilities

Monitoring

For Learning Disability Services there will be regular meetings with providers, Access Checkers (VoiceAbility). Care management reviews and broker/ care co-ordinators will monitor Individual Budgets. The Learning Disability Leisure Group (sub group of Partnership Board) will continue to have the role of 'place shaping'/ community development and assuring the quality of community based activities.

For Physical Disability Services there will be ongoing review by the new providers with staff and service users and families while changes are embedded.

There will be ongoing quarterly analysis of data in both services about who accesses the changed range of support services and who does not. This will be completed through the Adult Services performance framework. Action will be taken to analyse and improve and increase access to any service user group that is highlighted as underrepresented .

The current data set indicates that some work needs to be done in ensuring a fuller picture data is gathered. We also need to better understanding at the number of service users accessing from BME communities.

- Person responsible Operational managers and Service managers Learning Disabilities and Physical Disabilities

Monitoring the use of Personal Budgets through monitoring of support plans on a quarterly basis to highlight needs and outcomes that could inform of any drop off rate. This will also provide data needed for further market development.

We need to make sure that all individuals who choose to attend day services are able to access these. The data collected so far needs to be analysed to see if there are any underlying reasons for anyone not using the services

- For Learning Disabilities services this will be monitored through the provider and Leisure Forum
- For Physical Disabilities services this will be monitored through commissioners and the provider organisation.
- Person responsible: Service Managers Learning Disabilities and Physical Disabilities.

When will you evaluate the impact of action taken? Give review dates.

Quarterly from 1st October 2011, through the Adult Social Care management structure, with an update to the Lead Member.
In March 2012, a more detailed review of those affected will take place

Assessment completed by:

NAME: Dylan Champion SERVICE: Adult Services DATE :28th May 2011 updated 3-6-11 updated 10-6-2011

updated 13-06-2011 updated 15-6-2011 updated 22-06-2011

Equality Data	Home Farm Trust (Peripatetic Service) Service users 10
The Crescent 43 service users in total	Gender Female 4 Male 6
Gender Male 27 Female 16	Ethnicity White British 8 Bangladeshi 1 Other Ethnic Group 1
Ethnicity White British 34 White Irish 1 White other 4 Black African 3 Sri Lankan 1	Age Group 20 – 29 3 30 -39 4 40 – 49 1 50 – 59 0 60 – 69 0 70+ 2
Age 20-29 =0 30-39=4 40-49=8 50-59=7 60-69=18 70+ =5 Unknown =1	Sexual orientation Not Known 10
Sexual orientation Heterosexual 34 Gay 1 Unknown 8	Religion or Beliefs Christian 7 Muslim 2 No religion 1
Religion or beliefs Roman Catholic 3 CofE 3 United Reformed 1 Jehovah's Witness 1 Unknown 35	The Causeway Service users 56
Gender Female 19	Gender Female 22

Male 16	Male 34
Home Farm Trust (Day Services) Service Users 35	Ethnicity White British 46 White Irish 2 White Asian 2 Black African 2 Indian 3
Ethnicity White British 31 Bangladeshi 1 Chinese 1 Indian 1 Korean 1	Other Ethnic Group 1 Age Group 20 – 29 8 30 – 39 10 40 – 49 19 50 – 59 10 60 – 69 7 70+ 2
Age Group 18 – 50 26 51 – 65 8 66 – 75 1 76+ 0	Sexual orientation Not Known 56 Appendix 1
Sexual orientation Not Known 35 Religion or beliefs Christian 28 Muslim 1 Jewish 2 Hindu 1 Do not Know 3	

15 Members live alone; 26 members live with Partner/carers/family; 2 members live in residential accommodation

Appendix 1

http://www.thinklocalactpersonal.org.uk/_library/DH_response_to_IBSEN_evaluation.pdf
http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_089505

Personal Budgets Checking the Results 2010

<http://www.thinklocalactpersonal.org.uk/Browse/ThinkLocalActPersonal/?parent=8463&child=8659>

For those service users who have learning disability:-

<http://www.scie.org.uk/publications/ataglace/ataglace22.asp>

In Control produced a number of evaluations and reports:

<http://www.in-control.org.uk/publications/reports-and-discussion-papers.aspx>

National Policy

Think Local Act Personal 2011

http://www.thinklocalactpersonal.org.uk/_library/Resources/Personalisation/TLAP/THINK_LOCAL_ACT_PERSONAL_5_4_11.pdf

A Vision for Adult Social Care 2010

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_121508

Putting People First Commissioning for Personalisation: A Framework for Local Authority Commissioners 2010

<http://www.thinklocalactpersonal.org.uk/Browse/commissioning/developing/?parent=8567&child=8161>

Practical Approaches to Market and Provider development Putting people First 2010

http://www.thinklocalactpersonal.org.uk/_library/PPF/NCAS/Practical_approaches_to_market_and_provider_development_12_November_2010_v3_ACC.pdf

Valuing People now 2010 - the Government's three-year strategy to improve the lives of people with learning disabilities and their families

<http://www.valuingpeoplenow.dh.gov.uk/valuing-people-now#tabs-docs>