

Public Document Pack



Janie Berry
Director of Legal Services
County Hall
Matlock
Derbyshire
DE4 3AG

Extension 01629 538327
Direct Dial 38327
Ask for Roy Ackrill

PUBLIC

To: Members of Cabinet

Wednesday, 29 May 2019

Dear Councillor,

Please attend a meeting of the **Cabinet** to be held at **2.00 pm** on **Thursday, 6 June 2019** in Committee Room 1, County Hall, Matlock, DE4 3AG, the agenda for which is set out below.

Yours faithfully,

A handwritten signature in cursive script that reads 'Janie Berry'.

JANIE BERRY
Director of Legal Services

AGENDA

PART I - NON-EXEMPT ITEMS

1. Apologies for Absence
To receive apologies for absence (if any)
2. Declarations of Members and Officers' Interests
To receive declarations of interest (if any)
3. Minority Group Leader questions
To receive Minority Group Leader questions (if any)

4. Cabinet minutes (Pages 1 - 6)

To confirm the non-exempt minutes of the meeting of Cabinet held on 9 May 2019

5. Cabinet Member Meetings minutes

To receive the non-exempt minutes of Cabinet Member Meetings as follows:

5 (a) Young People - 7 May 2019 (Pages 7 - 8)

5 (b) Economic Development & Regeneration - 9 May 2019 (Pages 9 - 12)

5 (c) Highways Transport & Infrastructure - 9 May 2019 (Pages 13 - 16)

5 (d) Strategic Leadership, Culture & Tourism - 9 May 2019 (Pages 17 - 20)

5 (e) Council Services - 16 May 2019 (Pages 21 - 22)

Non-exempt reports

To consider the following reports:

6 (a) Departmental Service Plans 2017-2021 (2019-20 update) - Executive Director Commissioning, Communities and Policy (Pages 23 - 174)

6 (b) Outcome of the Review of the Council's Occupational Health Services - Executive Director for Commissioning, Communities and Policy (Pages 175 - 188)

6 (c) Introduction of a Council Workplace Wellbeing Strategy - Executive Director Commissioning, Communities and Policy (Pages 189 - 208)

6 (d) Pipeline of Major Road Network and Large Local Major Transport Schemes - Executive Director Economy, Transport and Environment (Pages 209 - 214)

6 (e) Contribution from the Public Health ring-fenced Grant to Children's Services to support the budget to procure a Derbyshire Pause Programme - an intervention aimed to work with women experiencing, or being at risk of a cycle of recurrent care proceedings - Director of Public Health (Pages 215 - 218)

6 (f) Award of grants to Derby County Football Club Community Trust to deliver the 'Active Choices' programme and Recovery Month activities - Director of Public Health (Pages 219 - 224)

- 6 (g) Reimbursement of Stop Smoking Pharmacotherapy Product Costs - Director of Public Health (Pages 225 - 228)
- 6 (h) Outcome of the Consultation on Eligibility Criteria for Community Alarms and Telecare Services - Executive Director Adult Social Care and Health (Pages 229 - 304)
- 6 (i) Outcomes from the Consultation on Reshaping the Council's Day Care Offer for People who have a Learning Disability and/or Autism - Executive Director Adult Social Care and Health (Pages 305 - 410)
- 6 (j) Children's Services Capital Programme 2018-19 - urgent decision taken by the Strategic Director Children's Services - Executive Director Children's Services (Pages 411 - 414)
- 7. Exclusion of the Public

To move "That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph(s)... of Part 1 of Schedule 12A to the Local Government Act 1972"

PART II - EXEMPT ITEMS

- 8. Declarations of Members and Officers' Interests

To receive declarations of interest (if any)

- 9. Cabinet Minutes (Pages 415 - 416)

To confirm the exempt minutes of the meeting of Cabinet held on 9 May 2019

- 10. Cabinet Member Meetings Minutes

To receive the exempt minutes of Cabinet Member Meetings as follows:

- 10 (a) Young People - 7 May 2019 (Pages 417 - 418)

- 10 (b) Council Services - 16 May 2019 (Pages 419 - 420)

Exempt reports

To consider the following reports:

- 11. Urgent Decision taken by the Strategic Director Economy, Transport and

Environment - Long Term Waste Management Contract - update -
Executive Director Economy, Transport and Environment

PUBLIC

Agenda Item 4

MINUTES of a meeting of **CABINET** held on 9 May 2019 at County Hall, Matlock.

PRESENT

Councillor B Lewis (in the Chair)

Councillors A Dale, A Foster, C Hart, T King, S A Spencer and J Wharmby.

Also in attendance was Councillor A Western.

Declarations of Interest

There were no declarations of interest made.

100/19 MINORITY GROUP LEADERS' QUESTIONS

There were no Minority Group Leader questions.

101/19 MINUTES RESOLVED that the non-exempt minutes of the meetings of Cabinet held on 18 April 2019 be confirmed as correct records and signed by the Chairman.

102/19 CABINET MEMBER MEETINGS - MINUTES RESOLVED to receive the non-exempt minutes of Cabinet Member meetings as follows:

- (a) Young People – 2 April 2019
- (b) Council Services – 4 April 2019
- (c) Health and Communities – 11 April 2019
- (d) Highways Transport and Infrastructure – 18 April 2019

103/19 IMPROVEMENT AND SCRUTINY REVIEW OF INITIATIVES TO PROMOTE STAFF WELLBEING AND GOOD MENTAL HEALTH Councillor T Kemp, Chairman of the Improvement and Scrutiny Committee – Resources, presented the final report of the review of initiatives to promote staff wellbeing and good mental health, a copy of which was appended to the report.

RESOLVED to note (1) the report and accepted all its recommendations;

(2) that, as recommendations were implemented, progress would be monitored by the Improvement and Scrutiny Committee – Resources at

strategic intervals according to the completed action plan to be provided to the Committee within two months of the date of the report.

104/19 **APPRENTICESHIP PROCUREMENT** (Council Services)
Approval was sought Cabinet was informed of the latest budget monitoring position for open capital schemes.

Derbyshire Adult Community Education Service (DACES) were the Council's preferred supplier for all apprenticeship training delivery. Where they were unable to deliver the required apprenticeship they, in conjunction with the employing department or school, went to the wider provider market to procure either a sub-contractor to deliver the off-the-job element of the apprenticeship or else a main provider to deliver the full programme. The procurement of apprenticeship learning delivery providers was subject to the Public Sector contracting regulations. Only providers that were on the Government's approved list of training providers (RoATP) could be contracted with to deliver the apprenticeship training.

Procuring external apprenticeship training providers had been challenging, so at its meeting on 11 September 2018 the Corporate Management Team (CMT) agreed that the Apprenticeship Reforms Project Board (ARPB) would investigate more cost effective approaches to procurement through the development of framework or partnership solutions. Research had been undertaken across the local government sector to establish current practices including evaluation of three apprenticeship provider procurement options in order to establish the best solution for the Council. These options were maintaining the Council's current open tendering practice, joining an existing or establishing a Derbyshire County Council procurement framework and implementing a Dynamic Purchasing System (DPS).

Based upon the findings, CMT considered a proposal that the Council implement a DPS and recommended that Cabinet approved this option as it provided the greatest flexibility in meeting the current and future apprenticeship procurement needs for the Council and local authority maintained schools. In making this recommendation it was made clear that DACES would always be considered first for delivery of any apprenticeships required by the Council.

A DPS was a procurement procedure available for contracts for works, services and goods. As a procurement tool, it had some aspects that are similar to a framework agreement, but where new suppliers could join at any time. As the DPS was open to suppliers throughout its duration, new start-ups, or businesses that wished to expand into new public sector markets would not be frozen out of the market meaning that the DPS provided more flexibility than traditional frameworks.

Derbyshire County Council's DPS would have a maximum value and duration stated in the initial procurement documentation. It was proposed that the Council's DPS would have a value of £2.2m per year, i.e. the total annual levy contribution made by the Council. To maximise any efficiencies it was also proposed that the initial DPS had a duration of 5 years, making the total value of the DPS £11m.

Stating the maximum figure would not preclude DACES from drawing down levy funding for the apprenticeship learning that the service delivered nor from the Council transferring levy funding into the broader Derbyshire economy to support the Council's Employment and Skills Strategy. It was noted that the DPS could not be utilised to procure providers under the Council's transfer of levy arrangements as the government's funding regulations did not allow this.

It was envisaged that the DPS would be available for use no later than autumn 2019.

RESOLVED to note the content of the report and agree to the implementation of a Dynamic Purchasing System as detailed in the report and specifically that:

- A Dynamic Purchasing System (DPS) would be implemented as the preferred apprenticeship provider procurement model for the Council.
- The total value of the DPS would be £11m based upon £2.2m per annum with a 5 year duration.
- The initial DPS would be exclusive to Derbyshire County Council.
- The development, management, operation and governance of the DPS would be undertaken using existing resources and budgets from within Corporate Procurement, DACES and CCP Organisation Development teams.

105/19 OLDER PEOPLE'S HOUSING, ACCOMMODATION AND SUPPORT: A COMMISSIONING STRATEGY FOR DERBYSHIRE (Adult Social Care) Approval was sought for the implementation of the Older People's Housing, Accommodation and Support Commissioning Strategy for Derbyshire.

It was noted that Derbyshire's ageing population would result in the number of people aged 65 and over increasing by 58.5% by 2039. In the same period the number of people aged 90 and over was due to treble. Nationally and locally, life expectancy was increasing and this meant that individuals were living for longer with more complex needs and needed appropriate or specialist accommodation later in life. As a result, a new long-term approach to housing, accommodation and support to address the needs of older people was required and was detailed in the strategy attached as Appendix 1 to this report.

The Council and its strategic partners developed and agreed the 'Housing and accommodation for an ageing population: a strategic vision for Derbyshire to 2035', in 2018 and this informed the development of this strategy. The detailed modelling outlined the need for various types of accommodation for older people to 2035 and the data modelling was also included in the strategy as a clear baseline for the need which needed to be addressed through both commissioned and directly provided approaches.

The locality profiles outlined a need for a range of additional housing and accommodation to support older people in all districts and boroughs. The majority of people said that they wished to stay in their own home with appropriate care and support provided.

For more specialist accommodation specifically tailored to the needs of older people, the strategy outlined a number of design standards and set out examples of innovative contemporary housing and accommodation that had the potential to be delivered in Derbyshire. Other existing provision could be re-shaped to better meet the design or quality standards and make them more sustainable and fit for purpose for the future. The provision of a range of appropriate housing and accommodation for older people would contribute to timely hospital discharge, reducing length of stay in hospital, preventing hospital admissions and reducing the number of permanent admissions to residential care.

In summary the modelling suggested the following supply and demand for housing for the period to 2035:

- An estimated undersupply of appropriate housing for older people, including a likely undersupply of older peoples' housing for sale (private retirement housing).
- An estimated undersupply of housing with care, both for rent and for sale in all areas.
- A minimal additional net need for residential care provision. In most areas there was no net additional need for residential care provision.
- An estimated undersupply of nursing care beds in all areas.

A five year implementation plan was included with the strategy, outlining key activity and projects which needed to take place. Many of these high level actions required their own specific project management approach and governance. It was proposed that the implementation approach was reviewed on an annual basis to reflect the latest position in Derbyshire, to track progress and also take advantage of any new opportunities, such as new funding streams. The aim was to support a more commercially minded, enterprising and innovative attitude to how the recommendations were implemented.

Liaison was to take place with district and borough councils to ensure appropriate governance and oversight arrangements were in place for district specific proposals. New schemes, if appropriate, would be aligned with the One Public Estate Programme in Derbyshire so that public sector assets and land would be utilised to support the Council's strategic ambition for innovative approaches to older people's housing and accommodation.

RESOLVED to approve the implementation of the Older People's Housing, Accommodation and Support Commissioning Strategy for Derbyshire.

106/19 EXCLUSION OF THE PUBLIC FROM THE MEETING

RESOLVED that the public be excluded from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of the kind of exempt information detailed in the following summary of proceedings.

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC HAD BEEN EXCLUDED FROM THE MEETING

1. To consider Minority Group Leaders' Questions (if any).
2. To confirm the Exempt Minutes of the meetings of Cabinet held on 18 April 2019.
3. To receive the exempt minutes of Cabinet Member meetings as follows:
 - (a) Young People – 2 April 2019
 - (b) Council Services – 4 April 2019
 - (c) Highways, Transport & Infrastructure – 18 April 2019

This page is intentionally left blank

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER – YOUNG PEOPLE** held on 7 May 2019 at County Hall, Matlock.

PRESENT

Cabinet Member - Councillor A Dale

29/19 **MINUTES** **RESOLVED** that the minutes of the meeting of the Cabinet Member for Young People held on 2 April 2019 be confirmed as a correct record and signed by the Cabinet Member.

30/19 **EXCLUSION OF THE PUBLIC** **RESOLVED** that the public, including the press, be excluded from the meeting during consideration of the remaining items on the agenda to avoid the disclosure of the kind of exempt information detailed in the following summary of proceedings:-

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC, INCLUDING THE PRESS, WERE EXCLUDED FROM THE MEETING

1. To confirm the exempt Minutes of the meeting of the Cabinet Member – Young People held on 2 April 2019.
2. To consider the exempt Report of the Strategic Director for Children's Services on Closure and Disposal of Gladys Buxton Centre, Dronfield: Amendment Report (contains information relating to the financial or business affairs of any particular person)

This page is intentionally left blank

PUBLIC

Agenda Item 2

MINUTES of a meeting of the **CABINET MEMBER FOR ECONOMIC DEVELOPMENT AND REGENERATION** held on 9 May 2019 at County Hall, Matlock

PRESENT

Cabinet Member – Councillor T King

Also in attendance – Councillors G Hickton and R Mihaly

03/19 **MINUTES RESOLVED** that the minutes of the meeting held on 14 February 2019 be confirmed as a correct record and signed by the Cabinet Member.

04/19 **INVEST IN D2N2 PROJECT EXTENSION – MATCH FUNDING AND DELIVERY ARRANGEMENTS** Approval was sought to endorse the “Invest in D2N2” project extension for additional European Regional Development Fund (ERDF) support and a match funding contribution of £177,928.

At the Cabinet meeting on 31 January 2017, approval was given to endorse the ERDF grant of £1.041m for the “Invest in D2N2” project and commit £90,000 match funding and the alignment of 0.3 full time equivalent (FTE) Senior Economic Development Officer towards delivering an enhanced “Invest in Derbyshire” inward investment service on behalf of Derbyshire Economic Partnership (DEP) Following approval, the Council (on behalf of DEP) entered into a partnership agreement with Nottingham City Council, as accountable body for the project, and other delivery partners including Marketing Derby, Destination Chesterfield, Marketing NG.

The aim of the project has been to deliver a series of activities to support businesses looking to relocate or start up in the D2N2 (Derby, Derbyshire, Nottingham and Nottinghamshire) region. Specifically for Derbyshire, the project provided an opportunity to develop a more dynamic and pro-active investment promotion and inward investment service for Derbyshire. Previously, the DEP service had focused on a reactive strategy working closely with districts to attract investors with very little promotional activity. In addition, closer collaboration with Marketing Derby and Destination Chesterfield allowed partners to establish a more co-ordinated approach to activity across Derby and Derbyshire as a whole.

To deliver the added value benefits through the project, it was agreed to enter into a partnership grant agreement with Marketing Derby to deliver the project on behalf of the County Council and DEP. As a result, a specific work package was developed for delivering “Invest in Derbyshire” and a strategy document “Delivering Inward Investment in Derbyshire 2017-19” endorsed by DEP Board. Since endorsement, the project has reported to DEP Board as a standing item and an Inward Investment Steering Group established (reporting to DEP), chaired by the Cabinet Member for Economic Development and Regeneration, which oversaw the delivery of the project against the agreed strategy.

The grant agreement had been operational on a 12 month rolling period to allow an annual review of performance against the strategy. The final review for the current project was undertaken and endorsed at the Cabinet Member meeting on 13 December 2018 and a further extension granted via side letter until the end of the project scheduled for 31 October 2019.

Details of the project progress were given in the Strategic Director’s report and it was noted that in relation to the proposed project extension an update had been given at the Cabinet Member meeting on 13 December 2018, at which it was reported that partners were developing a proposal to extend the project until December 2022. An expression of interest was submitted to the Ministry of Housing, Communities and Local Government (MHCLG) on 24 November 2018 as part of an open call for projects under ERDF Priority Axis 3 (small and medium-sized enterprise (SME) Competitiveness). Partners were now preparing a full application for submission by 10 May. MHCLG has indicated that the application would not be subject to full appraisal but treated as a project extension with any approval agreed through a Project Change Request. This should shorten the approval process and allow a seamless continuation of the project beyond the current end date of 31 October 2019.

The extended project would continue to deliver a wide range of specialist inward investment support to SMEs looking to launch or grow their businesses in D2N2, leading to increased productivity and inclusion, the creation of new or expanded enterprises and jobs, and new products and services. The focus would be on supporting businesses to grow and invest in the region as currently delivered through the “Invest in D2N2” project but would build upon lessons learnt by providing more comprehensive support for the customer journey, and include the added value activities of foreign direct investment (FDI), and fostering entrepreneurship. These enhancements would attract more successful businesses to the D2N2 region supporting innovation and best practice, as well as deliver jobs in disadvantaged communities.

Specific activities.

Details of specific activities were detailed in the Strategic Directors report and the total funding for the project extension would be £3,751,720 for which 50% ERDF was being sought. The funding package for the delivery of the DEP element of the project is £355,855 which would be 50% funded via ERDF. The match funding required from the Council on behalf of DEP was £177,928 in total for a three year period.

Similar to the current project, the proposal was to further develop and expand the “Invest in Derbyshire” service as part of a collaborative D2 whole approach, working alongside Marketing Derby and Destination Chesterfield and building upon the excellent progress made to date in raising the profile of Derby and Derbyshire as the “Capital of Innovation”.

ERDF outputs proposed for delivery for the D2 element included 80 enterprises receiving information, diagnostic and brokerage support (P13); 55 enterprises receiving non-financial support (C4); 11 new enterprises supported (C5) and 90 new employment opportunities created (C8).

However, the ERDF outputs only reflect a mandatory measure of the project and the proposal is to develop a new strategy document outlining detailed delivery of the project from 2019-22 and contract with Marketing Derby (on a 12 month rolling basis) to deliver the project on behalf of the Council and DEP.

RESOLVED (1) to approve £177,928 match funding to support the delivery of the “Invest in Derbyshire” service through the project extension to the “Invest in D2N2” European Regional Development Fund project ; and

(2) to note and authorise the preparation of a new agreement with Marketing Derby to manage and deliver the extended project subject to the provision of a new delivery plan for the contract period.

This page is intentionally left blank

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER FOR HIGHWAYS, TRANSPORT AND INFRASTRUCTURE** held at County Hall, Matlock on 9 May 2019

PRESENT

Cabinet Member - Councillor S A Spencer

Also in attendance - Councillor T Ainsworth and G Hickton.

25/19 **PETITION** **RESOLVED** (1) to receive the under-mentioned petition:-

Location/Subject	Signatures	Local Member
Morton – Lack of Public Transport	49	Councillor K Gillott

(2) that the Strategic Director – Economy, Transport and Environment investigates and considers the matters raised in the petition.

26/19 **MINUTES** **RESOLVED** that the Minutes of the meeting of the Cabinet Member for Highways, Transport and Infrastructure held on 18 April 2019 be confirmed as a correct record and signed by the Cabinet Member.

27/19 **PETITION REQUESTING TO CHANGE THE SPEED LIMIT FROM 40MPH TO 30MPH – A6187 HOPE ROAD** Following receipt of a petition requesting a lower speed limit of 30mph on the A6187 Hope Road, from Sickleholme towards Hope, Derbyshire, investigations have been undertaken.

The request for a 30mph speed limit was considered by following guidance set out by the Department for Transport (DfT), the Derby and Derbyshire Road Safety Partnership’s Speed Management Protocol alongside local community concerns raised within the petition.

Traffic counts and speed readings have been taken at various locations along the A6178 corridor and this has indicated that the current speed limits, with the exception of those east of the rail bridge in Hathersage, were appropriate for the highway environment, with the mean speeds being within the accepted tolerance for setting of local speed limit guidance. The readings at Castleton Road, Hathersage showed excessively high approach speeds into the village and this would be brought to the attention of the Police.

The Police’s collision database showed that, during the latest three year period from 1 February 2016 to 31 January 2019, two collisions have been recorded

throughout the 40mph section of the A6187 that involved personal injury. Neither of these have been classified as being speed-related. Damage only collisions and “near misses” occurred at times on the network, however these rarely form part of the collision investigation process due to the lack of reliable data available. The County Council has implemented traffic engineering measures along the length of this route, including double white line systems, warning signing and anti-skid surfacing.

From a Police perspective, rather than a need for high levels of enforcement and prosecution, proposed speed limits should only be implemented where they would require minimal enforcement attention. Initial discussions indicate that the Police would not support a reduction of the speed limit from 40mph to 30mph along this particular stretch of road.

The officers view was that it would be counterproductive if a 30mph limit was introduced on Hope Road at the present time. It would not be commensurate with the national guidance on setting 30mph speed limits and would present the Police with an unreasonable enforcement task. However, enhancing the entry signs and carriageway markings leading into the 40mph zone could help to raise awareness of the change in speed limit which would help compliance in general. It was therefore proposed to carry out this work in the current financial year.

The Cabinet Member allowed Karen O’Connor, Lead Petitioner to address the meeting. Ms O’Connor stated that almost every property had signed the petition and provided further information, with reasons for requesting a 30mph speed limit, that had been forwarded to officers and the Cabinet Member. Reference was made to the accidents that have occurred on this stretch of road, the lack of safe crossing places and the risk to older residents. The criteria for a 30mph speed limit was discussed and this section of the road currently fell short of the Department for Transport guidance.

RESOLVED that (1) the situation continues to be monitored at the A6187 Hope Road, Hope Valley and any future action be taken where appropriate in accordance with current national guidance;

(2) the speed limit signing at the change in speed limit near The Rising Sun Public House be reviewed with a view to creating a “gateway” feature;

(3) officers consider options that might be acceptable in respect of road crossings for the community; and

(4) the lead petitioner and local Member be informed accordingly.

28/19 AWARD OF GRANTS TO EXTERNAL RECIPIENT

RESOLVED to approve the award of grants of £1,600 to Transpeak Walks; £1,000 to Edale Station Friends and £240 to Edale Station Friends.

29/19 CONFIRMATION OF THE DEDICATION OF A LOCAL NATURE RESERVE AT ASTON BRICKYARD PLANTATION, ASTON ON TRENT

On 28 February 2019 the Cabinet Member approved the dedication of Aston Brickyard Plantation as a Local Nature Reserve (LNR). Consultation with Natural England and local user groups has been undertaken and no objections have been received. The dedication of the LNR was now confirmed and it was proposed to inform Natural England and South Derbyshire District Council.

RESOLVED (1) to note the confirmation of the dedication of the Local Nature Reserve at Aston Brickyard, Aston on Trent; and

(2) that Natural England and South Derbyshire District Council be informed accordingly.

30/19 EXCLUSION OF THE PUBLIC **RESOLVED that the public, including the press, be excluded from the meeting during consideration of the remaining items on the agenda to avoid the disclosure of the kind of exempt information detailed in the following summary of proceedings:-**

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC, INCLUDING THE PRESS, WERE EXCLUDED FROM THE MEETING

1. To consider the exempt Minutes of the meeting held on 18 April 2019.

31/19 EXEMPT MINUTES **RESOLVED that the exempt Minutes of the meeting of the Cabinet Member for Highways, Transport and Infrastructure held on 18 April 2019 be confirmed as a correct record and signed by the Cabinet Member.**

This page is intentionally left blank

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER FOR STRATEGIC LEADERSHIP, CULTURE AND TOURISM** held on 9 May 2019 at County Hall, Matlock

PRESENT

Cabinet Member – Councillor B Lewis

Also in attendance – Councillor R Flatley

8/19 **MINUTES RESOLVED** that the minutes of the meeting held on 25 March 2019 be confirmed as a correct record and signed by the Cabinet Member.

9/19 **CULTURE, HERITAGE AND TOURISM (CHAT) BOARD – UPDATE AND FURTHER RESOURCING** At its inaugural meeting on 21 June 2018, the CHAT Board agreed terms of reference that established an overarching purpose “to maximise the economic potential of Derbyshire’s unique and distinctive cultural and environmental offer to ensure the County was an exceptional and world class destination for people to live, work, visit and invest, promoting tourism growth, whilst protecting what makes Derbyshire’s heritage special and unique”.

Within this context, the primary focus of the Board was to ensure the visitor assets, infrastructure and products/services provided complemented the experience of, and met the expectations of, Derbyshire’s visitors, investors and residents. The activities the Board was undertaking in developing its role in this respect, were highlighted.

The CHAT Board had very quickly developed a strong partnership ethos and was focusing its efforts on developing an action plan of themes and proposed projects that would deliver its ambitions. The action plan was also designed to be alive to market opportunities as and when they emerged. The Board was also working with partners to commission research and data that would underpin activity and support the sector in attracting further investment.

Finally, the Board had agreed to identify a number of signature projects that warranted special consideration in helping to further transform the cultural offer of Derbyshire and raise the profile of the County. These would provide a focus for direct intervention and resources.

One such signature project was the proposed Festival of Derbyshire which would deliver a high quality, coordinated marketing and branding campaign centred around a number of milestones during 2020-21. These

included the 70th anniversary of the Peak District National Park; 20th anniversary of the Derwent Valley Mills World Heritage Site inscription and the 200th birthday of Florence Nightingale, along with other key events linked to the Pilgrim Fathers, Barrow Hill Roundhouse etc.

To coincide with key milestones, it was proposed the Festival of Derbyshire ran from mid-2020 to mid-2021. Resources would be required at an early stage to develop the project brief and commission a suitable individual or organisation to deliver the project, depending on scope and depth of activity. The proposal was for the County Council to act as lead commissioner for the project with a high level steering group nominated to manage any subsequent, contracted delivery body, reporting directly to the CHAT Board. The proposed new Senior Economic Development Officer (SEDO) would provide operational links between the Festival programme of activity and the wider work of the CHAT Board. Once detailed plans were in place, the County Council would discuss potential, additional support with/from Visit Britain.

As stated above, the CHAT Board had focused on developing its role and the draft action plan recently endorsed at the Board meeting on 19 December 2018, plus the further addition of the Festival of Derbyshire. Although the role of the Board was to co-ordinate partners' resources against overarching strategic objectives, it had been recognised that dedicated budgetary resource was required to facilitate the work of the Board.

The proposal was to employ a Senior Economic Development Officer on a three year fixed term contract (FTC) to manage development of the Board and delivery of the action plan. Reporting to the Head of Economic Development, the postholder would work closely with the Chairperson and partners to bring forward appropriate projects and interventions to drive forward the CHAT agenda.

The postholder would develop close working relationships with key organisations such as MPDD, Destination Chesterfield and Marketing Derby, as well as ensuring the activity links to the services provided through Derbyshire Economic Partnership (DEP) and the D2N2 LEP. The postholder would also focus on stimulating partnership investment in key projects and leveraging external funding wherever possible to meet the objectives of the Board.

RESOLVED to (1) note the progress to date of the Culture, Heritage and Tourism (CHAT) Board and Action Plan;

(2) approve the recruitment of 1 full time equivalent officer on a three year, fixed term contract until 31 March 2022, subject to appropriate job

profiling and in line with recruitment and selection policy and the allocation of funding from the Derbyshire Challenge Fund reserve;

(3) note and support the proposed Festival of Derbyshire, including the establishment of a senior steering group reporting to the CHAT Board to manage the project and develop a detailed project brief to commission a suitable individual and/or delivery organisation by Autumn 2019; and

(4) note that a future Cabinet report will be presented outlining the proposals for further project funding to implement the Festival programme.

This page is intentionally left blank

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER FOR COUNCIL SERVICES** held on 16 May 2019 at County Hall, Matlock

PRESENT

Cabinet Member – Councillor A Foster

Also in attendance – Councillor P Murray

28/19 **MINUTES RESOLVED** that the minutes of the meeting held on 25 April 2019 be confirmed as a correct record and signed by the Cabinet Member.

29/19 **EXCLUSION OF THE PUBLIC RESOLVED** to exclude the public from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of exempt or confidential information

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING

1. To confirm the exempt minutes of the meeting held on 25 April 2019.
2. To consider the exempt report of the Strategic Director Commissioning, Communities and Policy on the Senior Management Structure within the Finance and ICT Division (contains information relating to the financial or business affairs of any particular person (including the Authority holding that information))

This page is intentionally left blank

DERBYSHIRE COUNTY COUNCIL**CABINET****6 June 2019****Report of the Executive Director Commissioning, Communities and Policy****DEPARTMENTAL SERVICE PLANS 2017-2021 (2019-20 Update)
(Strategic Leadership, Culture and Tourism)****1. Purpose of the Report**

To recommend the 2019-20 updates to Departmental Service Plans 2017-21 for approval by Full Council.

2. Information and Analysis

Service Plans set out how each department will contribute to the outcomes and priorities set out in the Council Plan refresh 2019-21. The Council Plan outcomes, which outline what the Council is working towards with partners and local people are as follows:

- **Resilient and thriving communities** which share responsibility for improving their areas and supporting each other
- **Happy, safe and healthy people**, with solid networks of support, who feel in control of their personal circumstances and aspirations
- **A strong, diverse and adaptable economy** which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people
- **Great places to live, work and visit** with outstanding schools, diverse cultural opportunities, transport connections that keep things moving and a healthy environment for all
- **High quality public services** that work together and alongside communities to deliver services that meet people's needs

The five priorities outlined in the Council Plan, which provide a focus for effort and resource, are:

- Value for money
- A prosperous Derbyshire
- Empowered and self-sufficient communities
- A focus on prevention and early intervention

- High performing council services

The Service Plans describe how departments will work towards achieving the outcomes and priorities set out above. Performance measures are included in the Service Plans, however in some cases baseline and target information are still to be confirmed due to the need for data that is not fully available until later in the year.

3. Financial Considerations

The capital and revenue programmes included in Service Plans accord with the revenue and capital budgets approved by Council in February 2019.

4. Other Considerations

In preparing the report the relevance of the following factors has been considered: transport, legal, human resources, prevention of crime and disorder, equality and diversity, environmental, health and property.

5. Key Decision - No

6. Call-in

Is it required that call-in be waived in respect of the decisions proposed in the report? No

7. Background Papers - None

8. Officer's Recommendations

It is recommended that Cabinet:

1. Approve the 2019-20 update to Departmental Service Plans 2017-21
2. Approve the Service Plans to be submitted to Full Council for endorsement.

Emma Alexander
Executive Director Commissioning, Communities and Policy

Adult Social Care and Health

Service Plan 2017-2021

2019/20 update

Simon Stevens
Acting Executive Director – Adult Social Care and Health
V3.2

Contents

Council Ambition, Outcomes and Priorities	3
Departmental Overview	4
Section One: Council Priorities	12
Section Two: Departmental Priorities	24
Appendix A – Approved controllable budget	29
Appendix B – Forward plan of procurement projects	30

Council Ambition

We will strive to be:

An enterprising and value for money council, enabling people and communities to thrive

Council Outcomes

We want Derbyshire to have:

- **Resilient and thriving communities** which take responsibility for improving their areas and supporting each other
- **Happy, safe and healthy people** with solid networks of support, who feel in control of their personal circumstances and aspirations
- **A strong, diverse and adaptable economy** which makes the most of Derbyshire's rich assets and provides meaningful employment opportunities for local people
- **Great places to live, work and visit**, with outstanding schools, diverse cultural opportunities, transport connections that keep things moving and a healthy environment for all
- **High quality public services** that work together and alongside communities to deliver services that meet people's needs.

Council Priorities for 2019/20

Our Council priorities are:

- Value for money
- A prosperous Derbyshire
- Empowered and self-sufficient communities
- A focus on prevention and early intervention
- High performing council services

Departmental Overview

Departmental Structure

The **Adult Social Care and Health** department is structured across three areas:

- **Commissioning and Performance** is responsible for commissioning care services across all client groups, contracting and compliance, housing related support services, performance and efficiency, stakeholder engagement and complaints.
- **Direct Care and Prevention and Personalisation** deliver in-house care and support services, including reablement, homecare, residential care and day opportunities, prevention and community social work responsibilities and safeguarding.
- **Public Health** works strategically using the latest available evidence to identify and evaluate the health needs of the Derbyshire population, monitor the health impact of projects, policies or initiatives; invests in preventative approaches, influences decisions to maximise population health benefits and commissions services to improve population health and wellbeing.

Departmental priorities

Adult Social Care and Health have the following areas of focus that deliver against Council Plan objectives:

- Review our care and support offer for adults to improve efficiency, value for money and customer outcomes;
- Developing an Older People's Housing, Accommodation and Support Strategy;
- Better support people to live at home longer and maintain our performance in reducing delayed transfers of care;
- Commission a new approach to provide innovative technological solutions to support people with social care needs;
- Improve health outcomes through increasing the number of people taking part in smoking cessation and weight management programmes to improve outcomes

Additionally, during 2019-20 the department will seek to begin implementation of the findings of a specialist review of Older Adults and Whole-life Disability Pathways. The review highlighted a number of opportunities for improving both outcomes for service users and service efficiency within the current framework in which the department operates.

Specific attention will be given to reducing the variation and lack of consistency in decision making which prevents ideal outcomes for clients being achieved.

Further to the above, the following workforce development priorities have been identified:

- Ongoing marketing and events activity to raise the profile of careers within Direct Care and the wider care sector;
- Commencement of recruitment campaign to increase the number of Occupational Therapists working across the department in Derbyshire;
- Developing staff through the apprenticeship scheme who would like to become a social worker;
- Increasing the number of people with a disability into meaningful paid employment through the delivery of the Derbyshire Disability Employment Strategy and continue to engage with clients and carers regarding this issue;
- Developing a range of apprenticeship and work experience opportunities within social care to support the Employment and Skills Strategy;
- Refocusing Direct Care activity to provide short-term capacity and flexibility;
- Maintaining workforce capacity within Prevention and Personalisation utilising the Better Care Fund (iBCF);
- Encouraging staff participation in training that demonstrates the impact of welfare reform within Derbyshire;
- Continued support for the recruitment, retention and development of staff in the private and independent sector;
- Strengthening leadership development across Adult Social Care and Health;
- Implement, once approved, the Workplace Wellbeing Strategy to ensure all Adult Social Care and Health staff are well supported.

Achievements

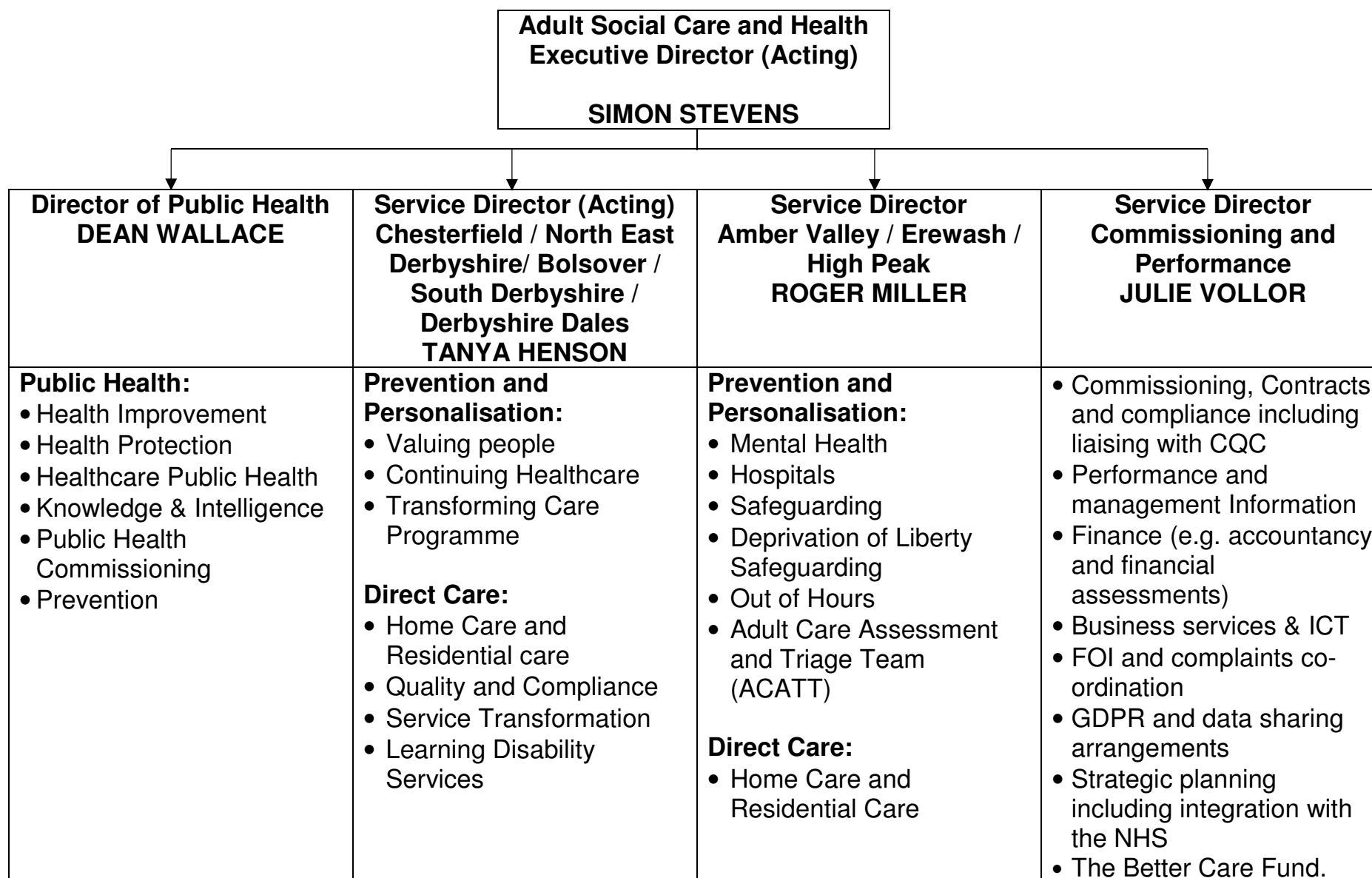
During 2018-19 the department achieved the following that support the delivery of both the Council Plan and Department Service Plan priorities

- Developed a strategic vision, including detailed modelling of a range of different accommodation types required in Derbyshire to support people aged 65 and over from 2018 to 2035. The vision and subsequent strategy has been developed based on engagement with older people, district and borough councils and other key stakeholders;

- Undertook consultation on current service offer to inform transformation of the community alarms and telecare service and scoped and developed proposals to expand the use of technology in social care which is currently being refined by an external consultant as part of the Enterprising Council Early starts programme;
- Progress is being made with the redevelopment of learning disability day opportunities, a comprehensive consultation exercise was completed at the end of March 2019 and the results will be presented to Cabinet for consideration in June 2019;
- Delayed Transfers of Care (at a system level and those attributable to social care) were at their lowest level for five years with equivalent of 35.7 bed days lost per day in 2018-19 compared to 42.7 in 2017-18 (Social Care delays down from 2.0 to 1.2 bed days lost per day);
- We have received 402 compliments and 227 complaints, of which 41 were upheld, during 2018-19;
- We have continued to increase awareness to local people of our Safeguarding responsibilities through the creation of a dedicated website and via social media i.e. Facebook and Twitter, together with themed presentations at local venues with our partners
- We have increased our support to the Safeguarding Adults Board and provided administrative support to partners in our response to managing local vulnerable people within our Vulnerable Adults Risk Management multi-agency arrangements
- Rapid growth in the use of the “Carers in Derbyshire” web portal which provides relevant, reliable and up to date information specifically designed to support county carers. The young adult carers section of the portal has also been redesigned to ensure the information is more accessible to children and young people. We have also seen a 200% increase in the number of those following the Carers in Derbyshire Facebook page;
- We have seen a 5% increase in the number of new carers, not known to services, who have been identified and referred for carer assessment and support and have seen an 8% increase in the number of carers accessing peer support;
- Developed a partnership agreement with Derbyshire Community Health Services NHS Foundation Trust to help deliver more joined-up Health Visiting and School Nursing Services, working more closely with Childrens Centres, to help give all Derbyshire children the best start in life;
- Expanded the Food for Life programme across Derbyshire, working with 15 new schools this year to provide healthy school meals and food education that has an impact across the whole school and wider community;

- Led a variety of work to prevent suicide in Derbyshire including; making contact with around 30,000 people at events held on and around world suicide prevention day, working in partnership with Network Rail to bring in measures to help prevent suicide linked to the local rail network, and developing and rolling-out suicide awareness training for Primary Care staff. We lead and co-ordinate the Derbyshire Self-Harm and Suicide Prevention Partnership Forum, which is recognised as an example of good practice by the National Suicide Prevention Alliance;
- Approximately 1,600 local people each week accessed support to reduce their risk of falling through our falls prevention service. Our approach to falls prevention has also been recognised by the Centre for Ageing Better as an example of good practice as part of a national research project.

Our services



Departmental Policy Context

Adult Social Care and Health support the delivery of a wide range of national policies, statutory functions and legislative requirements that promote population health and wellbeing, but also work with some of the most vulnerable adults within Derbyshire.

Adult Social Care provides social work, personal care, safeguarding and support services to adults who are vulnerable or at risk due to age, disability, illness or poverty. It also provides information, advice and guidance to family carers. The department works within the legal framework of the Care Act 2014 and provides personalised services to promote the independence, dignity and control of local people. Social care staff work in close partnership with other colleagues in health, district and borough councils and the voluntary sector.

Public Health acts as the system leader for health and wellbeing, discharging the local authority's duties in regard to health improvement and reducing health inequalities as outlined in the Health and Social Care Act 2012. Public Health works to improve population health outcomes across the county working in partnership with the NHS, district and borough councils and the voluntary sector. Public Health currently receives funding from central government via a ringfenced grant and this will remain in place to 2020, however the value of grant funding is reducing.

Public Health leads on the authority's statutory responsibility to develop a Joint Strategic Needs Assessment (JSNA). This assessment considers the current and future health and care needs of local population. The assessment informs and guides planning and commissioning and the current JSNA for Derbyshire can be accessed via the Derbyshire Observatory.

Adult Social Care and Health commission a range of services which are outcome focused, including accommodation and support for older people and people with learning disabilities, information and advice for carers, mental health, sensory impairment, dementia support and learning disability services. Public Health also has responsibility for the commissioning a range of statutory services in relation to NHS Health Checks, sexual health and the National Child Measurement Programme. Within this programme of work the department is seeking to develop strategic commissioning approaches which are aligned with health partner activity wherever possible and also to utilise new or innovative models of delivery.

Adult Social Care and Health is also committed to ensuring parity of esteem between physical and mental health services, with a clear focus on ensuring positive outcomes for people with a mental health issue.

During 2019 it is anticipated that the Government will publish two Green Papers covering Prevention and Social Care (all age adults). Locally, Adult Social Care and Health will need to plan for any implications outlined in these documents.

Joined Up Care Derbyshire NHS England have asked that local authority areas work in partnership with local NHS organisations to develop a Sustainability and Transformation Plan, in Derbyshire this plan is known as Joined Up Care Derbyshire. Adult Social care and Health, through continued partnership working with the NHS, will align activity with the agreed system wide priorities regarding frailty and mental health.

Risk Overview

Adult Social Care and Health have identified the following risks, and mitigations, to the successful implementation of the Council and Departmental Priorities detailed in this plan:

Risk	Mitigations
<ul style="list-style-type: none"> • Recruitment and retention of appropriately skilled staff to maintain service provision 	<ul style="list-style-type: none"> • Joint Workforce development & workforce commissioning with Local NHS. Development of workforce strategy 2019-2020 • Workforce Planning in Direct Care • Consider a Joint Commissioning approach to market sustainability e.g. NH provision
<ul style="list-style-type: none"> • Limited availability of skilled capacity in the independent sector to deliver standards of service and response set out in Care Act ambitions • Risk to sustainability of existing nursing home network - due to difficulties of recruitment and retention of nursing staff 	<ul style="list-style-type: none"> • Quality of Care Framework introduced across the sector; • Training provided to independent sector providers; • National awareness/recruitment campaign for care sector roles

Risk	Mitigations
<ul style="list-style-type: none"> Financial challenge of NHS Commissioners leading to commissioning decisions that result in additional unforeseen cost pressures to Adult Social Care and Public Health e.g. Transforming Care, Continuing Health Care (CHC) 	<ul style="list-style-type: none"> Collaborative work with partners and internally to maximise effectiveness of current investments. Impacts analysis of loss of specific schemes and explore potential to deliver same with alternative service or resources

Section One – Council Priorities

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
1. Achieved budget savings of £46.8m (£20m departmental)	Helen Jones / Simon Stevens	April 2019	31 March 2021	1) Achieved departmental budget savings in 2019-20 and 2020-21	Value for money
2. Strengthened partnership working, for instance working with partners to agree the creation of a Strategic Alliance for the region to drive sustainable growth	Helen Jones / Simon Stevens	May 2017	Ongoing	2a) Raise the profile of Health and Social Care Integration 2b) Strengthen strategic partnership working	Value for money
3. Improved employee well-being through a new strategy that also increases productivity and reduces absence	Helen Jones / Simon Stevens	March 2019	April 2021	3a) Reduced the average number of days lost to sickness absence 3b) Reduced the average number of sickness absence due to mental health issues 3c) Reduced spend on agency staff	Value for money

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
4. Delivered the Employment and Skills Strategy action plan in line with programmed timescales including improved co-ordination of Council activity	Julie Vollor	April 2019	March 2023	4a) Number of apprenticeships offered by Adult Social Care and Public Health 4b) Number of apprenticeships recruited to by Adult Social Care and Public Health 4c) Number of apprenticeships in Adult Social Care and Health successfully completed	A prosperous Derbyshire
5. Reviewed grants and developed a new offer to voluntary and community groups to enable the sector to grow and thrive	Julie Vollor	October 2018	March 2020	5) Review completed and new approach in place from April 2020	Empowered and self-sufficient communities

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
6. Co-designed the Council's offer to people with learning disabilities, focusing on their strengths to help them achieve their personal goals	Simon Stevens	September 2019	March 2021	6a) Increased the proportion of adults with a learning disability in paid employment 6b) Increased the proportion of adults with a learning disability who live in their own home or with their family 6c) Increased the number of people with a Learning Disability accessing Shared Lives Schemes	Empowered and self-sufficient communities
7. Developed, agreed and begun to implement the Older People's Housing, Accommodation and Support Strategy	Julie Vollor	Ongoing	March 2021	7) Developed, agreed and begun implementation of the Older People's Housing, Accommodation and Support Strategy	A focus on prevention and early intervention

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
8. Reviewed the Council's care and support offer for children with special educational needs and disabilities and adults to improve efficiency, value for money and customer outcomes	Helen Jones / Simon Stevens	May 2019	To be confirmed	8) Increased the percentage of clients agreeing that care and support services improve quality of life	A focus on prevention and early intervention
9. Better supported people to live at home longer	Tanya Henson / Roger Miller	Ongoing	Ongoing	9a) Reduced the rate of admissions to residential and nursing care (younger adults) 9b) Reduced the rate of admissions to residential and nursing care (older adults) 9c) Increased the percentage of people remaining at home 91 days after reablement	A focus on prevention and early intervention
10. Commissioned a new approach to provide innovative technological solutions to support people with social care needs	Julie Vollor	June 2019	March 2021	10) Commissioned a new approach to provide innovative technological solutions to support people with social care needs	A focus on prevention and early intervention

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
11. Increased the number of people taking part in smoking cessation and weight management programmes to improve outcomes	Dean Wallace	April 2019	Ongoing	11a) Percentage of participants in Council delivered weight management programmes who lose weight 11b) Percentage of participants in Council delivered stop smoking programmes who stop smoking 11c) Number of 4 week quits (smoking) 11d) Overall 4 week quite rate (%) (smoking)	A focus on prevention and early intervention

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
12. Redesigned the Council's universal and targeted 0-5s offer through Health Visiting services and Children's Centres in partnership with the NHS	Dean Wallace	Started	October 2019	12a) Established partnership approach by April 2019 12b) Put in place formal partnership agreement by October 2019 12c) Health Visitor core contact data (five mandated checks) 12d) Percentage of children achieving a good level of development 12e) Percentage of centres audited as compliant with UNICEF Baby Friendly Standards 12f) Number of groups targeted to families in need of support to promote child development, facilitated by Foundation Years Practitioners	A focus on prevention and early intervention

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
13. Implemented "Pause Project", an innovative programme to address the needs of women who have had multiple children removed from their care and to prevent this cycle recurring	Dean Wallace	Started	Ongoing	<p>13a) Pause programme operational from November 2019 and working with 22 women by the end of October 2020</p> <p>13b) Percentage of women who do not become pregnant during the 18 months of the Pause programme</p> <p>13c) Percentage of women who do not experience further care proceedings for 18 months following the Pause programme</p>	A focus on prevention and early intervention
14. Maintained the Council's high performance in reducing delayed transfers of care from hospital	Roger Miller	Ongoing	Ongoing	14) Reduced delayed transfers of care from hospital	High-performing council services

Actions	Lead	Start	Complete	Success Measures	Council Plan Priority
15. Ensured all Council run adult care homes have Quality of Care graded as 'Good' or 'Outstanding' by the Care Quality Commission	Tanya Henson	Ongoing	Ongoing	15) Increased the percentage of Council run adult care homes have Quality of Care graded as 'Good' or 'Outstanding' by the Care Quality Commission	High-performing council services
16. Introduced a new Customer Care Charter to set out how it will meet people's needs	Julie Vollor	March 2019	July 2019	16a) Increased the number of compliments about Council services 16b) Monitored customer complaints	High-performing council services

Key performance measures

Please note:

- Adult Social Care Outcomes Framework (ASCOF) indicators are reported in June of each year – therefore 2018-19 figures are not available at the time of producing this plan.
- Public Health Outcomes Framework (PHOF) indicators are reported annually and can either be one or two years behind the current reporting year.
- Where an action relates to the development of plan, or strategy, the success measure will reflect the progress in its development by means of a Red, Amber, Green (RAG) rating. Once a plan, or strategy, has begun implementation the relevant success measures will be amended to reflect appropriate outcomes.
- Where a target has not been set, because the indicator relates to levels of activity or it is not appropriate to set targets, then “Monitor” has been used instead.

Description	Actual 2017-18	Latest 2018-19	Target 2019-20	Target 2020-21
1) Achieved departmental budget savings in 2019-20 and 2020-21	£12.249m	£4.973m	£5.732m	£14.305m
2a) Raise the profile of Health and Social Care Integration	N/A	Monitor	Monitor	Monitor
2b) Strengthen strategic partnership working	N/A	Monitor	Monitor	Monitor
3a) The average number of days lost to sickness absence	153.63	126.14	Monitor	Monitor
3b) The average number of sickness absences due to mental health issues	N/A	N/A	Monitor	Monitor
3c) Total amount spent on agency staff	£1.532m	£3.070m	Monitor	Monitor
4a) Number of apprenticeships offered by Adult Social Care and Public Health	80	74	Monitor	Monitor
4b) Number of apprenticeships recruited to by Adult Social Care and Public Health	36	63	Monitor	Monitor

Description	Actual 2017-18	Latest 2018-19	Target 2019-20	Target 2020-21
4c) Number of apprenticeships in Adult Social Care and Health successfully completed	27	TBC	Monitor	Monitor
5) Review completed and new approach in place from April 2020	N/A	Green	Monitor	Monitor
6a) The proportion (%) of adults with learning disabilities known to the council with eligible needs in paid employment (ASCOF 1E)	3.1%	N/A	Monitor	Monitor
6b) The proportion (%) of adults with a learning disability who live in their own home or with their family (ASCOF 1G)	79.1%	N/A	Monitor	Monitor
6c) The number of Learning Disability Clients accessing Shared Lives Schemes	79	98	Monitor	Monitor
7) Progress in developing, agreeing and implementing the Older People's Housing, Accommodation and Support Strategy (RAG Rating)	N/A	Green	Monitor	Monitor
8) Social care-related quality of life (ASCOF 1A)	19	N/A	Monitor	Monitor
9a) Long-term support needs of younger adults (aged 18-64) met by admission to residential and nursing care, per 100,000 population (ASCOF 2A (1))	22.5	25.9	Monitor	Monitor
9b) Long-term support needs of older adults (aged 65+) met by admission to residential and nursing care, per 100,000 population (ASCOF 2A (2))	707.3	705.3	TBC	TBC
9c) Proportion of 65+ people who were still at home 91 days after discharge from hospital into reablement (%) (ASCOF 2B (1))	76.9%	N/A	TBC	TBC
10) Progress against Assistive Technology Programme Board Plan (RAG Rating)	N/A	Green	Green	Green

Description	Actual 2017-18	Latest 2018-19	Target 2019-20	Target 2020-21
11a) Number of weight management completers (attended min of 8/12 sessions and achieved overall weight loss)	N/A	625	937	1218
11b) Number and proportion of completers achieving 5% weight loss	N/A	183 (29%)	281 (30%)	402 (33%)
11c) Number of 4 week quits (smoking)	879	854	1050	1200
11d) Overall 4 week quit rate (%) (smoking)	58%	61%	60%	60%
12a) Established partnership approach by April 2019	N/A	Complete	Monitor	Monitor
12b) Progress in developing formal partnership agreement by October 2019 (RAG Rating)	N/A	Green	N/A	N/A
12c) The proportion (%) of families in Derbyshire are offered 5 universal reviews and uptake is maximised:				
12ci) 98% of identified pregnant women receiving an antenatal contact.	95%	95%	98%	98%
12cii) 98% of infants receiving a new baby review between 10- 14days.	96%	97%	98%	98%
12ciii) 100% receive a new baby review within 3 months of birth.	100%	100%	100%	100%
12civ) 98% of infants receiving a 6-8-week review within the timescales.	97%	98%	98%	98%
12cv) 98% of 12 months reviews are completed within the timescales.	97%	98%	98%	98%
12cvi) 93% of 2.5-year reviews are completed within the timescale.	96%	97%	93%	93%
12d) The proportion (%) of families in Derbyshire that are offered mandated reviews, universal plus or universal partnership plus if target support is required.	100%	100%	100%	100%

Description	Actual 2017-18	Latest 2018-19	Target 2019-20	Target 2020-21
12e) Total number of centres audited as complaint across the County with UNICEF Baby Friendly Standards.	100%	100%	100%	100%
12f) Number of groups targeted to families in need of support to promote child development, facilitated by Foundation Years Practitioners	N/A	N/A	TBC	TBC
13a) Pause programme operational from November 2019 and working with 22 women by the end of October 2020	N/A	N/A	22	TBC
13b) Percentage of women who do not become pregnant during the 18 months of the Pause programme	N/A	N/A	Monitor	Monitor
13c) Percentage of women who do not experience further care proceedings for 18 months following the Pause programme	N/A	N/A	Monitor	Monitor
14a) The total number of days lost to delayed transfers of care	15,610	11,882	12,727	TBC
14b) The daily average of days lost to delayed transfers of care per 100,000 population (aged 18+)	6.7	5.6	5.6	TBC
15) Percentage of Council run adult care homes that are rated 'Outstanding' and/or 'Good' by the Care Quality Commission	N/A	63.63%	Monitor	Monitor
16a) Total Number of compliments received by Adult Social Care and Health	331	402	Monitor	Monitor
16b) Total number of complaints received by Adult Social Care and Health	195	227	Monitor	Monitor

Section Two – Departmental Priorities

Actions	Lead	Start	Complete	Success Measures	Departmental Priority
17. Ensure carers in Derbyshire have access to the support, advice and information to best meet their needs	Julie Vollar	Ongoing	Ongoing	17a) Overall satisfaction of people with adult social care services: Carers 17b) The proportion (%) of carers who report they have been included or consulted in discussions about the person they care for 17c) The proportion (%) of social care (user and) carers who find it easy to find information and advice about services	Healthy Population
18. Work with partners to develop and implement a Joint Dementia Strategic Overview	Julie Vollar	Ongoing	Ongoing	18) Progress in developing and implementing a Joint Dementia Strategic Overview	Healthy Population
19. Work with partners to review Hard of Hearing Support Services	Julie Vollar	Ongoing	Ongoing	19) Progress in reviewing hard of hearing support service	Healthy Population

Actions	Lead	Start	Complete	Success Measures	Departmental Priority
20. Encourage more active lifestyles, developing more opportunities for walking, cycling and public transport	Dean Wallace	Ongoing	Ongoing	20) The proportion (%) of physically inactive adults	Healthy Population
21. Provide tailored support to live healthier lifestyles we through Live Life Better Derbyshire and specialist services that promote, positive sexual health and enable people to recover from drug and alcohol addiction	Dean Wallace	Ongoing	Ongoing	21a) Sexual health – Chlamydia detection rate/100,000 people aged 15-24 21b) Sexual health – HIV late diagnosis (%) 21c) Substance misuse - Percentage of successful completions as a proportion of all in treatment 21d) Substance Misuse - Percentage of representations within six months	Healthy Population
22. We will continue to have a clear focus on protecting vulnerable people as part of a strong multi-agency approach to safeguarding	Roger Miller	Ongoing	Ongoing	22) The proportion of people who report that they are satisfied that they achieved the Outcomes they wanted at the end of the Safeguarding	Keeping Adults Safe

Actions	Lead	Start	Complete	Success Measures	Departmental Priority
23. Work in partnership with local communities to co-design and secure better services for local people	Julie Vollar	Ongoing	Ongoing	23) We will have worked in partnership with local communities when designing services for local people	Keeping Adults Safe
24. Work with partners to deliver the Substance Misuse Strategic Plan	Dean Wallace	Ongoing	Ongoing	24) Progress in delivering the substance misuses strategic plan	Keeping Adults Safe
25. Support businesses so they have an active, healthy and productive workforce	Dean Wallace	Ongoing	Ongoing	25) Number of businesses participating in the Healthy Workplace programme	Healthy Environments
26. Work with partners and local people to reduce the health impact of air pollution in the County.	Dean Wallace	Ongoing	Ongoing	26) Develop and Implement a Derbyshire County Air Quality Strategy	Healthy Environments

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
17a) Overall satisfaction of carers with social services (%) (ASCOF 3B)	37.3% (2016-17)	N/A	Monitor	Monitor
17b) The proportion (%) of carers who report they have been included or consulted in discussions about the person they care for (ASCOF 3C)	67.3% (2016-17)	N/A	Monitor	Monitor
17c) The proportion (%) of social care (user and) carers who find it easy to find information and advice about services (ASCOF 3D1)	75.5%	N/A	Monitor	Monitor
18) Progress in developing and implementing a Joint Dementia Strategic Overview (RAG rating)	N/A	Green	Green	Green
19) Progress in reviewing hard of hearing support service (RAG rating)	N/A	Green	Green	N/A
20) The proportion (%) of physically inactive adults (PHOF)	20.9% (2016-17)	N/A	Monitor	Monitor
21a) Sexual health – Chlamydia detection rate/100,000 people aged 15-24	1,527/100,000	N/A	Monitor	Monitor
21b) Sexual health – HIV late diagnosis (%)	50%	N/A	Monitor	Monitor

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
21c) Substance misuse - Percentage of successful completions as a proportion of all in treatment: bi) Opiate bii) Non-opiate biii) Alcohol biv) Alcohol & non-opiate	N/A	4.53% 31.19% 39.95% 32.39%	Monitor	Monitor
21d) Substance Misuse - Percentage of representations within six months: ci) Opiate cii) Non-opiate ciii) Alcohol civ) Alcohol & non-opiate	N/A	15.38% 4.00% 6.95% 13.79%	Monitor	Monitor
22) The proportion of people who report that they are satisfied that they achieved the Outcomes they wanted at the end of the Safeguarding	N/A	34%	Monitor	Monitor
23) We will have worked in partnership with local communities when designing services for local people (RAG rating of consultation activity)	N/A	N/A	Green	Green
24) Progress in delivering the substance misuses strategic plan (RAG Rating)	N/A	Green	Green	Green
25) Number of businesses participating in the Healthy Workplace programme	19	N/A	Monitor	Monitor
26) Develop and Implement a Derbyshire County Air Quality Strategy (RAG Rating)	N/A	Green	Green	Green

Approved Controllable Budget

	Employee Related	Premises Related	Transport Related	Supplies & Services	Agency	Transfer Payments	Unallocated Budgets	Controllable Recharges	Gross Budget	Income	Grants	Net Budget
	£	£	£	£	£	£	£	£	£	£	£	£
Purchased Services	0	0	1,891,220	0	194,079,911	0	0	40,714,034	236,685,165	(51,590,395)	0	185,094,770
Assistive Technology & Equipment	55,751	0	500	12,067,395	255,879	0	0	675,843	13,055,368	(5,386,132)	0	7,669,236
Social Care Activity	22,148,079	203	572,190	273,524	54,458	31,965	0	15,800	23,096,219	(42,366)	0	23,053,853
Information & Early Intervention	2,889,291	9,571	97,188	1,274,945	5,546,503	64,164	0	600	9,882,262	(652,483)	0	9,229,779
Commissioning & Service Delivery	3,417,658	2,000	41,250	192,350	324,000	0	0	1,612,060	5,589,318	0	0	5,589,318
Housing Related Support	0	0	0	0	4,385,936	0	915,699	0	5,301,635	0	0	5,301,635
Derbyshire Discretionary Fund	0	0	0	0	0	1,445,234	0	0	1,445,234	0	0	1,445,234
Direct Care	54,291,299	1,554,081	1,477,869	3,796,655	35,277	2,809	0	(41,555,425)	19,602,565	(1,592,445)	0	18,010,120
Better Care Fund	0	0	0	0	6,450,727	0	14,123,228	39,940	20,613,895	(32,428,120)	(6,450,727)	(18,264,952)
Unallocated Budgets	0	0	0	0	0	0	1,033,676	0	1,033,676	0	0	1,033,676
Business Support												
Finance	3,604,880	0	25,700	2,800	0	0	0	29,400	3,662,780	(179,647)	0	3,483,133
Human Resources	2,628,074	46,818	58,000	46,846	106,550	0	0	73,512	2,959,800	(195,262)	0	2,764,538
Performance & Efficiency	666,653	1,000	8,200	674,806	0	0	0	165,000	1,515,659	0	0	1,515,659
Administration	3,041,967	15,000	17,255	425,470	6,400	0	0	0	3,506,092	(144,000)	0	3,362,092
Public Health	5,137,093	100,500	127,000	33,906,432	593,519	0	(426,530)	528,721	39,966,735	(223,519)	(39,477,000)	266,216
TOTAL BUDGET	97,880,745	1,729,173	4,316,372	52,661,223	211,839,160	1,544,172	15,646,073	2,299,485	387,916,403	(92,434,369)	(45,927,727)	249,554,307

Forward Plan of Procurement Projects – up to 31 March 2021: Adult Care

Contract Title	Estimated Value	Estimated Procurement Start Date	Estimated Contract Start Date
Home Care Provision at Waltham House Extracare	£732,000	01/08/2019	01/04/2020
Hard of Hearing Support Service	£239,000	01/09/2019	01/04/2020
Day Opportunities services*	£6,000,000	01/08/2019	01/04/2020
Specialist Residential Dynamic Purchasing System*	£32,000,000	01/01/2020	01/04/2020
Healthy Homes Contractors*	£600,000.00	01/08/2019	01/04/2020
Assistive Technology	TBA	TBA	01/04/2021
Homecare services*	£116,000,000	TBA	TBA
Welfare Rights IT solution	TBA	TBA	TBA
Community-driven social care solution for rural parts of the County	TBA	TBA	TBA
Telephone Support (mental health)	TBA	TBA	TBA
Enhanced HRS for complex mental health (as part of CCG pathway for complex care)	TBA	TBA	TBA
Autism - enhanced service offer	TBA	TBA	TBA
Autism - mobile app pilot	TBA	TBA	TBA
TOTAL:	£155,571,000		

**These procurements relate to the external provision of additional services to compliment those provided by Derbyshire County Council.*

Forward Plan of Procurement Projects – up to 31 March 2021: Public Health

Contract Title	Estimated Value	Estimated Procurement Start Date	Estimated Contract Start Date
Substance misuse outreach service 16-25yr	£565,000	01/06/2020	01/06/2021
Intensive Home Visiting Service	£2,500,000	01/06/2019	01/10/2020
Provision of Advisory Service in GP	£2,600,000	01/10/2019	01/04/2021
Provision of Advisory Service in Community Wellness settings	£707,000	01/10/2019	01/04/2021
Self-management programme for people living with a long-term condition	£100,000	01/12/2020	01/12/2021
Mental Health and wellbeing approach for workplaces managers and employees	£50,000	October 2020	01/01/2021
Derbyshire Health and Wellbeing Survey	£75,000	Ongoing	01/08/2019
Alcohol/smoking behavioural intervention app	£150,000	ASAP	01/01/2020
Stakeholder engagement for LLBD	£50,000	Ongoing	Summer 2019
0-19 Public Health Nursing Service	£12,000,000 per annum	Ongoing	01/10/2019
Procurement of School Crossing Patrol Workwear	£36,000	Summer 2020	01/04/2021
Substance misuse prevention service - educational settings	£360,000	Summer/Autumn 2019	Autumn/Winter 2019
Supporting smoke free initiatives in Derbyshire	£90,000	Summer 2019	Autumn 2019
System-wide Obesity (Physical Activity and Nutrition) Project	£150,000	Summer 2019	01/10/2019
Mental Health Awareness training	£70,000	New Year 2020	01/05/2020
Suicide awareness and prevention training	£70,000	Spring 2020	01/09/2020
Suicidal conversation intervention training	£56,000	October 2020	01/04/2020
Total	£7,629,000		

Children's Services

Service Plan 2017-2021

2019/20 update

Jane Parfremment
Children's Services
V6.0

Contents

Council Ambition, Outcomes and Priorities	2
Departmental Overview	3
Section One: Council Priorities	7
Section Two: Departmental Priorities	18
Appendix A – Approved controllable budget	25
Appendix B – Forward plan of procurement projects	26

Draft

Council Ambition

We will strive to be:

An enterprising and value for money council, enabling people and communities to thrive.

Council Outcomes

We want Derbyshire to have:

- **Resilient and thriving communities** which take responsibility for improving their areas and supporting each other
- **Happy, safe and healthy people** with solid networks of support, who feel in control of their personal circumstances and aspirations
- **A strong, diverse and adaptable economy** which makes the most of Derbyshire's rich assets and provides meaningful employment opportunities for local people
- **Great places to live, work and visit**, with outstanding schools, diverse cultural opportunities, transport connections that keep things moving and a healthy environment for all
- **High quality public services** that work together and alongside communities to deliver services that meet people's needs.

Council Priorities for 2019/20

Our Council priorities are:

- Value for money
- A prosperous Derbyshire
- Empowered and self-sufficient communities
- A focus on prevention and early intervention
- High performing council services

Departmental Overview

In delivering the council's priorities, our vision is that staff across Children's Services will be:

'Working creatively together to inspire and empower children, young people and their families and communities to be the best they can be: safe, healthy, happy, learning and working'.

Our ambition is to achieve sustained positive outcomes for children and young people and to improve their physical, social and emotional well-being and safety, close the gap in educational achievement and support all children and young people in realising their potential.

Children's Services continue to face a range of pressures and risks including the increasing numbers of children who need our help and protection, the rising cost of placements for children in care and the impact of inflation. It is essential that we have sufficient social work capacity to meet our child protection and safeguarding responsibilities. We have secured additional investment to recruit more social workers and re-model our front line teams. These new teams are now in place, and we have more social workers in post than last year. In 2019/20, we will fully embed our new team structures, increasing impact and improving practice quality. We will continue to develop strategies to address the challenges in relation to recruitment and retention, especially in hard-to-recruit areas.

Through our commissioning strategies, it will remain a priority to ensure that sufficient, high quality, cost-effective local placements are available to meet the needs of our children in care, including their educational needs, to help them to achieve the best possible outcomes. We are also establishing a new, holistic service for care leavers which we will continue to drive, implement and embed.

Children's Services will continue to champion high quality education for all children, young people and adults - working closely with local communities to plan for future capacity, the regional schools commissioner to champion improved standards and with Derbyshire schools and settings as the education provider. We will focus in particular on reducing the achievement gap for vulnerable children, including children in care and children with special educational needs and disabilities (SEND).

Ensuring that children and young people with SEND receive the support they need to fulfil their potential and maximise independence will be a key priority. We are spending more on education and support for children with SEND, but are not doing as well as we should in helping them to achieve independence and secure paid employment. We will be developing plans to implement learning from the reviews on high needs funding and support for children with SEND during their journey towards adulthood which took place in 2018/19.

Ensuring that the council balances its budget is critical, and in Children's Services we will be working hard to support this by making best use of our resources and exploring creative and innovative ways of delivering services and introducing new initiatives to support children and families.

We will explore the use of technology and other opportunities to increase flexible, agile and efficient working. We will review our traded services to ensure that they are providing good quality services, operating efficiently and are financially sustainable. Recognising the budget pressures faced by many schools, we will also continue to support schools to maintain their spending needs within available resources.

A particular focus during 2019/20 will be the development of strategies to manage and hold risk for children at the lowest levels of intervention, in order to keep intrusion into families' lives to the minimum necessary. We will work with partners including schools, health and police to ensure that thresholds are applied consistently and that families are helped or signposted to services that can meet their needs at the lowest safe level. Our Locality Children's Partnerships are working collaboratively to build networks of support within local communities, which will also support this ambition. We will continue to develop and strengthen these Partnerships, ensuring that children and their families are engaged in shaping local plans.

During 2019, we will be working to implement the new MASA (Multi-Agency Safeguarding arrangements) in partnership with Derbyshire Police, NHS Clinical Commissioning Groups and Derby City Council, ensuring that safeguarding practice across all agencies continues to be collaborative, purposeful and impactful.

Our workforce is critical in achieving the best outcomes for children and young people in Derbyshire. Morale is generally high, and we will continue to ensure that effective channels of communication are in place at all levels providing clear and consistent messages to frontline staff. We continue to place a high value on staff development, and will increase opportunities for staff to undertake development including apprenticeships.

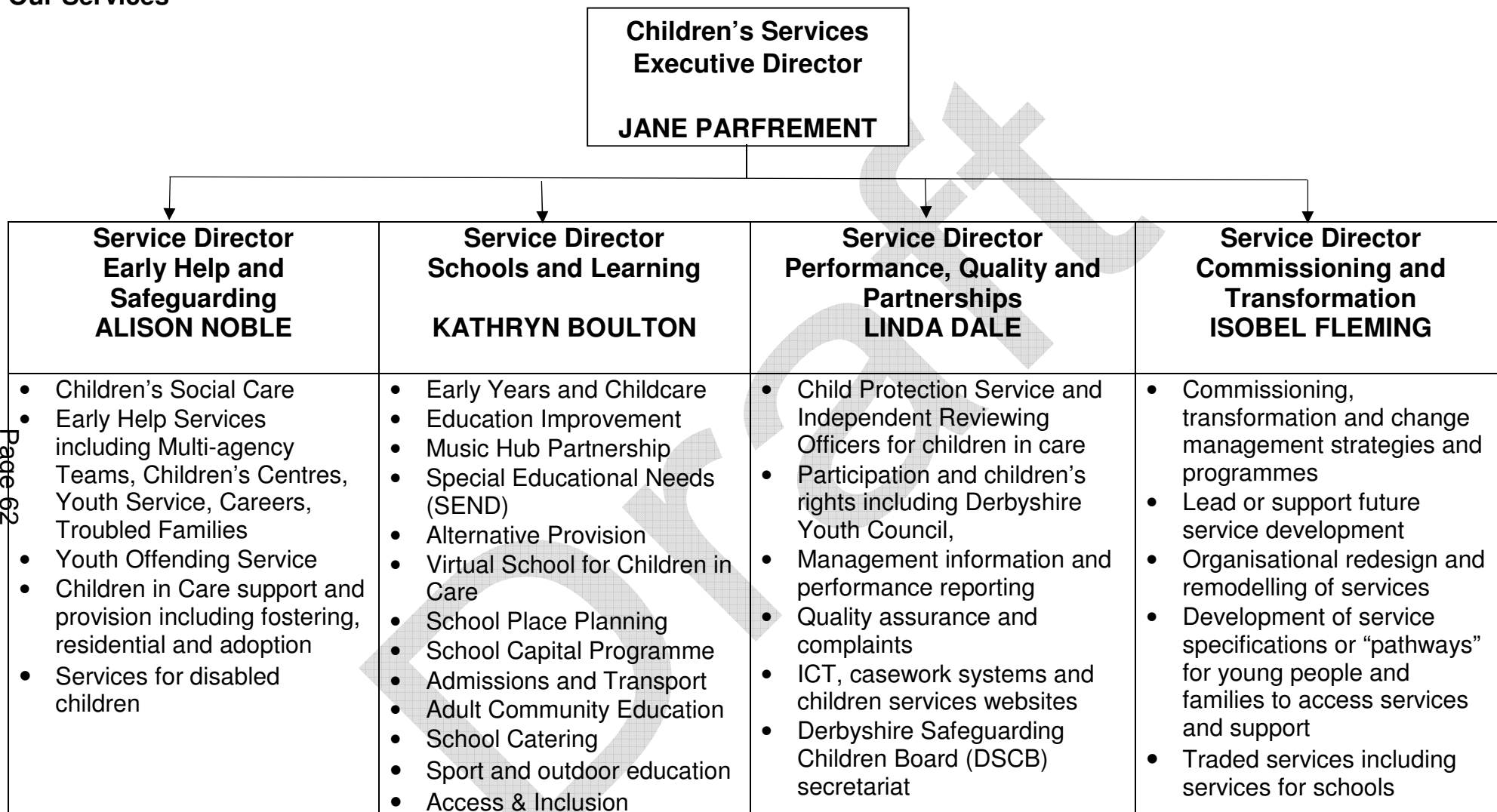
A number of reviews are currently in progress, such as the Early Help review and Business Services review. We will be working to fully implement these during 2019-20, working collaboratively with schools and other local partners to re-shape the future delivery of Early Help support.

Our plans for 2019-20 build on a number of key achievements during 2018-19. We have:

- Invested substantial additional funding in Children's Services to respond to the significant pressures;
- Consistently lobbied Government on a wide range of Education and Children's Services issues, including funding;
- Implemented our re-modelled social care teams, and increased the number of social work practitioners;
- Reviewed our support to care leavers, including the financial support offer. We have put in place a new, interim team to increase support and aspiration for 16-17 year olds and taken steps to create a new, holistic care leavers' service;
- Successfully implemented a new case management system for social care, across children's and adult services;

- Delivered improvements in the quality and consistency of child protection planning, following our review of child protection in 2017 and the Ofsted focused visit in February 2018;
- Continued to improve the quality of our children's homes, with all 10 inspected homes now judged to be good or better, 5 of which are judged outstanding;
- Worked with our partners to successfully implement Adoption East Midlands on 1 April 2019;
- Improved pupils' attainment and rankings compared with statistical neighbours for most measures at Key Stages 1 and 2;
- Maintained levels of attainment at Key Stage 4 which are higher than national;
- Strengthened our oversight of children missing education;
- Developed an inclusion dashboard for schools, which is being adopted regionally as good practice.

Our Services



Section One – Council Priorities

Priority: Value for money

Actions	Lead	Start	Complete	Success Measures	Listed Deliverable in Council Plan
Achieve budget savings of £46.8m (Children's Services £10.5m)	Jane Parfremment	April 2019	March 2022	<ul style="list-style-type: none"> Achieve departmental budget savings 	Yes
Improve employee well-being through a new strategy that also increases productivity and reduces absence	Jane Parfremment	March 2019	April 2020	<ul style="list-style-type: none"> Reduce the average number of days lost to sickness absence 	Yes
Improve recruitment and retention of Children's Social Workers to reduce reliance on agency staff	Alison Noble	Underway	March 2020	<ul style="list-style-type: none"> Reduce expenditure on agency staff 	No
Improve value for money in relation to children in care placements	Isobel Fleming	Underway	March 2021	<ul style="list-style-type: none"> Reduce average placement costs Increase utilisation of in-house provision 	No
Ensure that traded services offered by the Department achieve good quality, operate efficiently and are financially sustainable	Isobel Fleming	Underway	March 2021	<ul style="list-style-type: none"> Customer satisfaction Services financially sustainable and trade on the basis of recovering appropriate costs 	No

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Delivery of budget reductions ¹	TBC	TBC	TBC	TBC
Average number of days lost to sickness absence	8.2 days per employee (Sept 2018)	7.9 days per employee (March 2019)	7.5 days per employee	7.0 days per employee
Spending on agency social workers ¹	TBC	TBC	TBC	TBC
Average cost of children in care placements ¹	TBC	TBC	TBC	TBC
Utilisation rate – DCC foster carers	45%	61%	65%	70%
Utilisation rate – DCC residential children’s homes	81%	78%	90%	96%
Financial sustainability of traded services – Measure to be confirmed ²	TBC	TBC	TBC	TBC

¹ Measure to be confirmed by June 2019

² Measure to be developed and baseline established during 2019

Priority: A prosperous Derbyshire

Actions	Lead	Start	Complete	Success Measures	Listed Deliverable in Council Plan
Achieve high rates of participation in education, employment and training to ensure that young people are well-equipped with employment skills	Alison Noble	Underway	March 2020	<ul style="list-style-type: none"> Low % of young people who are not in education, training or employment 	No

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Proportion of 16 and 17 year olds not in education, employment or training (NEET) (3 month average)	2.7%	2.9%	1% or less	1% or less
Proportion of 16 to 17 year olds NEET and Not Known (3 month average)	5.3%	3.6%	2% or less	2% or less

Priority: Empowered and self-sufficient communities

Actions	Lead	Start	Complete	Success Measures	Listed Deliverable in Council Plan
Continue to work with partners and communities to develop prevention, early intervention and build resilient communities	Linda Dale	Underway	Ongoing	<ul style="list-style-type: none"> Locality Children's Partnerships (LCPs) are inclusive of local partners, children and families LCPs can demonstrate impact within their communities Local communities have the information they need to respond effectively to emerging issues and risks for children ("contextual safeguarding") 	No
Strengthen the role of Derbyshire Adult Community Education Service (DACES) in supporting access to education, employment and training for those communities and individual who are the most disadvantaged	Kathryn Boulton	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Maintain high % success rates. Achieve high levels of satisfaction from learners 	No

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Percentage of DACES learners completing programmes successfully ³	TBC	TBC	TBC	TBC

³ Measure to be confirmed by June 2019

Priority: A focus on prevention and early intervention

Actions	Lead	Start	Complete	Success Measures	Listed Deliverable in Council Plan
Review the council's care and support offer for children with special educational needs and disabilities and adults to improve efficiency, value for money and customer outcomes	Jane Parfremment	May 2019	To be confirmed	<ul style="list-style-type: none"> More young people with support plans (and their parents / carers) feel they are being encouraged and enabled to prepare for the future and to develop skills that will lead to independence 	Yes
Re-design the council's Early Help Offer for children, young people and families	Alison Noble	Underway	November 2019	<ul style="list-style-type: none"> Review concluded and all staff in post in new structure from 1 November 2019 Partner organisations are helped and supported to develop their early help provision 	Yes
Redesign our universal and targeted offer through our Health Visiting services and Children's Centres in partnership with the NHS	Alison Noble (with Public Health)	Underway	March 2021	<ul style="list-style-type: none"> Partnership approach established in April 2019. Formal partnership agreement in place by October 2019. Children achieve a good level of development Centres are compliant with UNICEF Baby Friendly Standards Families in need of support to promote child development have access to groups, facilitated by Foundation Years Practitioners 	Yes

Implement "Pause Project", an innovative programme to address the needs of women who have had multiple children removed from their care and prevent this cycle recurring	Isobel Fleming (with Public Health)	Underway	October 2020	<ul style="list-style-type: none"> • Pause programme operational from November 2019 and working with 22 women by the end of October 2020 • Fewer women participating in Pause become pregnant during the programme • Of those who participate, fewer women experience further care proceedings for 18 months following the programme. 	Yes
Develop strategies to respond to increasing demand for social care services for children in need of help and protection	Alison Noble	April 2019	March 2022	<ul style="list-style-type: none"> • Timely, effective and robust application of thresholds across partners • Partner organisations are helped and supported to develop their early help provision • Children in care are supported to return home where it is safe and appropriate to do so 	No

Work collaboratively with partners to improve children's emotional wellbeing	Jane Parfremment	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> LCPs can demonstrate improvement locally in children's resilience and emotional wellbeing More children identified with mental health needs receive support Reduction in school exclusions (see section 2, be an effective champion for high standards in education) 	No
--	------------------	----------	-----------------------------	--	----

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Number of organisations supported to develop their early help provision ⁴	n/a	n/a	Baseline	TBC
Early help activity carried out by partner agencies ⁴	n/a	n/a	Baseline	TBC
Percentage of SEND young people with support plans who feel they are being encouraged and enabled to develop skills that will lead to independence ⁴	n/a	n/a	Baseline	TBC
Percentage of young people with support plans who feel that they are being encouraged and enabled to prepare for the future ⁴	n/a	n/a	Baseline	TBC
Percentage of children achieving a good level of development	70.8%	To be above national average		

⁴ Measure to be developed and benchmark established during 2019/20

Percentage of children's centres audited as compliant with UNICEF Baby Friendly Standards (reported bi-annually)	100%	100%	100%	100%
Number of groups targeted to families in need facilitated by Foundation Years Practitioners (reported bi-annually)	n/a	n/a	84	90
Percentage of women participating in the Pause programme who do not become pregnant during the 18 months ⁵	TBC	TBC	TBC	TBC
Percentage of women participating in Pause who do not experience further care proceedings for 18 months following the programme ⁵	TBC	TBC	TBC	TBC
Number of children in care re-unified to their families	61	32 (last 6 months)	70	80
Rate of child protection plans per 10k population	63	61	-	-
Rate of children in care per 10k population	47	53	-	-
Percentage of children with identified mental health needs receiving support ⁵	TBC	TBC	TBC	TBC

Page 70

⁵ Measure to be confirmed by June 2019

Priority: High-performing council services

Actions	Lead	Start	Complete	Success Measures	Listed Deliverable in Council Plan
Continue to drive improvements in the delivery of children's social care	Alison Noble	Underway	March 2021	<ul style="list-style-type: none"> Continued and consistent improvements in the quality of practice, as demonstrated by a range of indicators External peer review and validation which supports internal evaluation of quality 	Yes
Continue to ensure that all Council run children's homes are good or outstanding	Alison Noble	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Percentage of children's homes rated good or outstanding 	Yes
Increase the percentage of children in schools which are good or outstanding, so that Derbyshire is in line with the national average	Kathryn Boulton	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Percentage of children in schools rated good or outstanding by Ofsted Percentage of schools rated good or outstanding by Ofsted 	Yes
Improve the timeliness and quality of our Education, Health Care plans for children and young people with special educational needs.	Kathryn Boulton	Underway	March 2021	<ul style="list-style-type: none"> Plans demonstrate holistic, person centred approaches that enable children and young people to achieve agreed outcomes More plans are completed within timescale 	No

Develop a plan to implement recommendations of the independent review of high needs funding	Kathryn Boulton	Underway	September 2019	<ul style="list-style-type: none"> Services and support are effective in meeting needs, sustainable and achieve value for money 	No
---	-----------------	----------	----------------	--	----

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Average social worker caseload - overall	20	19	15-21	15-21
Maximum social worker caseload – overall	41	35	30	25
Average social worker caseload – children and families’ teams ⁶	TBC	TBC	TBC	TBC
Average social worker caseload – specialist teams ⁶	TBC	TBC	TBC	TBC
Percentage of children in care who have had 3 or more social workers in the last 12 months	14%	13%	10%	8%
Social work workforce stability measures ⁷	n/a	n/a	Baseline	TBC
Proportion of social care audits graded good or better	n/a	44%	55%	60%

Page 72

⁶ Measure to be confirmed by September 2019

⁷ Measure to be developed and baseline established during 2019/20

Percentage of children reporting that the service has improved their lives ⁸	n/a	n/a	Baseline	TBC
Percentage of DCC-run children's homes judged good or better	80%	100%	100%	100%
Percentage of EHC plans completed within timescale (excluding exceptions)	52.9% (2016/17)	Bottom quartile (2017/18 provisional)	Lower middle quartile	Upper middle quartile

Draft

⁸ Measure to be developed and baseline established during 2019/20

Percentage of pupils in good or better primary schools	79.6%	77.7%	90%	91%
Percentage of pupils in good or better secondary schools	62.7%	59.9%	76%	81%
Percentage of support centres judged good or better	100%	100%	100%	100%
Percentage of special schools judged good or better	100%	100%	100%	100%
Percentage of early years providers judged good or better	95.4%	96.7%	98% or above	

Draft

Section Two – Departmental Priorities

Keep Children Safe

Actions	Lead	Start	Complete	Success Measures
Continue to be alert to, and respond to, emerging areas of risk and vulnerability such as online safety; suicide and self-harm; child exploitation; radicalisation; female genital mutilation (FGM); children who go missing and misuse substances	Jane Parfremment	Underway	March 2020	<ul style="list-style-type: none"> • Fewer children going missing from home and care • More children involved in their own safety planning • Children are well-informed about risks and how to stay safe • Intelligence about risk is shared by partners and used effectively to inform local strategies and plans, and also safety planning for individual children • Suicide and self-harm strategy is embedded within local communities
Deliver the new Multi-Agency Safeguarding Arrangements (MASA) in partnership with Derby City	Jane Parfremment	Underway	September 2019	<ul style="list-style-type: none"> • Safeguarding practice across all agencies remains collaborative, purposeful and impactful

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Percentage of children attending their initial child protection conference (within month)	n/a	14.4%	17%	25%
Percentage of children participating in their initial child protection conference (within month)	n/a	43.2% (Mar 2019 – within month)	50%	60%
Number of children going missing from home or care (overall total, rolling 12 months)	216	380	300	250
Number of missing episodes (overall total, rolling 12 months)	439	810	620	450

Be a good corporate parent to children in care and care leavers

Actions	Lead	Start	Complete	Success Measures
Continue to implement and embed our new care leaver service and offer	Dave Bond	Underway	March 2020	<ul style="list-style-type: none"> • New service fully operational July 2019 • Improved pathway planning and aspiration is evidenced through audits • More care leavers in suitable accommodation, engaged in education, employment or training and tell us they feel safe and positive about the future. • Care leavers can access the health services they need • Continue to work towards an exemption from council tax for all our care leavers
Embed our new corporate parenting governance arrangements	Smruti Mehta	Underway	July 2019	<ul style="list-style-type: none"> • Review arrangements in place by July 2019
Increase the choice and quality of adoption, fostering and residential care placements available to children in care	Jane Parfremment	Underway	Ongoing	<ul style="list-style-type: none"> • Improved utilisation of council foster carers and children's homes • Improved access to external provision through new commissioning approaches and market development
Continue to promote timely, good quality permanence planning for children in care	Alison Noble	Underway	March 2020	<ul style="list-style-type: none"> • Timely and achievable permanence plans are in place for all children and young people for whom going home is not an option • Permanence plans reflect the wishes and feelings of the child

Support our children in care to do their best at school	Helen Moxon	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> • Lower rates of absence and exclusion for children in care • All our children in care reach attainment levels above or in line with their expectations
---	-------------	----------	-----------------------------	--

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Percentage of children in care who had 3 or more placements within the year	8%	4-8%	4-8%	4-8%
Average number of days between a child entering care and moving in with an adoptive family (A1) 3 year average	568	484	426 (DfE target)	426 (DfE target)
Average number of days between a child entering care and moving in with an adoptive family (A1) rolling 12 months	495	351	300	260
Average number of days between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (A2) 3 year average	301	250	200	150
Average number of days between the local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (A2) Rolling 12 months	246	148	121 (DfE target)	121 (DfE target)
Percentage of CiC with at least one fixed term exclusion	7%	8% or less	8% or less	8% or less
Percentage of CiC classed as persistent absentees	15%	11%	9%	7%

Percentage point gap between children in care achieving the expected standard at Key Stage 2 in combined reading, writing and maths and all pupils	39	37	34	31
Percentage point gap between children in care achieving a standard pass in English and Maths at GCSE and all pupils	46	45	43	41
Percentage of care leavers in suitable accommodation (age 19-21)	93%	95% or above	95% or above	95% or above
Percentage of care leavers in education, employment or training (age 19-21)	54%	60%	70%	80%

Draft

Be an effective champion for high standards in education

Actions	Lead	Start	Complete	Success Measures
Ensure that attainment in all key benchmarks and at all key stages is above national averages	Kathryn Boulton	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Derbyshire pupil’s attainment levels are above national average across all key stages
Continue to improve educational outcomes for disadvantaged pupils	Kathryn Boulton	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Reduction in attainment gap for children in receipt of free school meals
Reduce the number of pupils receiving exclusions from school, both fixed term and permanent, and continue to achieve good levels of attendance	Kathryn Boulton	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Reduction in fixed term and permanent exclusions Good use of managed moves protocols can be evidenced All pupils attending Derbyshire schools have high levels of attendance
Continue to provide safe and secure environments for both staff and children and young people through effective school place planning and management of capital developments	Kathryn Boulton	Underway	Ongoing – reported annually	<ul style="list-style-type: none"> Maintain a high proportion of children and young people who are offered their first choice of school Ensure that school place planning achieves value for money

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Percentage of pupils reaching the expected level in Year 1 Phonics	79.6%	To be above the national average		
Percentage of pupils achieving the expected standard at Key Stage 1 Reading	75.4%	To be above the national average		

Percentage of pupils achieving the expected standard at Key Stage 1 Writing	68.2%	To be above the national average
Percentage of pupils achieving the expected standard at Key Stage 1 Maths	75.5%	To be above the national average
Percentage achieving the expected standard at Key Stage 2 combined Reading, Writing and Maths	60%	To be above the national average
Percentage achieving a standard pass (grades 4-9) in English and Maths at GCSE	64.9%	To be above the national average
Reduce the attainment gap for disadvantaged pupils ⁹	TBC	TBC
Attendance at primary school	96.3%	Maintain top quartile national performance

Draft

⁹ Measure to be confirmed by June 2019

Attendance at secondary school	95%	To maintain above national performance		
Secondary school persistent absence rate	12.3%	To maintain above national performance		
Rate of permanent exclusions from school	0.13	0.08	0.07	0.05
Rate of fixed term exclusions from school	4.8	3.6	3.4	3.2
Percentage of children and young people who are offered their first preference of primary school	94.6%	94.6%	To remain above national average	
Percentage of children and young people who are offered their first preference of secondary school	95.8%	94.8%	To remain above national average	

Draft

Approved Controllable Budget

Division	Employees	Premises	Transport	Supplies & Services	Agency & Contracted Services	Transfer payments	Unallocated budget	Controllable Recharges	Gross Budget	Income	Grants	Net Budget
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Strategic Services	9,777	58	84	199	-	-	-815	-13,771	-4,468	-1,566	-1,090	-7,124
Early Help & Safeguarding	50,390	608	2,288	3,969	28,028	1,668	1,857	-559	88,250	-767	-1,592	85,891
Schools & Learning	24,371	407	15,059	11,149	103	-	-1,636	-19,678	29,776	-9,221	-2,564	17,991
Performance & Quality	5,615	2	106	1,061	8	-	-742	49	6,100	-224	-	5,876
Countywide Commissioning	762	-	11	97	5,090	-	-5	-1,044	4,911	-1,786	-	3,126
Unallocated budget reductions	136	-	-	-	-	-	901	-290	747	-	-	747
Total	91,051	1,076	17,548	16,475	33,229	1,668	-439	-35,292	125,316	-13,563	-5,246	106,506

Procurement Projects – up to 31 March 2021

Contract Title	Estimated Value	Estimated Start Date
EDP39 Supply and Delivery of Groceries and Provisions	10,000,000.00	29/02/2020
EDP38 Supply and Delivery of Frozen Food	16,000,000.00	01/08/2020
Transportation of School Meals	1,600,000.00	01/11/2021
Supply and Delivery of Fresh Meat	600,000.00	01/11/2020
Supply and Delivery of Meal Concepts	400,000.00	01/11/2020
Supply and Delivery of Morning Goods and Confectionery	36,000.00	01/11/2020
Catering Heavy Equipment	1,000,000.00	01/10/2020
Light Equipment	400,000.00	01/10/2020
Virtual School E-PEP System	75,000.00	01/07/2019
Services for Schools and SchoolsNet Portal	300,000.00	01/04/2021
Secure Information Exchange with Schools	50,000.00	01/09/2020

School MI Data Transfer for Central Pupil Database	30,000.00	01/09/2020
Children's Accommodation and Support Services (CASS)	14,140,000.00	01/10/2021
Support Service for Young Carers	800,000.00	01/04/2020
Emotional Health and Wellbeing	8,000,000.00	01/01/2020
Framework for Disabled Children and Young People	4,000,000.00	01/11/2020
Independent Travel Training	250,000.00	01/10/2019
Framework for Independent Residential and Fostering Care Service (D2N2)	81,000,000.00	01/02/2020
Stepping Down Children with disabilities/complex needs from Residential Care to Foster Care	8,000,000.00	01/02/2020
CSE/CRE	175,000.00	16/8/2019
PAUSE Derbyshire	860,000.00	01/09/2019
Creative Mentors	346,000.00	01/09/2019
Regional Mediation	75,000.00	01/05/2022
Special Schools re of Health Needs	20,000.00	01/09/2019
Services for Schools website	75,000.00	01/01/2022

Commissioning, Communities and Policy

**Service Plan 2017-2021
2019/20 Update**

**Emma Alexander
Executive Director – Commissioning, Communities and Policy**

Contents

Council Ambition, Outcomes and Priorities	2
Departmental Overview	3
Section One: Council Priorities	11
Section Two: Departmental Priorities	26
Appendix A – Approved controllable budget	27
Appendix B – Forward plan of procurement projects	28

Council Ambition

We will strive to be:

An enterprising and value for money council, enabling people and communities to thrive.

Council Outcomes

We want Derbyshire to have:

- **Resilient and thriving communities** which take responsibility for improving their areas and supporting each other
- **Happy, safe and healthy people** with solid networks of support, who feel in control of their personal circumstances and aspirations
- **A strong, diverse and adaptable economy** which makes the most of Derbyshire's rich assets and provides meaningful employment opportunities for local people
- **Great places to live, work and visit**, with outstanding schools, diverse cultural opportunities, transport connections that keep things moving and a healthy environment for all
- **High quality public services** that work together and alongside communities to deliver services that meet people's needs.

Council Priorities for 2019/20

Our Council priorities are:

- Value for money
- A prosperous Derbyshire
- Empowered and self-sufficient communities
- A focus on prevention and early intervention
- High-performing council services.

Departmental Overview

The Commissioning, Communities and Policy Department provides a broad range of services for the Council, local people, communities and partner agencies. With the equivalent of over 2,030 FTEs and an annual budget exceeding £56 million, the Department is organised into the following five Divisions:

- Community Services
- Finance and ICT
- Legal and Democratic Services
- Organisation Development and Policy
- Property Services.

This Service Plan sets out how the Department will support the Council to achieve its ambition of being an enterprising and value for money Council enabling people and communities to thrive and support the delivery of outcomes for Derbyshire - resilient and thriving communities; happy, safe and healthy people; a strong, diverse and adaptable economy; great places to live, work and visit and high quality public services.

Over the next twelve months the Department will direct effort and resource towards supporting the five agreed Council Plan priorities:

- Value for money
- A prosperous Derbyshire
- Empowered and self-sufficient communities
- A focus on prevention and early intervention
- High-performing Council services.

The Department will continue to play a critical role in supporting the Council's commitment to become an Enterprising Council. Thinking and doing things differently, not shirking bold decisions and making the most of opportunities is at the

heart of the approach. The Department is, therefore, required to drive forward a rapid pace of change and a hugely challenging and ambitious whole council programme of transformation.

Achievements

The Department has made good progress in supporting the Council to achieve its ambitions over **the last twelve months**. Specifically the Department has:

- Developed the new Enterprising Council Strategy to support the ongoing development of the enterprising council approach
- Led the Council's Corporate Peer Challenge and developed a strategy and action plan for delivering identified improvements
- Developed a new Council Plan and Delivery Plan for the authority, which focuses on five key priorities
- Introduced a leadership development framework and development programme for the Council's senior managers and identified priorities for future action
- Developed a new ICT strategy and governance arrangements and agreed a new procurement strategy to support the implementation of the Council's ambitions
- Maintained unqualified auditor opinions on the Council's accounts, Value for Money and financial standing
- Developed and introduced a new Value for Money Board to ensure contract decisions deliver value for money
- Implemented a Business Rates Pilot to generate additional funding for the county
- Maximised asset disposals with capital receipts of £5.89 million
- Put in place an asset management framework to improve the management of our land and buildings with implementation scheduled to be completed by March 2022
- Continued to work through the One Public Estate initiative to support the rationalisation and better use of place based assets, including the proposed new shared service centre in Buxton and rationalisation of council depots to enhance service delivery and reduce costs
- Developed a corporate approach to workforce planning that considers future size, shape and skills and support required to fulfil the Council's ambitions
- Completed a review of communications across the Council and agreed future communications priorities based around building trust, improving lives and reducing cost

- Further developed the Thriving Communities programme, securing ongoing funding to support the mainstreaming of the approach
- Supported 100 local community projects worth over £540,000 through the Community Priorities Scheme and approved grants of £100,000 through the new Action Grants scheme, supporting a further 125 community projects.
- Developed a new library strategy, engaging with communities to direct future activity engagement with communities, receiving over 7,000 questionnaire responses
- Opened a new library in Glossop
- Provided a range of activities in local libraries for children and their families, reaching over 8,900 under 5s through Rhyme Time sessions and more than 8,000 children through the Summer Reading Challenge
- Completed proactive inspections of 283 businesses to ensure compliance with regulations, seized counterfeit/illicit goods with a retail value of over £280,000 and installed further scam call blockers for vulnerable victims
- Supported over 1,000 victims of domestic abuse through integrated outreach services, with nearly 10,000 having been calls made to the countywide domestic abuse helpline

Priorities

Over the **next twelve months**, the Department will focus on the following **priorities**:

- Achieving its share of allocated budget savings, totalling £1.982 million
- Maximising the effectiveness of the Council's operating model and strengthening the One Council approach
- Embedding the Enterprising Council approach, leading and implementing key programmes of work on behalf of the Council
- Developing new overarching partnership arrangements to strengthen collaborative working across Derbyshire and developing a partnership approach to non-structural reform
- Mainstreaming the Thriving Communities approach across the Council, ensuring it drives the Council's transformation journey
- Completing reviews and transforming key services – Property Services, Library Services, Procurement, HR, Legal and Communications - across the department to ensure a mix of in house and commissioned delivery
- Delivering the ICT Strategy 2018-2023
- Centralising the HR function to be more efficient and effective

- Further developing and rolling out the Council's Leadership Development Programme and approach
- Improving employee wellbeing through the development and implementation of the new Wellbeing Strategy and reducing sickness absence across the Department
- Embedding the Council's new constitution and scheme of delegation
- Delivering the Library Strategy, transferring designated libraries to community management
- Implementing the new Communications Strategy.

Workforce priorities

The Department will need to ensure that its resources, whether financial, staffing and physical, are aligned to meet priorities in the short and medium term. To ensure the Department's workforce is able to respond to the challenges and opportunities that lie ahead, a number of key departmental workforce priorities have been identified, including:

- Embedding the new leadership framework and competencies
- Improving change management and skills resilience
- Undertaking further actions to manage performance and promote culture change
- Improving collaborative and partnership skills and building commercial mind set skills across the department
- Improving customer focus skills and ensuring the workforce understands and responds to the needs of local communities
- Putting in place measures which respond to the Department's ageing workforce and identified gender workforce imbalances
- Improving employee communication and engagement
- Undertaking effective succession planning and ensuring the retention of vital knowledge across the Department
- Ensuring the Department has plans in place to retain key roles and experienced workers, address identified skills shortages and attract people into hard-to-fill roles
- Increasing flexible working opportunities and identifying opportunities for greater mobile working
- Improving wellbeing at work and mental health support for employees
- Improving manager skills to focus on attendance at work to address sickness absence rates.

Budget

The Department's budget for 2019/20 is £56,044,954, full details of which are set out in Appendix A. The Department will be managing the delivery of total proposed budget savings for 2019-20 of **£1,982,000** as follows:

- **Libraries - £350,000**

As part of a multi-year programme, a package of measures to achieve savings will be introduced, including the implementation of the transfer of some libraries to community control, together with a review of staffing levels and opening hours. The Libraries Materials Fund will be reduced, resulting in a reduction in the range and depth of materials available. There will also be a review of the service provided by the Mobile Library Service to determine if this could be provided in alternative ways.

- **Administration and employee savings - £767,000**

The number of staff in finance and ICT, legal and democratic services, communications, policy, trading standards and community safety will be reduced by restructuring services. There are also a number of initiatives and procurement exercises being carried out to reduce costs.

- **Insurance reductions - £165,000**

Money will be saved by reducing the contribution to the insurance fund, which means the Council accepting a higher level of risk against this fund.

- **ICT budget - £200,000**

The annual contribution from the revenue budget to the ICT replacement reserve will stop. The funding of the replacement of ICT hardware will need to be met from other revenue and capital budgets.

- **Property services - £500,000**

There will be a reduction in running costs as the number of properties the Council owns decreases. Fees will be generated from capital schemes.

Key Departmental Risks

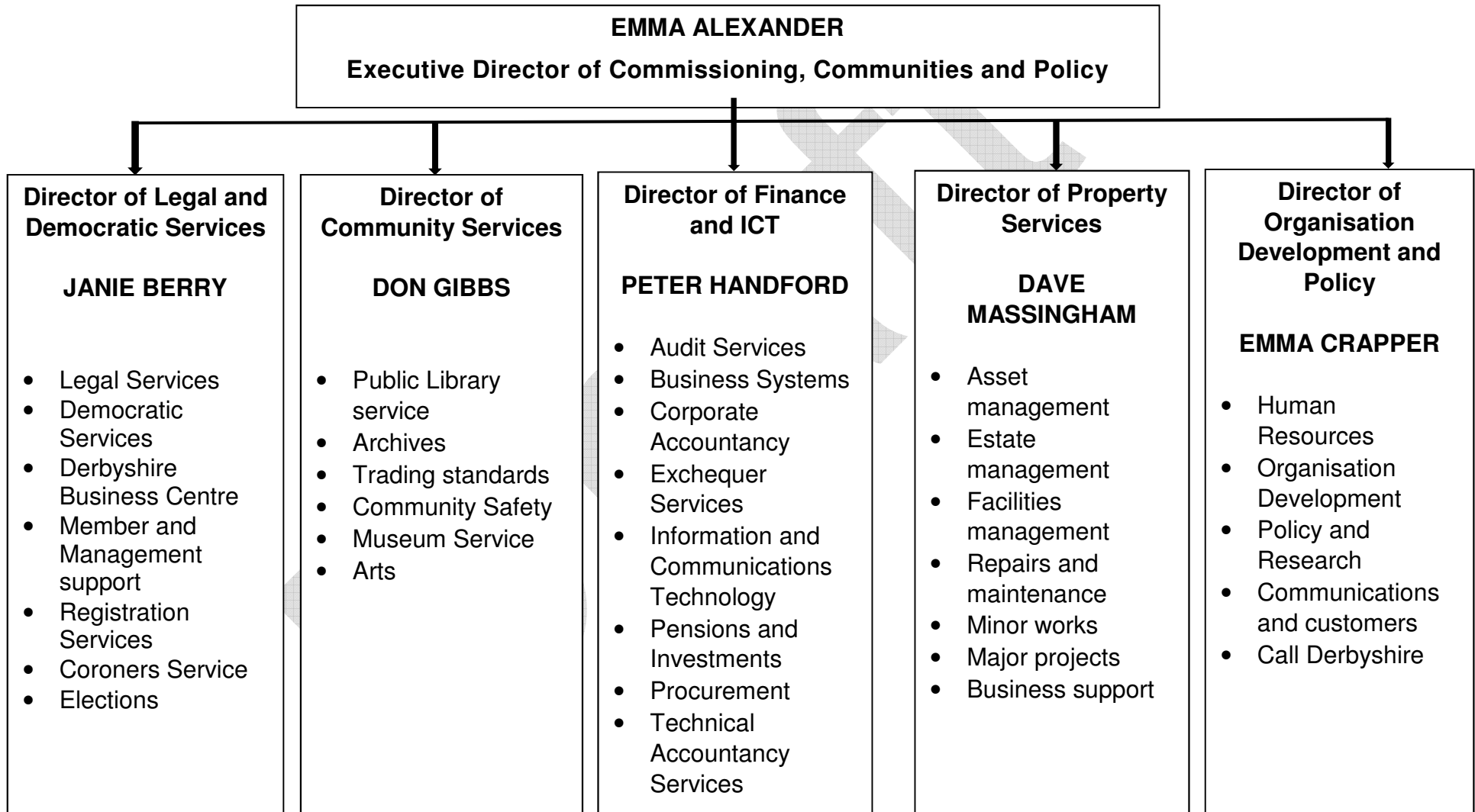
The Department will be undertaking actions to manage effectively and mitigate risks affecting services that would impact on delivery of the Council's ambitions. Key risks are as follows:

- **Prolonged recovery and funding gap** – The Council continues to face reductions in funding and income which is exacerbated by rising demand for its services. This context could lead to an increase in financial instability. Key mitigations include the five year financial plan, departmental budget reduction programme, and budget monitoring processes and procedures.
- **Organisational change** - The Department is undergoing significant organisational change which will create workforce issues relating to having the right skills, productivity and capacity. These issues may adversely affect service delivery if not effectively managed. Key mitigations includes effective workforce development planning; developing management capacity and capability through a leadership development programme; maintaining and improving levels of employee engagement and reviewing and aligning services.
- **Library strategy** - Achievement of major change to the library service within the required timescale faces risks due to potential resistance to change, potentially low levels of engagement by and with community organisations and long lead in times to achieve changes in staffing structures. This could lead to delays in meeting required savings targets. Key mitigations include extensive consultation and engagement with communities, and work to build capacity.
- **Services to schools** - The expansion of the academies programme, alongside other devolved school funding schemes, will continue to affect the funding available to provide services to non-academy schools, in particular the pressure on funding creates risk to the performance of statutory and legal duties regarding the upkeep of school buildings. More widely there continues to be a significant effect on demand for Council services with related workforce and financing impacts due to reducing economies of scale. Key mitigations include an annual review of services provided to schools and the development of a Council Trading Policy.
- **Information governance, GPDR, cyber and social media** - The Council manages a significant amount of personal data and information in relation to service users and employees in the delivery of services. This is susceptible to loss,

misuse and privacy risks, potentially causing the Council financial penalties and reputational damage. Key mitigations include maintaining ISO 27001 accreditation, an ongoing programme of training and communication, and independent health checks and testing.

Draft

Departmental Structure



Section One – Council Priorities Delivery Plan

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan	Council Priority
1. Achieve budget savings of £1.982m for 2020/21	Emma Alexander	April 2019	March 2021	<ul style="list-style-type: none"> All budget savings for the year 2020/21 have been identified and delivered 	✓	Value for money
2. Achieve budget savings of £4.946m for 2021/22	Emma Alexander	April 2020	March 2022	<ul style="list-style-type: none"> All budget savings for the year 2021/22 have been identified and delivered 	✓	Value for money
3. Lobby government to secure a better funding settlement	Peter Handford	April 2019	March 2021	<ul style="list-style-type: none"> The Council's case has been conveyed to ministers as part of representations by members and officers 	✓	Value for money
4. Strengthen partnership working – review and refine partnership working across whole Council and whole place	Emma Alexander	April 2019	March 2021	<ul style="list-style-type: none"> New over-arching Derbyshire partnership arrangements in place. 	✓	Value for money
5. Develop the Council and partner agencies approach to non-structural reform	Emma Alexander	April 2019	August 2019	<ul style="list-style-type: none"> New approach developed and in place 		Value for money/High-performing council services
6. Review and transform key services to ensure a mix of in					✓	Value for money

house and commissioned provision						
— Property Services	Dave Massingham	February 2019	April 2020	<ul style="list-style-type: none"> • New operating model in place and operational by April 2020 	✓	Value for money
— Library Services	Don Gibbs	January 2019	2024	<ul style="list-style-type: none"> • Transferred five libraries to community management by 2021 • Transferred 20 libraries and two mobile libraries to community management by 2024 	✓	Value for money/ Empowered and self-sufficient communities
— Procurement	Teresa Gerrard	2018	2021	<ul style="list-style-type: none"> • Implementation of the Procurement Strategy 2018-21 supported by a Procurement Improvement Plan which sets out the actions to be delivered 	✓	Value for money
— Communications	Emma Crapper	July 2018	October 2019	<ul style="list-style-type: none"> • New Communications Strategy and delivery model in place 	✓	Value for money
7. Deliver the ICT Strategy 2018-23	Peter Handford	2018	2023	<ul style="list-style-type: none"> • ICT Strategy delivered • Reduced spend on systems and contracts 	✓	Value for money
8. Improve management of our land and building assets and reduce the number of assets	Dave Massingham	March 2019	March 2022	<ul style="list-style-type: none"> • Maintenance backlog and outstanding repairs reduced 	✓	Value for money

which are surplus to requirements				<ul style="list-style-type: none"> • Capital receipts for disposal of land and buildings • Reduction in the percentage of land and buildings identified as surplus 		
— Embed the One Public Estate (OPE) Programme into the Asset Management Framework	Dave Massingham	April 2019	March 2020	<ul style="list-style-type: none"> • Engagement with OPE programme • Clear governance arrangements • Derbyshire projects integrated with broad stakeholder groups 		Value for money
9. Embed a new constitution and scheme of delegation to speed up decision making	Janie Berry	April 2019	May 2020	<ul style="list-style-type: none"> • New constitution and scheme of delegation operational by May 2019 • Positive feedback from External Auditor in Annual Audit Letter 	✓	Value for money

— Implement modern.gov system	Janie Berry	April 2019	May 2020	<ul style="list-style-type: none"> • Online committee management system launched in May 2019 • Reduction in volume of printing of (paper) agendas • Improved public engagement and access to democracy 		Value for money
10. Improve employee well-being through a new strategy that also increases productivity and reduces absence	All departments/ Emma Crapper	March 2019	April 2020	<ul style="list-style-type: none"> • Reduced the average number of days lost to sickness absence • Reduced average number of sickness absences due to mental ill health 	✓	Value for money
11. Ensure Council contract decisions deliver value for money through the Council's Value for Money Board	Peter Handford	April 2019	March 2021	<ul style="list-style-type: none"> • Value for Money Board meets regularly and is engaged and making recommendations to improve Council procurement and contract management 	✓	Value for money
12. Embed robust delivery of property valuations and the accounts	Peter Handford	April 2019	March 2021	<ul style="list-style-type: none"> • Positive feedback from External Auditor in Annual Audit Letter 		Value for money

13. Support the Council in developing its strategy to improve social mobility across the county	Emma Alexander	April 2019	March 2021	<ul style="list-style-type: none"> • Embedded work on social mobility with the Thriving Communities approach • Secured an improvement in the position of Derbyshire districts on the social mobility index 	✓	A prosperous Derbyshire/ Empowered and self-sufficient communities
14. Support the development and opening of The Crescent, Buxton	Dave Massingham	April 2019	Dec 2019	<ul style="list-style-type: none"> • Opened on schedule • Improved profile of the County Council, Buxton and High Peak through an increase in visitor numbers to Buxton, the High Peak and the County of Derbyshire • High positive public feedback • Quality promotional materials • Improved visitor ratings 		A prosperous Derbyshire
15. Introduce property development opportunities	Dave Massingham	April 2021	March 2022	<ul style="list-style-type: none"> • Improve management of our land to maximise revenue generation from underutilised assets 		A prosperous Derbyshire

16. Develop communication plans to maximise tourism and cultural opportunities and ensure Derbyshire is a first class visitor destination	Emma Crapper	April 2019	March 2020	<ul style="list-style-type: none"> • Major attractions promoted, working with partners (Visit Derbyshire) • Promotional plan around major milestones, such as the launch of Buxton Crescent, developed with partners 		A prosperous Derbyshire
17. Develop the civic offer	Janie Berry	May 2019	May 2021	<ul style="list-style-type: none"> • Positive links developed with communities and stakeholders • Positive promotion of Derbyshire County Council from a non-political/ ambassadorial perspective 		A prosperous Derbyshire/High-performing council services
- Support the development of the Festival of Derbyshire	Ceri Davies	Sept 2019	April 2021	<ul style="list-style-type: none"> • Communication and marketing plan aimed at local, regional and national audiences developed and delivered 		A prosperous Derbyshire
18. Support the delivery of the Employment and Skills Strategy					✓	A prosperous Derbyshire

- Support apprenticeships within CCP and the Council	Emma Crapper	April 2019	March 2021	<ul style="list-style-type: none"> • Number of apprenticeships and percentage of employees that are apprentices 	✓	A prosperous Derbyshire
- Support work experience opportunities for young people within CCP and the Council	Emma Crapper	April 2019	April 2020	<ul style="list-style-type: none"> • Number of young people supported • Number of links with local universities supported 		A prosperous Derbyshire
19. Roll out the thriving communities programme across 13 localities	Sarah Eaton	July 2019	March 2021	<ul style="list-style-type: none"> • Increased the number of local support services co-designed and run collaboratively by staff and local people • Increased the number of community members and/or groups utilising publicly-owned spaces • Increased the percentage of residents who agree that they have enough people around them to avoid a crisis • Increased the percentage of residents who have given unpaid help to 	✓	Empowered and self-sufficient communities

				an individual, group or club in the last 12 months		
- Mainstream the Thriving Communities approach ensuring it drives the Council's transformative approach	Sarah Eaton	Nov 2018	March 2022	<ul style="list-style-type: none"> • Approach embedded across, and driving, the Council's transformative approach • Strategic partnership arrangements in place to ensure approach is embedded across wider public services • Approach reflected in workforce planning and leadership development frameworks 		Empowered and self-sufficient communities
- Deliver an accelerator in Shirebrook	Sarah Eaton	January 2019	July 2019	<ul style="list-style-type: none"> • Accelerator progress reviewed • Revised milestones, which reflect transformative focus agreed • Leadership Programme delivered 		Empowered and self-sufficient communities
20. Review grants and develop a new offer to voluntary and community groups to enable the sector to grow and thrive	Sarah Eaton / Julie Vollar (ASC&H)	October 2018	March 2020	<ul style="list-style-type: none"> • Review completed and new approach in place from April 2020 	✓	Empowered and self-sufficient communities

21. Enable residents to self-serve using an optimal combination of communication channels	Emma Crapper	June 2019	June 2021	<ul style="list-style-type: none"> • Reduced incoming call volumes into Call Derbyshire • Increased number of services accessed via Council websites 	✓	
22. Invest in new technology and develop self-serve options in local libraries	Don Gibbs	April 2019	March 2020	<ul style="list-style-type: none"> • Replace self-service machines in 25 DCC libraries 		Empowered and self-sufficient communities/ Value for money
23. Build the capacity of, and support local communities in the transfer of designated libraries to community management	Don Gibbs	January 2019	March 2021	<ul style="list-style-type: none"> • Transferred five libraries to community management by 2021 	✓	Empowered and self-sufficient communities/ Value for money
24. Develop a joined-up council-wide strategy and approach (on early intervention and prevention) which supports planning and investment now, for the future	Emma Alexander	May 2019	March 2021	<ul style="list-style-type: none"> • Approach developed and linked to a wider future vision for Derbyshire • Investment plans, to support future vision, in place 		A focus on prevention and early intervention
25. Develop a corporate approach to demand management across the council	Emma Alexander	May 2019	March 2021	<ul style="list-style-type: none"> • Corporate approach and strategy developed 		A focus on prevention and early intervention
26. Deliver priority actions from the Enterprising Council Strategy and embed the approach with staff and partners	Emma Alexander	January 2019	March 2021	<ul style="list-style-type: none"> • Received positive feedback from the Corporate Peer Challenge follow-up visit in 2020 regarding 	✓	High-performing council services

				staff and partners' understanding of the Enterprising Council approach		
27. Maximise the effectiveness of the Council's operating model and strengthen the One Council approach to enable high-performing services	Emma Alexander	March 2017	Dec 2020	<ul style="list-style-type: none"> Received positive feedback from the Corporate Peer Challenge follow-up visit in 2020 regarding clarity of the operating model and implementation of the One Council approach 	✓	High-performing council services
28. Further develop the Council's leadership development approach, rolling out the programme across the organisation	Emma Crapper	April 2019	March 2020	<ul style="list-style-type: none"> Leaders are equipped to deliver Enterprising Council outcomes 	✓	High-performing council services
29. Centralise HR function to be more efficient and effective	Emma Crapper	April 2019	March 2020	<ul style="list-style-type: none"> Clear objectives for future HR/OD delivery model New structure implemented that delivers within a budget that achieves the necessary savings 	✓	High-performing council services/ Value for money
30. Put in place a robust, integrated performance, finance, risk and major projects reporting and challenge system	Peter Handford	April 2019	March 2021	<ul style="list-style-type: none"> Corporate business case approach embedded across the Council 	✓	High-performing council services

31. Develop and embed the Council's approach to workforce planning	Emma Crapper	April 2019	March 2020	<ul style="list-style-type: none"> • People Strategy developed and implemented 		High-performing council services
32. Review the Council's terms and conditions	Emma Crapper	April 2019	March 2021	<ul style="list-style-type: none"> • Terms of employment complement the ways of working for employees in becoming an Enterprising Council and are aligned to the Council's budget strategy 		High-performing council services
33. Improve communications and engagement across the Council	Emma Crapper	April 2019	April 2020	<ul style="list-style-type: none"> • Communications Strategy 2019/2020 approved • Develop, approve and embed an Employee, Engagement and Communications Strategy 		High-performing council services
34. Develop an integrated approach to reporting performance and cost information aligned to corporate priorities	Peter Handford/ Sarah Eaton	April 2019	March 2020	<ul style="list-style-type: none"> • Production of an annual report and interim monitoring information throughout the year 	✓	High-performing council services
35. Develop and embed a more robust performance management framework	Sarah Eaton	April 2019	March 2021	<ul style="list-style-type: none"> • Developed a framework by August 2019 	✓	High-performing council services

				<ul style="list-style-type: none"> • Produced reports in accordance with framework timescales • Received positive feedback from Corporate Peer Challenge follow up visit in 2020 		
36. Support the development of a new Customer Care Charter	Assistant Director Comms and Customers	March 2019	July 2019	<ul style="list-style-type: none"> • Increased customer satisfaction • Increased the number of compliments about Council services • Monitored customer complaints 	✓	High-performing council services
37. Secure greater public access to scrutiny and strengthen democratic accountability	Janie Berry	May 2019	May 2020	<ul style="list-style-type: none"> • Refreshed delivery of improvement and scrutiny • Increased public engagement in the democratic processes and contributions to scrutiny reviews • Consideration of public meetings being held at venues across the county 		High-performing council services

Key Performance Measures

Description	Actual	Actual	Target	Target
	2017-18	2018-19	2019-20	2020-21
Percentage of land and buildings identified as surplus	N/Av	1.36	7.5	2.5
Capital receipts for disposal of land and buildings	£1,783,830	£5,892,506	£8,146,200	£33,000,000
Property maintenance backlog	£70,496,122	£72,560,690	£66,500,000	£50,000,000
Average number of days lost to sickness - CCP	8.0	8.4	TBC	TBC
Average number of days lost to sickness – Council (not including schools)	9.96	9.87	TBC	TBC
Spend on agency staff - CCP	£386,502	£908,081	TBC	TBC
Spend on agency staff - Council	£4.372 m	£6.002 m	TBC	TBC
Number of new apprenticeship starts - CCP	54	33	27	TBC
Number of new apprenticeship starts – Council	131	125	97	TBC
Percentage of employees who are apprentices - CCP	2.1%	0.9%	TBC	TBC
Percentage of employees who are apprentices - Council	1.1%	0.9%	TBC	TBC
Number of libraries and mobile libraries transferred to community management	-	-	2	5
The percentage of residents who believe the Council provides value for money	N/Av	N/Av	Collecting baseline data	TBC
The percentage of residents who trust the Council	N/Av	N/Av	Collecting baseline data	TBC
Percentage of residents who are satisfied with the Council	N/Av	N/Av	Collecting baseline data	TBC
Percentage of residents agreeing that they feel informed about Council decisions.	N/Av	N/Av	Collecting baseline data	TBC
The number of local support services co-designed and run collaboratively by staff and local people in Thriving Communities areas	N/Av	N/Av	Collecting baseline data	TBC

The number of community members and/or groups utilising publicly-owned spaces in Thriving Communities areas	N/Av	N/Av	Collecting baseline data	TBC
Percentage of residents agreeing that by working together people in the local area can influence decisions that affect the local area – Thriving Communities areas	N/Av	56.9%	TBC	TBC
Percentage of residents agreeing that by working together people in the local area can influence decisions that affect the local area - County	N/Av	55.8%	TBC	TBC
The percentage of residents who agree that they have enough people around them to support them to avoid a crisis - Thriving Communities areas	N/Av	77.8%	TBC	TBC
The percentage of residents who agree that they have enough people around them to support them to avoid a crisis - County	N/Av	85.3%	TBC	TBC
The percentage of residents who have given unpaid help to an individual, group or club in the last 12 months – Thriving Communities areas	N/Av	43.6%	TBC	TBC
The percentage of residents who have given unpaid help to an individual, group or club in the last 12 months - County	N/Av	54.2%	TBC	TBC
Incoming call volumes into Call Derbyshire	338,740	354,183	389,600	311,680
The number of services accessed via Council websites	N/Av	N/Av	Collecting baseline data	TBC
Number of complaints - CCP	74	AD	Monitor	Monitor
Number of complaints - Council	755	AD	Monitor	Monitor
Number of compliments - CCP	335	AD	Monitor	Monitor
Number of compliments - Council	2084	AD	Monitor	Monitor
Number of complaints upheld by the Local Government Ombudsman	8	AD	Below national average for county councils	
Percentage of budget savings achieved - CCP	100%	100%	100%	100%

Key

AD Awaiting data
N/Av Not available
TBC To be confirmed

Draft

Section Two – Departmental Priorities

Actions	Lead	Start	Complete	Success Measures	Priority
Work with partners to better understand and respond to new and emerging community safety threats	Christine Flinton	TBC	TBC	<ul style="list-style-type: none"> Partnership structures in place to identify, understand and respond to new and emerging threats 	Protecting local people
Work with partners to deliver joint approaches to tackling terrorism	Christine Flinton	TBC	TBC	<ul style="list-style-type: none"> Contribute to Counter Terrorism Local Profile Update and deliver PREVENT Action Plan Emergency Response Plans in place 	Protecting local people

Page 112

Key Performance Measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Number of people accessing training on counter terrorism	1,118 delegates	890 delegates*	900	900

**This figure is approximate. Due to the changes in the Learning and Development System some data was lost.*

Approved Controllable Budget 2019/20

Division	Employees	Premises	Transport	Supplies and Services	Agency and Contracted Services	Transfer payments	Unallocated budget	Controllable Recharges	Gross Budget	Income	Grants	Net Budget
Corporate Finance and ICT	14,210,213	2,208,168	382,810	6,954,784	512,728	-	703,988	4,543,917	19,020,798	2,226,804	-	16,793,994
Legal and Democratic Services	7,133,765	121,875	58,769	2,035,675	-	-	553,482	864,356	7,932,246	2,235,330	35,550	5,661,366
Organisation, Development and Policy	9,527,783	24,611	52,315	1,078,045	-	-	798,352	1,220,866	8,663,536	272,710	-	8,390,826
Property	8,176,043	3,679,671	132,440	656,394	-	-	615,916	7,704,500	19,733,132	7,202,253	-	12,530,879
Communities	8,760,731	881,076	124,531	2,356,676	-	-	2,122,630	36,986	9,963,398	1,210,528	-	8,752,870
Strategic Management	1,041,382	-	6,080	19,337	-	-	73,024	-	1,139,823	-	-	1,139,823
Members	80,802	1,000	56,500	1,529,038	8,948	-	-	25,100	1,701,388	-	-	1,701,388
Miscellaneous	1,022,622	16,578	-	59,078	-	-	-	-	1,098,278	24,470	-	1,073,808
TOTAL	49,953,341	6,932,979	813,445	14,689,027	521,676	-	4,721,344	1,063,475	69,252,599	13,172,095	35,550	56,044,954

**Figures for HR do not reflect the transfer of departmental HR budgets as part of the HR centralisation process*

Forward Plan of Procurement Projects – up to 31 March 2021

In line with the Council's Financial Regulations, the forward plan of procurement projects for the department, set out below, details procurement projects above £25,000 which are planned to commence over the next 24 month period. Please note the table shows the estimated contract award date following completion of a procurement process. The projects identified will be the subject of a procurement process as per the procedures set out in the Council's financial regulations.

Table One: Forward Plan of Procurements (above £25K less than £50K) Due to commence prior to April 2021

Contract Title	Estimated Value (£)	Estimated Start Date
CCP Projects		
Supply of First Aid Requisites	32,500.00	01/06/2019
Redesign & Hosting of Source East Midlands	42,000.00	31/03/2021
Provision of Removal Services	45,000.00	01/04/2019
Community Services		
Made in Derbyshire and Arts Derbyshire Website	46,000.00	01/06/2019
ICT Services		
Supply Of Data Storage Analysis And Reporting Solution And Associated Services	45,000.00	01/12/2019
Supply Of Data Centre Capacity Management Tool	45,000.00	01/03/2021
Property Services		
Alfreton Adult Education Centre – replacement pitched roof coverings and roof glazing	25,000.00	28/05/2019
Ashgate Croft -Upgrade power supply	25,000.00	TBC

Bennerley Fields Special School – phase 2 internal remodelling	25,000.00	TBC
Bramley Vale Primary School – replacement boilers and equipment	25,000.00	03/06/2019
Brampton Primary School – external walkway	25,000.00	TBC
Doveholes Primary School – replace wet rot affected rafters and reinstate roof coverings	25,000.00	15/04/2019
Fairfield Community Centre – internal refurbishment of squash courts	25,000.00	12/08/2019
Fairfield Infant School – additional boiler works to previous scheme	25,000.00	TBC
High Peak Junction Visitors Centre – structural repairs to roof	25,000.00	03/06/2019
High Peak Junction Visitors Centre – structural repairs to historic brake vans	25,000.00	17/06/2019
Linton Primary School (Foundation) – replace internal fire doors	25,000.00	01/07/2019
Mickley Infant School – fire alarm to comply with BS5839	25,000.00	01/11/2019
Milford Community Primary School – fire alarm to comply with BS5839	25,000.00	09/08/2019
New Mills Library – replacement Windows	25,000.00	08/07/2019
Shipleigh Country Park – repairs to access road to the field	25,000.00	09/09/2019
Shirebrook Adult Education Centre – overhaul pitched roofing	25,000.00	TBC
South Wingfield Primary School – replacement distribution board and wiring	25,000.00	01/07/2019
South Wingfield Primary School – provide lintels to windows where PVC windows including replacing brick arches over rear doorways	25,000.00	12/08/2019
Spinney HOP, The – fire risk works	25,000.00	TBC
Parkwood Day Centre – take down and rebuild severely leaning section of listed walled garden wall	25,000.00	TBC
The Grange Family Support Centre, Eckington – boiler equipment replacement	25,000.00	TBC
Hadfield Road – bathroom refurbishment	25,861.00	01/06/2019
New Mills Nursery – refurbishment of storage areas to provide an office	26,000.00	TBC
Newhall Infant School – playground accessibility improvements	26,000.00	TBC
South Darley CE (Controlled) Primary School – work to address damp, boiler upgrade and safeguarding improvements	26,000.00	TBC
Hunloke Park Primary School – security work	26,626.12	TBC

St Andrews Junior School – upgrade fire system	27,000.00	TBC
Stanton in the Peak – overhaul tiled pitched roof	27,000.00	07/01/2019
21 Avondale Road, Chesterfield – windows replacement	27,500.00	TBC
Chapel-en-le-Frith – adaptations to a disabled toilet, a sensory room, a changing room and to facilitate safer lift egress	28,000.00	TBC
Town End Junior School – replace fire alarm	28,000.00	TBC
Whaley Bridge Primary – improvements to pool entrance plus other works	28,000.00	TBC
Bradley CE Controlled Primary School – kitchen refurbishment	28,312.00	TBC
The Duke of Norfolk CE Primary School – refurbishment of toilets	29,000.00	TBC
Stonebroom Primary and Nursery School – safeguarding - secure lobby	29,144.00	TBC
Scarcliffe Primary School – drainage works to field	29,541.00	TBC
Ashbourne Primary School – internal stud partitioning to create 1/2 hour fire breaks	30,000.00	21/06/2019
Ashgate Croft School – renew boiler, pump and controls	30,000.00	TBC
Barlborough Primary School – fire alarm to comply with BS5839	30,000.00	22/07/2019
Blackwell Primary School – flooring repairs and mastic asphalt DPM and covering	30,000.00	TBC
Calow Primary School – security and condition improvements	30,000.00	TBC
Chapel-en-le-Frith CE (Voluntary Controlled) Primary School – replacement of yurt with outdoor classroom	30,000.00	TBC
Clowne Infant & Nursery School – upgrade to weatherfoil radiators and fan cabinets	30,000.00	30/07/2019
Coppice Primary School – resurfacing of play area and replacement trim trail	30,000.00	TBC
County Hall Roof – recover and structural repairs to link to stable block	30,000.00	08/01/2020
Friesland School – proposed fencing and gates	30,000.00	TBC
Gamesley EEC – kitchen refurbishment	30,000.00	TBC
Glossopdale – additional fencing	30,000.00	TBC
Goyt Valley House HOP – replace boiler	30,000.00	TBC
Hasland Junior School – playground resurfacing and replacement outdoor stage	30,000.00	TBC
Linton Primary School (Foundation) – fire alarm system & lighting	30,000.00	TBC

Long Lane CE C Primary School – fire alarm to comply with BS5839	30,000.00	30/08/2019
Melbourne Junior School – replacement windows	30,000.00	TBC
New Basset House HOP – replacement clerestory windows	30,000.00	22/07/2019
Newbold Library - fire alarm	30,000.00	TBC
Osmaston Primary School – refurbishment of teaching support spaces	30,000.00	TBC
Park Infant & Nursery School – fire alarm to comply with BS5839	30,000.00	TBC
Spinney HOP, The – renew timber cladding to gables	30,000.00	11/02/2019
Spire Junior School – refurbishment of toilets	30,000.00	TBC
St Andrew's CE Junior School – refurbishment of toilets and window replacement	30,000.00	TBC
St John's CE VC Primary, Belper – main entrance remodelling and refurbishment	30,000.00	TBC
The Park Infant and Nursery School – refurbishment of toilets	30,000.00	TBC
Whitwell Primary School – refurbishment of toilets and storage area	30,000.00	TBC
Wirksworth Junior School – car parking area- remove loose chippings and renew tarmac wearing course	30,000.00	TBC
High Peak Junction Visitors Centre – clay tiled roof renewal	30,000.00	TBC
West Street Offices – replacement boilers and office heating	30,000.00	TBC
Ilkeston Adult Education Centre – heating system upgrade	30,000.00	TBC
Westhouses Primary School – safeguarding – internal alterations to create secure lobby	30,348.00	TBC
Harrington Junior School – fire risk works	30,800.00	TBC
Victoria Street – fire Alarm	30,800.00	TBC
Buxton Community – repairs, crack stitching and repairs to stonework	31,000.00	TBC
Alfreton Special School – fire risk	31,900.00	TBC
Little Eaton Primary School – fire risk works	33,000.00	TBC
St James Primary School – timber block flooring	33,000.00	22/04/2019
Whaley Thorns – replace fire doors and upgrade fire alarm	33,000.00	15/01/2019
Bolsover Adult Education Centre – renew timber windows	34,000.00	21/01/2019
Lady Manners – replace single glazed pitched roof	34,000.00	19/02/2019

Parkside Community School – replacement windows	34,300.00	TBC
Ladywood Primary School – security Work	34,932.00	TBC
Ringer Lane Clowne – refurbishment	35,000.00	16/01/2020
Copthorne Community Infant School – replace softwood timber windows and doors with aluminium	35,000.00	25/06/2019
Hallam Field Junior School – modular classroom	35,000.00	TBC
Hope Primary School – timber windows and doors repairs and replacement	35,000.00	06/05/2019
Linton Primary School (Foundation) – strip and recover felt flat roof	35,000.00	15/07/2019
Overseal Primary School – replace windows for new d/g pvcu window systems, install new lintels	35,000.00	05/08/2019
Staveley Library – renew failed flat roofs to staff room and workroom	35,000.00	TBC
Glenholme Family Centre – fire risk	35,200.00	TBC
Harpur Hill Primary School – WC refurbishment	36,000.00	TBC
Old Hall Junior School – playground resurfacing	36,994.00	TBC
Monyash Primary School – slate roof recover	37,000.00	15/04/2019
Netherseal St Peter – recover flat roof	39,000.00	15/01/2019
Alfreton Park Community Special School – window replacement and renewal of rainwater goods	40,000.00	13/08/2019
Brassington Primary School – replace pitched roof coverings, rainwater goods and leadwork etc.	40,000.00	20/01/2020
Calow CE (C) Primary School – replace 3no. Purwell boilers, flues and filling system, removing galvanised tank	40,000.00	TBC
Charlotte Infant & Nursery School – Renew windows and door in Kawneer to kitchen	40,000.00	TBC
Chaucer Junior School – replace single glazed windows and doors	40,000.00	19/04/2019
Coppice Primary School – take down and rebuild retaining walls including DPC & drainage	40,000.00	27/05/2019
Heage Primary School – take up and relay pedestrian surface, renewal of concrete edgings and drainage	40,000.00	03/06/2019

Howitt Primary Community School – retaining wall renewal/repair	40,000.00	13/05/2019
Lea Green Centre – repairs to roof structure Block 11	40,000.00	14/03/2019
Long Row Primary School – new pumps, control modification and flue upgrade	40,000.00	01/07/2019
Longmoor Primary School – internal fire doors and frames – repair if possible	40,000.00	15/08/2019
Longmoor Primary School – single-glazed aluminium framed windows are aged and inefficient but in reasonable condition	40,000.00	15/08/2019
Milford Primary School – replace failing boundary stone wall	40,000.00	TBC
Ridgeway Primary School – renew cracked stone mullions and/or stone stools	40,000.00	15/07/2019
Shirebrook Adult Education Centre – replacement heating system	40,000.00	TBC
South Wingfield Primary School – take down and rebuild leaning section of retaining walls. Repair remainder of wall	40,000.00	12/08/2019
The Old Post House – pitched roof recover	40,000.00	TBC
Wirksworth Junior School – replace granwood flooring to hall. Grade II listed	40,000.00	TBC
Peak Buildings – fire escape replacement and retaining wall as structural	40,000.00	TBC
West Street Offices, Chesterfield – replace entrance canopy – asbestos soffit	40,000.00	TBC
Lea Green Centre – Block 02 – windows and door replacement scheme	40,000.00	TBC
Melbourne Junior -Update kitchen ventilation system	40,000.00	TBC
Holme Hall Primary – update kitchen ventilation system	40,000.00	TBC
Horsley CE Primary School – fire risk works	40,700.00	TBC
Granby Junior School – rewire and associated work	41,000.00	TBC
Hasland Infant School – refurbishment of the girls' toilets	41,000.00	TBC
Buxton Community – roof replacement	42,000.00	TBC
Hasland Hall – boiler house upgrade	42,000.00	TBC
White Hall Centre – resurface main driveway	42,000.00	01/07/2019
Peak Buildings – replacement boilers	42,000.00	TBC
Hazelwood HOP – fire alarm	42,900.00	TBC
Glebe Junior School – refurbishment of tennis courts	43,000.00	TBC

Birkhill Infant School – kitchen ventilation	43,849.00	TBC
St Josephs, Shirebrook – kitchen ventilation	44,000.00	TBC
Ripley Junior School – replacement of fire doors and emergency lighting	44,915.00	TBC
Creswell CE Infant & Nursery – replacement windows and doors	45,000.00	TBC
Glossop Adult Education Centre – replace boilers	45,000.00	TBC
North Derbyshire Youth Offending Team – renew pitched slate roof coverings	45,000.00	TBC
Curzon Primary – update kitchen ventilation system	45,000.00	TBC
Duke of Norfolk – extend hall with a single storey extension	46,000.00	TBC
Goyt Valley House HOP – replace double glazed units	47,000.00	15/01/2019
Egginton Primary School – renew modular roof	48,000.00	TBC
New Basset House HOP – fire alarm	48,400.00	26/07/2019
Thomas College HOP – fire alarm	48,400.00	26/07/2019
Grange HOP – update kitchen ventilation system	49,000.00	TBC
Holme Hall Primary School – kitchen ventilation	49,379.00	TBC
St. Giles, Killamarsh – kitchen ventilation	49,500.00	TBC
Ashbourne Hilltop Primary – school expansion	50,000.00	TBC
Community House, Long Eaton – structural repairs to Vic Hallam	50,000.00	17/06/2019
Cotmanhay Junior School – refurbishment of toilets and staffroom	50,000.00	TBC
County Hall (South Complex) – refurbish fuel storage tank to library generator	50,000.00	TBC
Harpur Hill Primary School - should expansion – design	50,000.00	TBC
Hazelwood HOP – upgrade kitchen ventilation to current standards	50,000.00	TBC
Ladycross HOP – ventilation improvements required to the kitchen	50,000.00	TBC
Newhall Junior School – to begin design work for a replacement school	50,000.00	TBC
White Hall Centre – timber Windows & Doors – RPtP & Replacements	50,000.00	TBC
Ilkeston Adult Education Centre – repair	50,000.00	TBC
Shipleigh Country Park – pond House underpinning and associated works	50,000.00	TBC
Ripley Junior School – security Work	50,516.40	TBC

Table Two: Forward Plan of Procurements (above £50K less than OJEU threshold) Due to commence prior to April 2021

Contract Title	Estimated Value (£)	Estimated Start Date
CCP Projects		
School Networking, wireless and infrastructure	63,000.00	31/03/2021
Supply of ID Badges/including Gold Cards and B line cards	75,000.00	01/06/2019
VAT Advisor	80,000.00	31/05/2021
Treasury Management Advisor	80,000.00	31/07/2020
Auctioneering Service	90,000.00	31/10/2020
East Midlands eProcurement Shared Portal	100,000.00	28/02/2023
Provision of Public Analyst and Agricultural Analyst	120,000.00	31/03/2020
Dyslexia Assessments, Training & Tuition	120,000.00	31/08/2020
Occupational Physiotherapy Contract	120,000.00	31/03/2021
Supply of printer consumables	120,000.00	14/10/2021
Provision of Furniture for Domestic Properties in Derbyshire & Home Preparation Service	150,000.00	31/12/2019
Email Alert and Newsletter Solution	150,000.00	04/09/2019
Community Services		
Derbyshire Records Office Database	65,000.00	TBA
Supply of a Library RFID Tags and Detection Equipment Solution and Associated Services	130,000.00	03/10/2019
Security at Chesterfield Library	160,000.00	30/10/2021
ICT Services		

Supply of Services to Support a Review of the Council's ICT Software Licences	50,000.00	01/06/2019
Supply of Services to Support a Review of ICT Enterprise Architecture for the Council	50,000.00	01/06/2019
Supply of Services to Support the Delivery of a Data Management Strategy for the Council	50,000.00	01/06/2019
Supply Of Social Care Network Connectivity to replace existing N3 circuit	58,000.00	01/07/2019
Supply Of Services To Support Network Security Services	80,000.00	01/10/2019
SAP - Preferred Care support pack	80,000.00	TBC
Supply And Maintenance Of An Ebooking System And Associated Services	90,000.00	01/12/2019
Supply Of Data Centre Switches	100,000.00	01/06/2019
Supply Of Additional Adult Care Case Management Development Hardware	100,000.00	01/06/2019
Supply Of Microsoft Advanced Support Service	140,000.00	01/12/2019
Supply And Maintenance Of A Forms Module And Associated Services	150,000.00	01/09/2020
Supply Of Support And Maintenance For Document Management System	165,000.00	01/03/2020
Property Services	-	
Ashbourne Hilltop Primary – school expansion	50,000.00	TBC
Community House, Long Eaton – structural repairs to Vic Hallam	50,000.00	17/06/2019
Cotmanhay Junior School – refurbishment of toilets and staffroom	50,000.00	TBC
County Hall (South Complex) – refurbish fuel storage tank to library generator	50,000.00	TBC
Harpur Hill Primary School – school expansion – design	50,000.00	TBC
Hazelwood HOP – upgrade kitchen ventilation to current standards.	50,000.00	TBC
Ladycross HOP – ventilation improvements required to the kitchen	50,000.00	TBC
Newhall Junior School – to begin design work for a replacement school	50,000.00	TBC
White Hall Centre -Timber Windows & Doors – RPtP & Replacements	50,000.00	TBC
Ilkeston Adult Education Centre – repair	50,000.00	TBC
Shipleigh Country Park – pond house underpinning and associated works	50,000.00	TBC
Ripley Junior School – security work	50,516.40	TBC

Long Lane Primary – improvement work to meet EHO standards	53,000.00	17/06/2019
Ada Belfield HOP – fire alarm	55,000.00	TBC
Christ The King Primary School – kitchen ventilation	55,000.00	TBC
Clay Cross Adult Education Centre – replacement heating system	55,000.00	TBC
Clay Cross Library – replace roof covering	55,000.00	25/02/2019
Community House, Long Eaton – replacement windows and cladding to youth centre	55,000.00	TBC
Grin Low Cottage – replacement windows and repointing	55,000.00	TBC
Harpur Hill Primary School – kitchen ventilation	55,000.00	TBC
High Peak and Derbyshire Dales Area Education Office – repairs to car park and footpaths	55,000.00	13/05/2019
Linton Primary – replacement of flat roofing coverings	55,000.00	03/06/2019
Long Row Primary School – kitchen ventilation	55,000.00	TBC
Middleton Top Engine House – structural repairs	55,000.00	TBC
Solomon House – bathroom/toilets refurbishment	55,000.00	TBC
Town End Junior School – damp remedial works	55,000.00	TBC
Holmesdale Infant School – kitchen ventilation	55,083.00	TBC
Poolsbrook Primary School – kitchen ventilation	56,100.00	TBC
Newton Primary School – kitchen ventilation	56,650.00	TBC
Briar House HOP – fire alarm	57,200.00	TBC
Ashover Primary School – playground resurfacing and drainage works	60,000.00	01/03/2019
Brigg Infant School – electrical wiring upgrades and fire alarm	60,000.00	TBC
Fairview Children’s Home – pitched roof recover	60,000.00	TBC
Tupton Primary School – demolition of Block 03 Vic Hallam	60,000.00	24/05/2019
Aldercar Infant School – kitchen ventilation	60,500.00	TBC
Holmlea HOP – fire alarm	60,500.00	TBC
Anthony Gell Sports Hall	62,000.00	TBC

Chatsworth Hall – renew flat roofing on A Block	65,000.00	12/03/2019
Newton Primary School – boundary wall repairs and renovation	65,000.00	24/06/2019
Overseal Primary School – secure lobby and new toilet	65,000.00	TBC
Pilsley Primary School – partially rebuild boundary wall and access road	65,000.00	TBC
Glenholme Childrens Centre – renew fire escape and resurfacing	66,000.00	26/06/2019
Bolsover Infants – update kitchen ventilation system	66,000.00	TBC
The Curzon Primary School – funding towards multi-use game area and fitness trail	68,000.00	TBC
Ashover Primary School – replacement of flat roof coverings	70,000.00	21/05/2019
Linton Primary – replacement of timber-framed windows	70,000.00	03/06/2019
Parkside Community School – fire door replacement	70,000.00	11/03/2019
Glebe Junior – update kitchen ventilation system	71,000.00	TBC
Darley Dale Primary School – kitchen ventilation	71,500.00	TBC
Highfields School – fencing	72,000.00	TBC
Buxton Junior School – improvements to circulation	75,000.00	04/02/2019
Swanwick Hall School – miscellaneous improvement works	75,000.00	TBC
Newhall Day Centre - update kitchen ventilation system	77,660.00	TBC
Contract for the Supply of Herbicides	80,000.00	30/11/2019
Kilburn Infant School – timber glazed windows decorations poor condition, repairs required to frames, glazing beads missing and numerous casements defective	80,000.00	05/03/2019
Killamarsh Infant School – roof recover	80,000.00	16/05/2019
High Peak Trail – repairs to retaining walls	85,000.00	TBC
Chatsworth Hall – replacement lift	88,000.00	TBC
Community House, Long Eaton – repairs to boundary retaining wall	90,000.00	24/06/2019
Geoffrey Allen Centre – replacement windows and doors to front elevation	90,000.00	TBC
Sudbury Primary School – pitched roof renewal, with adjacent stone and brickwork repairs	90,000.00	TBC

Victoria Street Brimington – replace flat roof	98,000.00	03/03/2020
Contract for the Supply of Arboriculture Equipment	100,000.00	30/06/2020
Brockley Primary School – demolition of existing school	100,000.00	TBC
Deer Park Primary School – upgrade wiring and lighting	100,000.00	17/05/2019
East Clune HOP – replace life expired roof lights on first-floor roof with suitable alternative	100,000.00	TBC
Kilburn Infants School – rewiring	100,000.00	10/05/2019
Lady Manners – window replacements	100,000.00	TBC
Newhall Junior School – upgrade existing heating system	100,000.00	TBC
Somerlea Park Junior School – pitched roof overhaul	100,000.00	01/10/2019
St Oswalds Infant School – phase two: roofing	100,000.00	TBC
Bramley Vale Primary School – upgrade wiring and lighting	110,000.00	10/05/2019
Draycott Community Primary School – electrical rewire and upgrade	110,000.00	05/05/2019
Highfield Hall Primary School – replace concrete floor	110,000.00	15/04/2019
St Andrews CE Junior, Hadfield – electrical and heating upgrade	110,000.00	TBC
Whittington Green – upgrade fire alarm	110,000.00	TBC
William Levick Primary School – electrical rewire and upgrade	110,000.00	03/05/2019
William Rhodes Primary and Nursery – electrical upgrade	110,000.00	05/03/2019
Elmsleigh Infant School – boilers and heating replacement	115,000.00	19/04/2019
Gladys Buxton – demolition of existing buildings	115,000.00	05/03/2019
Pilsley Primary, Chesterfield – electrical upgrade	115,000.00	TBC
Servicing and Maintenance of Mixing Valves	120,000.00	31/03/2021
Hasland Hall – replacement boilers	120,000.00	TBC
Hasland Junior School – playground subsidence remediation	120,000.00	TBC
Peak Dale – boundary wall replacement and repair	120,000.00	TBC
Peter Webster Centre – repairs to boundary wall and adjacent windows	120,000.00	03/06/2019

St Andrews Junior – structural repairs to boiler room	120,000.00	TBC
Rosliston Primary School – small extension to create new toilets and refurbish existing ones	130,000.00	TBC
Long Eaton Library – replace flat roofing	132,000.00	23/12/2019
Bolsover / Clowne reorganisation – reorganisation and rationalisation	137,600.00	TBC
Taxal and Fernilee Primary School – part re-roofing	140,000.00	01/04/2019
Alfreton Park – renew deer shed roof	150,000.00	TBC
Anthony Gell – repairs/replacement of flat roof and associated works	150,000.00	13/04/2020
Offices at School Lane Chesterfield – replacement windows	150,000.00	08/07/2019
Pilsley Primary School – remove underground boiler house and all associated structure	150,000.00	13/05/2019
Anthony Gell – kitchen ventilation works	154,000.00	TBC
Hayfield Primary – electrical rewire and upgrade	155,000.00	TBC
Fairfield Community Centre – replacement profiled sheet roofing	165,000.00	30/09/2019
Hasland Infant School – electrical rewire and upgrade	165,000.00	21/06/2019
Contract for the Supply of Paint and Painting Sundries	170,000.00	31/08/2020
New Hilton Primary – contribution to developer for furniture and equipment	171,000.00	TBC
Crich Carr Primary School – rebuild retaining wall	175,000.00	15/04/2019
Holmesdale Infant School – recover flat roof	175,000.00	TBC
Contract for the Supply of Glass and Glazing Sundries	180,000.00	31/03/2021

Table Three: Forward Plan of Procurements (above OJEU threshold) Due to commence prior to April 2021

Contract Title	Estimated Value (£)	Estimated Start Date
CCP Projects		
Provision of Interpretation, Translation & Transcript Services	230,000.00	01/09/2019
Supply of Aids to Rehabilitation	250,000.00	31/03/2020
Custody Services	270,697.00	31/10/2021
Portable Appliance Testing (PAT) Framework	280,000.00	31/05/2021
Provision of Funeral Directors for Coroners	290,000.00	01/09/2019
Provision of Toxicology Services	360,000.00	31/09/2019
Electricity to Un-Metered Supplies	390,650.00	30/09/2022
Supply of Commercial Fridges and Freezers	405,000.00	31/10/2021
Supply of Locks and Keys	455,000.00	01/04/2019
Provision of Rail Travel	468,000.00	01/09/2020
Supply of Personal Protective Equipment	540,000.00	05/03/2021
Supply and Delivery of Gloves	545,084.00	30/06/2020
Provision of an Integration and Support Services for Vulnerable Persons Resettlement Scheme for Derbyshire	600,000.00	31/10/2021
Provision of First Aid Training	600,000.00	31/12/2020
Supply of Signage	640,000.00	01/09/2019
External Venue Hire	800,000.00	31/03/2021
Stationery and Desktop Delivery of Paper	1,250,000.00	24/06/2021

Washroom Services – including schools	1,300,000.00	31/03/2020
Supply of Work Wear	1,400,000.00	31/01/2022
Electricity to Non-Half-Hourly Sites	1,575,000.00	30/09/2022
Supply of Janitorial Supplies	1,920,000.00	01/01/2020
Vehicle Hire commercial vehicles	2,040,000.00	18/02/2021
Print Services Framework	2,200,000.00	01/12/2020
Multifunctional Devices and Print Room Equipment for the Council and Derbyshire Schools	2,208,000.00	04/09/2020
Provision of Mortuary Services	2,500,000.00	01/09/2019
Fuel Cards	4,000,000.00	30/09/2020
Derbyshire Domestic Abuse Support	4,251,000.00	01/04/2020
Electricity to Half-Hourly Sites	7,700,000.00	30/09/2022
Electricity to Street Lighting	9,100,000.00	30/09/2022
Supply of Gas	12,250,000.00	30/09/2022
Vehicle Purchase	14,500,000.00	23/04/2021
Community Services		
Provision of Offsite Document Storage	270,000.00	TBA
Distribution of The Derbyshire Residents Publication	352,000.00	31/03/2020
Library Self-Service Kiosks	450,000.00	30/09/2019
Supply of Library Stocks	1,500,000.00	31/04/2020
ICT Services		
Supply And Maintenance of Risk Management System and Associated Services	200,000.00	01/01/2020
Supply and Maintenance of GIS Solution and Associated Services	280,000.00	01/03/2020
Supply of Backup and Business Continuity Platform	400,000.00	01/06/2019
Supply of Telephony Solution (Calls and Hardware)	500,000.00	01/07/2019

Supply of Microsoft Server Licensing and Procurement of Licence Solutions Provider	500,000.00	01/03/2021
SAP – PSLE Application support and maintenance	532,000.00	TBC
Support of Data Centre Storage Solution	600,000.00	01/04/2020
Supply of Internet Connectivity and Associated Services	1,300,000.00	01/01/2021
Supply of Mobile Phone Voice and Data Services	2,000,000.00	01/01/2022
Supply of User Hardware (PCs, Laptops etc.)	3,000,000.00	01/10/2019
Supply of Microsoft Desktop Licensing and Extension of the Intermediary Contract for Licence Solutions Provider	5,000,000.00	01/03/2020
Property Services	-	
Grassmoor Primary School – electrical rewire and upgrade	190,000.00	05/07/2019
Parkside Community School – replacement concrete floor	190,000.00	TBC
Willington Primary School – to extend both a GT area and the library area	191,000.00	30/09/2019
Heanor Langley (Laceyfield Academy) – remodel	196,000.00	TBC
Contract for the Supply of Fire Fighting Equipment	200,000.00	30/06/2019
Contract for the Servicing and Maintenance of Passenger and Disability Lifts	200,000.00	30/09/2021
Contract for the Supply of Power Tools and Repairs	200,000.00	31/12/2021
Contract for Servicing and Maintenance of Industrial Doors, Gates, Barriers and Roller Shutter Doors	200,000.00	17/02/2022
Anthony Bek Primary School – windows and doors replacement	200,000.00	26/04/2019
Clowne Infant and Nursery School – windows and doors replacement	200,000.00	TBC
County Hall – refurbish public toilets on ground floor	200,000.00	04/06/2019
Eureka Primary School – replacement of cladding, windows and doors	200,000.00	TBC
Field House Infant School – recover flat roof	200,000.00	07/01/2019
Riddings Junior School –replacement windows	200,000.00	TBC
Rowsley Primary School – renew of concrete tiled roof covering to main school	200,000.00	19/02/2019

Wessington Primary School – recover roof	200,000.00	28/05/2019
Whitemoor Centre – roof repairs	200,000.00	TBC
Christ Church C of E Primary School – classroom	202,000.00	TBC
Holmesdale Infant School – Vic Hallam replacement with aluminium windows	206,000.00	04/02/2019
Peak Academy School – internal alterations	210,000.00	TBC
High Peak Pump House – structural repairs to main roof	216,000.00	TBC
Risley Lower Grammar Primary School – renew timber windows	220,000.00	17/06/2019
Norbury Primary School – urgent wall repairs	221,000.00	11/04/2019
Shirland Primary School – one additional classroom	225,000.00	01/04/2019
High Peak Junction Visitors’ Centre – slate pitched roof renewal for visitors centre	225,000.00	TBC
Holly House – replace windows, fascias and downpipes	230,000.00	01/03/2019
South Normanton Nursery – new small extension to create a staff room and head’s office	230,000.00	17/06/2019
Bramley Vale Primary School – windows and doors replacement	250,000.00	05/08/2019
Bramley Vale Primary School – renewal of flat and pitched felt roof coverings	250,000.00	18/02/2020
Chatsworth Hall – fire risk works	250,000.00	12/06/2019
Glossopdale Community College – demolition of existing school	250,000.00	31/05/2019
St Andrews CE Junior, Hadfield – structural repairs to floors	250,000.00	26/11/2019
The Brigg Infant School – renewal of flat roof coverings	250,000.00	18/02/2020
County Hall (South Complex) – veranda refurbishment	250,000.00	TBC
Clowne Infant School – quad infill	260,000.00	TBC
Parkside Community School – renewal of pitched roof areas	260,000.00	TBC
Dronfield Henry Fanshawe – renewal of Welsh slate roof coverings to western range	280,000.00	07/01/2020
Marpool Junior School – re-cover pitched roof and structural repairs	300,000.00	30/09/2019

Holmesdale Infant School – upgrade wiring and fire alarm	305,000.00	TBC
Chatsworth Hall – replace fire alarm	320,000.00	17/05/2019
Fairfield Community Centre – replacement windows and cladding	320,000.00	19/08/2019
Tibshelf Community – additional SEN accommodation	326,000.00	TBC
County Hall – remodelling	336,700.00	TBC
Contract for Fixed Wire Testing	340,000.00	31/08/2021
Ashbrook Infant School – windows and doors replacement and cladding	350,000.00	TBC
Woodbridge Junior School – additional classroom	350,000.00	15/07/2019
Melbourne Junior School – renewal of flat roof coverings	370,000.00	01/04/2019
Bolsover Infant and Nursery School – one additional modular classroom with a group room	375,000.00	01/02/2019
Service and Repair of Automatic Doors	400,000.00	31/08/2020
Contract for Servicing and Maintenance of Air Conditioning Equipment	400,000.00	31/03/2021
Ashbrook Junior School – windows and doors replacement and cladding	400,000.00	TBC
Somerlea Park Junior School – recover pitched roof and structural repairs	400,000.00	TBC
Etwall Primary School – two classrooms and toilets	422,000.00	TBC
Ladywood Primary School – one additional modular classroom	425,000.00	09/07/2019
Hady Primary School - two additional classrooms	447,000.00	25/02/2019
Buxton Infant School – renew slate roof	450,000.00	15/04/2019
County Hall – replace pitched roofing on West Wing of South Block	450,000.00	30/09/2019
Killamarsh Infant School – replacement of defective trusses, purlins and roof finishes	450,000.00	24/06/2019
Dunston Primary School – contribution towards expansion of the school to at least a 1.5 form entry	482,000.00	TBC
Contract for the Supply of Softwood, Hardwood and Sheet Timber Materials	500,000.00	31/12/2021
Buxton Community – phase one of windows roof replacement and associated work	500,000.00	30/09/2019

William Allitt – continuation of Vic Hallam building repairs	500,000.00	TBC
Longmoor Primary School – replacement of flat roof coverings	550,000.00	29/01/2019
Grassmoor - Barnes Park Pavilion – redevelopment	575,000.00	01/05/2019
Highfield Hall Primary School – new classroom B=block	575,000.00	13/05/2019
Servicing and Testing of Gas Pipeline and Equipment	600,000.00	30/06/2021
Ashgate Croft Special – two classroom unit	600,000.00	30/09/2019
Findern Primary School – new hall and link	740,000.00	12/02/2019
Alfreton The Leys – two classroom extension	751,000.00	17/12/2018
Contract for the Servicing of Gas and Electric Catering Appliances – Lot 2 South Derbyshire	800,000.00	06/04/2021
Langley Mill Academy – three additional classrooms and internal remodelling	835,000.00	28/02/2019
Contract for the Provision of Legionella Control Services	900,000.00	31/08/2020
Demolition Framework	1,000,000.00	31/03/2021
Framework for Landscape Machinery	1,000,000.00	03/04/2021
Contract for the Supply of Heating, Installation and Maintenance Materials	1,200,000.00	31/12/2019
Kirk Langley – three classrooms and internal remodelling	1,290,000.00	TBC
St John's Primary, Belper – three-classroom block with toilets	1,489,000.00	TBC
Stanton Primary – phase two – two classrooms, internal remodelling and kitchen	1,650,000.00	17/06/2019
Winter Gardens Refurbishment	1,700,000.00	TBC
Linden House – refurbishment/extension	1,837,000.00	13/05/2019
St. Oswalds CE (C) Infant School – phase one: re-organisation (£485k from initial MUGa and Remodel)	1,963,000.00	TBC
Contract for Repair and Maintenance of Heating Equipment – Lot 1 & 2 North/South Derbyshire	2,000,000.00	31/03/2021
Contract for the Supply of Building and Plumbing Materials	2,200,000.00	31/12/2019
Design, Installation and Commissioning of Kitchen Ventilation Systems	3,600,000.00	31/03/2020

Contract for the Supply of Electrical Materials	3,800,000.00	31/03/2020
Breadsall Primary School – new build school	4,000,000.00	13/09/2019
Spire Lodge – capital bid approval (includes £1.9m from 2016/2017)	4,125,000.00	TBC
Highfields Farm Primary – new one-form entry primary school	5,500,000.00	22/07/2019
Boulton Moor – new build 2FE	6,000,000.00	20/04/2019
Tibshelf Primary School – new primary school	7,000,000.00	TBC
Modular Building Framework	10,000,000.00	31/03/2021
Alfreton Park Special School – phase one and phase two	13,335,000.00	05/05/2019
Ormiston Enterprise Academy & Bennerley Avenue School – new build	26,000,000.00	01/06/2019
Construction and Alterations Framework/DPS – to deliver capital schemes on behalf of Property Services Lot/Category 1 – works/alterations £50K-£2M; Lot/Category 2 – 0£2M-£12M	TBA	TBA
Removal and Disposal of Asbestos from DCC Sites	TBC	TBC
Supply, Erecting and Dismantling of Scaffolding for DCC and Police Sites	TBC	TBC
Provision of Tree Surgeon Services	TBC	TBC
Asbestos Analytical and Bulk Sampling Services	TBC	TBC
Gas Training, Technical Advice and Audit Service	TBC	TBC
Contract for Cleaning of Kitchen Ventilation Systems – Lot 1 and 2	TBC	TBC
Supply and Servicing of Fire Alarms, Emergency Lighting and Fire Extinguishers	TBC	TBC
Contract for the Supply of Heating and Maintenance Materials	TBC	TBC
Provision of Labour Services (Plumbing, Electrical, Landscape, Construction, Painters, Plasterers, Joiners)	TBC	TBC
Contract to Supply and Service Generators	TBC	TBC
Servicing and Maintenance of Stair Lifts	TBC	TBC
Contract to Provide Call-Out Capability Regarding Heating Controls	TBC	TBC

Please note: The above includes for the replacement of existing contracts and also an early indications of new projects which require procurements to commence within 2019-21.

** Property projects will be subject to funding availability/release and the procurement values shown are based on estimated costs. This means costs may be higher or lower when projects are tendered.*

Draft

Economy, Transport and Environment

Service Plan 2017-2021

2019-20 update

Mike Ashworth
Executive Director – Economy, Transport and Environment
V2.0

Contents

Council Ambition, Outcomes and Priorities	3
Departmental Overview	4
Section One: Council Priorities	10
Section Two: Departmental Priorities	20
Appendix A – Approved controllable budget	24
Appendix B – Forward plan of procurement projects	26
Appendix C – Vehicle Replacement Programme	37
Appendix D - Waste Management Service Capital Programme	39

Council Ambition

We will strive to be:

An enterprising and value for money council, enabling people and communities to thrive

Council Outcomes

We want Derbyshire to have:

- **Resilient and thriving communities** which take responsibility for improving their areas and supporting each other
- **Happy, safe and healthy people** with solid networks of support, who feel in control of their personal circumstances and aspirations
- **A strong, diverse and adaptable economy** which makes the most of Derbyshire's rich assets and provides meaningful employment opportunities for local people
- **Great places to live, work and visit**, with outstanding schools, diverse cultural opportunities, transport connections that keep things moving and a healthy environment for all
- **High quality public services** that work together and alongside communities to deliver services that meet people's needs.

Council Priorities for 2019-20

Our Council priorities are:

- Value for money
- A prosperous Derbyshire
- Empowered and self-sufficient communities
- A focus on prevention and early intervention
- High performing council services

Departmental Overview

Employing over 730 staff and with an annual revenue budget exceeding £76 million, the Department provides a wide range of services within the community which have a direct impact on the lives of Derbyshire people, as well as on those people who visit or work within the County.

The Department's focus is to build a strong local economy that creates jobs, provides a skilled and confident workforce and promotes an environment where businesses can grow, whilst ensuring that the public are kept safe and the environment is protected for future generations.

The Department will be instrumental in taking forward the economic development and regeneration agenda and will play a vital role in developing services and infrastructure that encourages and delivers against the Council Plan priority of **a prosperous Derbyshire**. The Department will ensure its resources are focussed on those areas that support and help sustain growth and create jobs.

The Council has been working with local authorities across Derbyshire and Nottinghamshire to develop stronger regional arrangements through joint working with the Derby, Derbyshire, Nottingham, Nottinghamshire (D2N2) Local Enterprise Partnership (LEP); it will continue to work with partners to agree the creation of a Strategic Alliance for the region to drive sustainable growth.

Growing the local economy of Derbyshire is an important consideration in all aspects of the Department's work, whether through providing a well maintained highway network and efficient transport system, supporting sustainable mineral extraction through planning decisions or promoting the countryside that is rich and diverse in its landscape and cultural heritage.

A well maintained highway network, that provides excellent transport and communication links to key business hubs, is vital if Derbyshire's local economy is to grow key infrastructure projects through the LEP, maximising the availability of all funding sources.

The Department will look to facilitate further positive economic growth by supporting and promoting strong business sectors such as the minerals extraction industry and also by addressing the County's competitiveness in relation to other areas, such as private sector waste infrastructure. The Department will also look to balance economic growth whilst protecting what makes Derbyshire special, such as its heritage and landscape, which themselves are major economic assets.

Strategic Leadership and Management

As the Department meets the challenges of reducing resources, changing national policies and new systems and technologies, effective workforce planning is essential to ensure that there are the right number of employees, with the right knowledge and skills, in the right place, at the right time. The Department will, therefore, need to ensure that its resources, whether financial, staffing or physical, are properly aligned to meet service priorities in the short and long term.

Leadership and direction will be provided to ensure effective management of staff and provision of support to the Departmental Management Team in order to assist in the Council's wider drive for effectiveness and efficiency and contribute to required savings targets, as necessary.

Workforce planning will ensure the Department is able to identify and effectively plan for issues and challenges, including any reducing areas of work, any new or growth areas, changes in Government and Council policies and the impact of other internal and external drivers. The workforce planning process will also enable the Department to address any skills and competency needs, for example, where there may be changes to jobs or services, skills shortages or new requirements/working practices and processes to meet our business needs, ensuring relevant and appropriate training and development is provided.

Details of the Department's approved controllable budget, forward plan of procurement and Vehicle Replacement Programme and Waste Management Capital Programme are contained in the Appendices to the Service Plan.

Delivery of the Department's services and operations will be guided by the principles of sustainability embedded in the revised Corporate Environment Policy, Strategy and Action Plan, in order to promote a better quality of life for our communities, encourage economic regeneration and protect and enhance the environment.

The Department will provide the leadership and framework to achieve its performance targets through its Quality Management Systems (QMS) and Environmental Management System (EMS), in accordance with the requirements of the International Standards Organisation ISO9001 and ISO1400 respectively.

Departmental Services

**Economy, Transport and Environment
Executive Director
MIKE ASHWORTH**

Service Director Economy and Regeneration JOE BATTYE	Service Director Highways GEOFF PICKFORD	Assistant Director (Interim) Environment CLAIRE BRAILSFORD	Assistant Director Resources & Improvement ANGELA GLITHERO
<ul style="list-style-type: none"> • Economic Development • Transport Infrastructure and Programme Management • Highways Development Control • Transport and Accessibility • Sustainable Transport • Planning • Conservation, Heritage and Design • Markham Vale Enterprise Zone. 	<ul style="list-style-type: none"> • Highway Strategy • Network Planning • Highways Design • Highways Construction • Derby and Derbyshire Road Safety Partnership and Road Safety • Emergency Planning Service 	<ul style="list-style-type: none"> • Waste • Flood Risk Management • Countryside Service 	<ul style="list-style-type: none"> • Finance and accountancy • Performance and quality management • Customer service and engagement • Business services • Fleet services • ICT, HR, Procurement client • Change and improvement

Budget savings and risk

The Department will contribute to the Council's priority of providing **Value for Money** during 2019-20 and will deliver savings of **£737,000** as follows:

Gold Card concessionary fares	The cost of providing subsidized fares for older people and people with disabilities has reduced due to demand being lower than in previous years, achieving this saving.	£250,000
Safe and Active Travel	The School Crossing Patrol service will be funded and managed as part of Public Health's safe and active travel programme, enabling this money to be saved from the Council's revenue budget.	£240,000
Countryside	The Council is looking for alternative sources of funding and generating income through commercial activity to help it continue running this service.	£100,000
Civil Parking	The Council will save money by managing its Civil Parking Enforcement service differently.	£90,000
Emergency Planning	The Council will look at ways of providing this service at less cost.	£57,000

There a number of risks associated with the delivery of the Economy, Transport and Environment Service Plan over the next 12 months, which could have an impact on the ability to deliver against the Council and departmental priorities. These risks include the ability to recruit and retain appropriately qualified staff, the availability of funding and resources and the impact of any potential no deal European Union Exit on Council services.

Achievements during 2018-19

A summary of the key achievements for the Department during **2018-19** are detailed below:

- **Digital Derbyshire** - by the end of 2018-19, the Digital Derbyshire Superfast Broadband programme had delivered faster broadband to over 106,000 premises with over 97,000 with access superfast (in excess of 24Mbps). Take up of services for

those premises reached during phase 1 now exceeds 55%, generating a return for the Council to be re-invested into further provision

- **The D2N2 Digital Growth programme**, funded by ERDF and delivered by the council's Digital Derbyshire team, has supported 62 businesses in the county to improve their digital capital and processes making Derbyshire small and medium sized enterprises more competitive and boosting productivity.
- **D2 Business Starter Programme** – Aimed at promoting enterprise and entrepreneurship, the programme has provided a range of support from workshops through to 1-2-1 advice to 334 people in Derbyshire looking to start up their own business. By the end of 2018/19, this had led to the creation of 104 new businesses created.
- **D2EE** – Over the last 12 months, 80 businesses have benefited from energy efficiency advice and grant support from the award winning D2EE programme. The programme provides technical support and funding to help Small and Medium Enterprises (SME's) save money, reduce energy costs and carbon emissions and demonstrate green business is good business. As a result of the innovative project, the County Council (in partnership with Derby City) has won the coveted East Midlands Energy Efficiency "Best Local Authority" award two years in row.
- **Elvaston Castle and Country Park** – a revised master plan for Elvaston Castle and Country Park has been approved following a public consultation in 2018. The master plan sets out to ensure the long term future of the estate, ensuring its financial sustainability with the balance of conservation, heritage and access at its core. People, community involvement and partnership working are at the heart of all activities with the long-term ambition being to hand the day-to-day running of the estate to the Elvaston Castle and Gardens Trust as a single management body.
- **School Crossing Patrol Services Saved** – the future of the schools crossing patrol service secured, with the service being incorporated into the safe and active travel programme led by Public Health.
- **Future Highways Model** – as part of the Enterprising Council approach, reviewed the delivery mechanism for Highway Services resulting in the development and formal approval of the Future Highways Model
- **Maintain Band 3 Status for the Department of Transport's Highways Maintenance Block incentive element** ensuring the Council is 100% funded and retains **£3.206m**
- Successfully utilised the **additional £8.4 million** funding made available by Department for Transport to improve Derbyshire's roads by fixing over 70,000 potholes, resurfacing, rebuilding retaining walls and undertaking work to fix drains resulting in a record low number of defects.

- **APSE Innovation Awards 2018 Winner in the Highways Maintenance Category** - in recognition of the changes that have been made in the way we work, resulting in a greater proportion of highways defects being repaired within target and the number of potholes being dramatically reduced
- **Institute of Civil Engineers (ICE) East Midlands Merit Award for Small Projects** received for soil nailing on the A610
- Top of all **County Councils for Road Safety Education and Road Safety Locally for 2018**
- Implemented the **New Code of Practice for Well Managed Highway Infrastructure Code of Practice**
- **Planning Service has been successful in:**
 - Achieving an overall 95% performance for determining planning applications and managing the Ineos Exploratory Core Well application through the Public Inquiry, along with other significant minerals and waste applications
 - Securing over £16m through s106 development contributions
 - Securing £200,000 Planning Delivery Grant Funding
 - Developing the Derbyshire Infrastructure Investment Plan and making significant contributions to all the proposed Derbyshire growth zones and other strategic consultations
 - Steering ETE Environmental Management System to accreditation for 2018.
- **Sustainable Travel:**
 - The Low Emission Vehicle Infrastructure (LEVI) Open Day was held on 9th October 2018 to help inform the development of our LEVI Strategy and, with presentations from The Energy Savings Trust, Toyota, Go Ultra Low, Western Power and Magtec Solutions.
 - As part of the LEVI development we have installed five Dual Electric Vehicles Charge Points at County Hall, for use by staff and visitors.
- **Waste Watchers Programme** – delivered the waste education theatre project ‘Waste watchers’ during the spring term 2019 including 31 performance days to secondary schools which incorporated 97 workshops with approximately 5,766 year 7 or 8 students participated in the programme

Section One: Council Priorities

The Department will support all five of the Council Plan Outcomes through the delivery of services to the residents, businesses and visitors to Derbyshire and will contribute principally to the following Council Plan Priorities:

Value for money

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
Achieved budget savings of £46.8m	All depts	March 2019	March 2022	Deliver £737,000 savings target by March 2020	✓
Strengthened partnership working, for instance, working with Partners to agree the creation of a Strategic Alliance for the region to drive sustainable growth	All depts	May 2017	Ongoing	<ul style="list-style-type: none"> Strategic Alliance established 	✓
Reviewed and transformed key services to ensure a mix of in-house and commissioned provision	All depts				
- Highways review	Geoff Pickford	April 2018	March 2021	<ul style="list-style-type: none"> Delivered demonstrable efficiencies, increased levels of income together with increased customer satisfaction 	✓
- Countryside services review	Claire Brailsford	October 2018	April 2020	<ul style="list-style-type: none"> Alternative, suitable service delivery mechanisms for the Service have been assessed and are being implemented to ensure the 	✓

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
				future sustainable provision	
Improved employee well-being through a new strategy that also increases productivity and reduces absence	All depts	March 2019	April 2020	<ul style="list-style-type: none"> Reduced the average number of days lost to sickness absence 	✓
Actively pursue a programme of income generation in relevant Economy and Regeneration services.	Joe Battye	Ongoing	Ongoing	<ul style="list-style-type: none"> Increase income year on year 	

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Achieved Departmental budget savings in 2019-20 and 2020-21	£4.457m	£2.085m	£737,000	tbc
The average number of days lost to sickness absence	10.79 days	11.02 days	Monitor	Monitor
Spend on Agency Staff	£73,002	£147,772	Monitor	Monitor

A prosperous Derbyshire

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
Develop and deliver a Derbyshire GOOD Growth Strategy to ensure sustainable	Joe Battye	May 2019	Ongoing	<ul style="list-style-type: none"> LEVI strategy delivered 	

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
economic prosperity and reduction in harmful emissions				<ul style="list-style-type: none"> Decarbonisation plan identified Other plans identified to mitigate against threats to the environment Reduced greenhouse gas emission from our buildings and operations 	
Assisted small and medium sized enterprises (SMEs) to grow and be more productive	Frank Horsley	Ongoing	Ongoing	<ul style="list-style-type: none"> New Businesses started and existing business supported 	✓
Support low carbon businesses to establish and encourage green energy entrepreneurs to develop renewable or zero carbon energy production	Joe Battye		ongoing	<ul style="list-style-type: none"> New business started that support low carbon or are developing renewable energy production 	
Worked to maximise growth opportunities arising from HS2 and to mitigate impact	Joe Battye	May 2017	2033	<ul style="list-style-type: none"> The economic benefits from the development of HS2 are maximised and the negative impacts on Derbyshire are mitigated 	✓
Delivered the new “Invest in Derbyshire” programme in line with agreed timescales	Joe Battye/Frank Horsley	June 2018	March 2021	<ul style="list-style-type: none"> Derbyshire is promoted as a prosperous County 	✓

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
				for business investment	
Increased the fibre enabled broadband coverage across Derbyshire for homes and businesses.	Joe Battye	April 2014	December 2020	<ul style="list-style-type: none"> Derbyshire businesses and residents have ready access to fibre enabled broadband across most of the County 	✓
Delivered the Employment and Skills Strategy action plan in line with programmed timescales including improved co-ordination of Council activity	Joe Battye / Andrew Marsh	April 2019	March 2023	<ul style="list-style-type: none"> Number of apprenticeships offered by the Council Number of apprenticeships recruited to by Council Number of apprenticeships successfully completed 	✓
Assisted in the successful implementation of a new manufacturing zone in North Derbyshire	Joe Battye	March 2019	March 2021	<ul style="list-style-type: none"> New manufacturing zone 	✓
Completed the clean-up of polluted land at the former Coalite works in Bolsover and further developed Markham Vale	Joe Battye	Markham 2006 Coalite 2017	2023 2030	<ul style="list-style-type: none"> Business opportunities for growth in Derbyshire are maximised 	✓

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
Continue to refine and implement a comprehensive regeneration programme including Trent Valley development and the market town strategy.	Joe Battye	Trent Valley	Ongoing	<ul style="list-style-type: none"> • Business opportunities for growth in Derbyshire are maximised 	
		Market Town	Ongoing		
Supported growth in the visitor economy by improving access to a range of accommodation and quality attractions	Frank Horsley	Ongoing	Ongoing	<ul style="list-style-type: none"> • An increase in the range of visitor accommodation available 	✓
Develop and implement a programme to support the Festival of Derbyshire	Joe Battye	April 2019	September 2021	<ul style="list-style-type: none"> • Festival programme developed 	
Adopt a new management plan for the Derwent Valley Mills World Heritage Site	Joe Battye	Ongoing	January 2020	<ul style="list-style-type: none"> • New Management Plan agreed 	
Support regional partnership working to secure economic growth through national and international development e.g. with D2N2 LEP, Midlands Engine, Midlands Connect and renewable energy with the Midlands Energy Hub	Joe Battye		Ongoing	<ul style="list-style-type: none"> • Funds secured from external infrastructure funding sources • Overseas opportunities for trade and investment identified 	
Fundamentally assess all public and specialist transport provision in the county to ensure communities and individuals needs are met	Joe Battye	September 2019	December 2020	<ul style="list-style-type: none"> • Bus Strategy developed 	
Completed the development and started the implementation of a countywide Infrastructure Plan to support good growth	Joe Battye	September 2019	Tbc	<ul style="list-style-type: none"> • Countywide Infrastructure Plan developed 	✓

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
Complete the reviews and finalisation of the Waste Local Plan and Minerals Local Plan	Joe Battye	April 2017	March 2020	<ul style="list-style-type: none"> Local Plans adopted 	
Invested in well maintained roads and highway infrastructure	Geoff Pickford	Ongoing	Ongoing	<ul style="list-style-type: none"> The Highways infrastructure provides a safe and reliable network with increased customer satisfaction 	✓
Deliver the implementation of the Future Highways Model, including the introduction of the new commissioning framework, developing improvement plans for priority service areas and identifying commercialisation opportunities	Geoff Pickford	January 2019	March 2020	<ul style="list-style-type: none"> Improvements in the delivery of Highway related services 	
Maintain and manage the road network, including more than 5,500km of roads and pavements, 1,800 bridges and estimated 930km of roadside retaining walls making best use of resources and aiming to reduce burden on revenue budgets	Geoff Pickford	Ongoing	Ongoing	<ul style="list-style-type: none"> Highways infrastructure provides a safe and reliable network with defects repaired in a timely manner 	
Deliver, promote and support an asset management / lifecycle planning approach to maintenance of the highway infrastructure	Geoff Pickford	Ongoing	Ongoing	<ul style="list-style-type: none"> Programme of future highways schemes developed on asset management principles 	
Identify appropriate schemes, projects and programmes of work, and develop and submit bids to appropriate funding opportunities, such as the National	Geoff Pickford	Ongoing	Ongoing	<ul style="list-style-type: none"> Opportunities to maximise funding for highways schemes are realised 	

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
productivity Improvement Fund and the Maintenance Challenge Fund					
Reduce the number of people killed or seriously injured on Derbyshire roads	Geoff Pickford	Ongoing	Ongoing	<ul style="list-style-type: none"> Reduction in the number of people that have been killed or seriously injured on Derbyshire's Highway Network 	

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
• No. of businesses supported to export	n/a	n/a	20	30
• No. of Inward Investment enquiries serviced	53	27	40	60
• Number of start-up businesses supported	n/a	n/a	20 (no.)	20(no.)
• Number of enterprises receiving Information, Diagnostic and Brokerage (IDB)	14	12 as at Dec 18	40 (no.)	40 (no.)
• Amount of external funding secured in last 12 months	£80m	£52.6m	Monitor	Monitor
• Number of apprenticeships offered by department	13	15	Monitor	Monitor
• Number of apprenticeships recruited to by department	10	12	Monitor	Monitor
• Number of apprenticeships completed by department	0	1	Monitor	Monitor
• No of jobs created at Markham Vale	1,628	2,236	2,800	3,400
• Percentage of total 200 acres development land occupied at Markham Vale	57.8%	62.8%	77.0%	82.0%
• External funding secured Derwent Valley Mills	544,944	371,035	53,060	55,000
• Number of visitors to Derwent Valley Mill Sites	571,440	621,273	530,604	600,000

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
• Secondary spend (economic impact) of World Heritage Site based on visitor numbers	14,039,708	15,264,076	13,408,398	14,741,400
• Total number of fibre enabled premises (Phase 2)	17,545	18,464 as at Dec 18	24,959	26,392
• Total number of Superfast (above 24Mbps) enabled premises (Phase 2)	12,776	n/a	17,079	22,145
• Total take up of fibre broadband (Phase 2)	3,023	5,186 as at Dec 18	5,302	7,739
• Percentage take-up of fibre broadband (Phase 2)	17%	28% as at Dec 18	21%	29%
• Percentage of road defects repaired within target	66%	79%	90%	90%
• Percentage of Principal Roads where maintenance should be considered	2%	2%	tbc	tbc
• Percentage of non-principal roads where maintenance should be considered	4%	4%	tbc	tbc
• Number of people killed and seriously injured on Derbyshire's roads	298	330	Monitor	Monitor
• Number of low carbon vehicle charging points	n/a	n/a	tbc	tbc
• Percentage of Strategy and Growth Panel active projects on track	71.4% as at Dec 17	92.3% as at Dec 18	90%	90%
• Percentage infrastructure delivery active projects on track where DCC is promoter	88.9% as at Dec 17	85.7% as at Dec 18	100%	100%

Empowered and self-sufficient communities

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
Helped people furthest from the labour market into sustainable employment	Andy Marsh	To be confirmed	To be confirmed		✓

High performing council services

Actions	Lead	Start	Complete	Success Measures	Deliverable listed in the Council Plan
Continued to maintain high levels of customer satisfaction in the Council's Highway and Transport Services	Geoff Pickford	April 2008	Ongoing	<ul style="list-style-type: none"> • Maintained and improved customer satisfaction with Highways related services 	✓
Introduced a new Customer Care Charter to set out how we will meet peoples' needs	Julie Vollar / Angela Glithero	March 2019	July 2019	<ul style="list-style-type: none"> • Increased customer satisfaction • Increased the number of compliments about Council services • Monitored customer complaints 	✓

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
• Increased customer satisfaction with Highways and Transportation Services	57%	55%	Monitor	Monitor
• Increased the number of compliments about Council services	330	209	Monitor	Monitor
• Monitored customer complaints	124	115	Monitor	Monitor

Section Two: Departmental Priorities

In addition to the Council Plan priorities, the following Departmental priority has been identified:

Maintaining a safe and sustainable environment

Actions	Lead	Start	Complete	Success Measures
<ul style="list-style-type: none"> Continue to lead on the Council's Environmental Sustainability Programme. 	Mike Ashworth		Ongoing	Reduction in the amount of carbon emissions across the Council's operations
<ul style="list-style-type: none"> Continue to work in partnership with Derby City Council on the multi-million pound, long term joint waste contract to manage Derby and Derbyshire's Local Authority Collected Municipal Waste in a more sustainable way, reducing the amount of waste sent to landfill and the amount of CO2 generated. 	Claire Brailsford		Ongoing	Reduction in the amount of waste sent to landfill Increase in the amount of waste recycled and composted. Increased customer satisfaction.
<ul style="list-style-type: none"> Complete the provision of a new waste treatment centre to divert waste from landfill, mitigate the Council's exposure to the costs of escalating landfill tax and to help reduce environmental impacts. 	Claire Brailsford		Ongoing	Fully commissioned new Waste Treatment Centre at Sinfin
<ul style="list-style-type: none"> Develop through our close partnerships with district and borough councils solutions that minimise waste, particularly food waste and single-use plastics, and increase recycling 	Claire Brailsford		Ongoing	Increase in the amount of waste recycled and composted.
<ul style="list-style-type: none"> Continue to develop and increase our understanding of flood risk to Derbyshire, the impacts of climate change and to work collaboratively with all agencies and councils to ensure a co-ordinated response to flood risk 	Claire Brailsford		ongoing	Opportunities for joint working with flooding agencies are identified and developed. Increased customer satisfaction with flood related services

Actions	Lead	Start	Complete	Success Measures
<ul style="list-style-type: none"> Continue to investigate reports and occurrences of internal flooding to businesses and residential properties 	Claire Brailsford		ongoing	Increased customer satisfaction with flooding services responses
<ul style="list-style-type: none"> Consent to works on ordinary watercourse's, minor rivers, streams, brooks, ditches and culverted/piped watercourse/land drainage network across Derbyshire 	Claire Brailsford		ongoing	Consents responses successfully completed.
<ul style="list-style-type: none"> Implement the Derbyshire Local Flood Risk Management Strategy 	Claire Brailsford		ongoing	Strategy objectives are delivered
<ul style="list-style-type: none"> Work with partners, including both Local Access Forums, towards an integrated, well managed and inclusive Rights of Way and access network, through the implementation of the Rights of Way Improvement Plan and the management of Destination countryside sites and wider countryside facilities and supporting policies 	Claire Brailsford		ongoing	<p>Opportunities for joint working continue to be developed.</p> <p>Increased customer satisfaction with flood related services</p>
<ul style="list-style-type: none"> Promoting Shipley Country Park, Elvaston Country Park, Middleton Top, High Peak Junction and Tapton Lock Visitor Centre as destination sites for recreation activities and access to the countryside 	Claire Brailsford		ongoing	Maintained and improved customer satisfaction with Destination Sites.
<ul style="list-style-type: none"> Explore and develop ways to increase income through a more commercial approach and sponsorship 	Claire Brailsford		March 2022	Increased income
<ul style="list-style-type: none"> Work with borough and district councils, utilities and property developers to champion eco-homes fit for the future and to help communities and businesses become less dependent on energy 	Joe Battye		Ongoing	<p>Increase in the number of eco-homes built</p> <p>Local Plans include policies that require the development of eco-homes</p>

Actions	Lead	Start	Complete	Success Measures
<ul style="list-style-type: none"> Seek Government support to ensure the level of investment and national planning regulations support the Council's ambition to reduce greenhouse gas emissions in Derbyshire 	Joe Battye		Ongoing	Reduction in the CO2 emissions for Derbyshire
<ul style="list-style-type: none"> Work with partners to plan and prepare to ensure the Council and Local Resilience Forum's resilience in the event of the UK leaving the EU with No Deal and to respond to any consequences that may arise from this. 	Geoff Pickford	August 2018	Ongoing	Suitable arrangements are in place to be able to respond to the consequences in the event of the UK leaving the EU with No Deal.
<ul style="list-style-type: none"> Support and promote the development of low carbon travel and low emission vehicles, introduce electric vehicles into the Council fleet and explore the opportunities for low carbon fuel for HGVs 	Angela Glithero	June 2019	Ongoing	Reduction in CO2 emissions from Council fleet vehicles

Key performance measures

Description	Actual	Latest	Target	Target
	2017-18	2018-19	2019-20	2020-21
Percentage of household waste sent for reuse, recycling and composting	48.2%	47.8%	48%	48%
Percentage landfilled of total Municipal Waste collected	16%	23.69%	20%	20%
Percentage of flood enquiry responses provided within allocated timescales	73%	78%	70%	70%
Percentage of land drainage consents applications responded to within 8 weeks	100%	88%	85%	85%
Percentage of planning applications responded to by Flood Team within 21 days	78%	87%	75%	75%

Draft

Approved Controllable Budget

Service Area	Employee Related £'000	Premises Related £'000	Transport Related £'000	Supplies & Services £'000	Agency & Contracted Services £'000	Unallocated budgets £'000	Controllable Recharges £'000	Gross Budget £'000	Income £'000	Net Budget £'000
Departmental Management Team	569	0	8	5	0	0	2	584	0	584
Economy and Regeneration:										
Planning Services	1,220	0	10	55	0	0	5	1,290	(244)	1,046
Economic Regeneration	497	4	8	611	0	(73)	2	1,049	0	1,049
Markham Employment Growth Zone	(42)	173	4	133	37		39	344	(336)	8
Development Control	679	0	18	1	0	0	2	700	(738)	(38)
Strategic Transport	110	0	2	19	0	0	1	132	0	132
Derwent Valley Mills World Heritage Site	114	0	5	13	0	0	1	133	(27)	106
Conservation	460	1	10	33	0	(11)	(5)	488	(143)	345
Public Transport	931	12	51	312	21,008	(138)	(123)	22,053	(7,107)	14,946
Economy and Regeneration Unallocated Savings	0	0	0	0	0	(518)	0	(518)	0	(518)
Environment:										
Waste Management	424	152	20	637	45,120	0	6	46,359	(2,323)	44,036
Countryside Services	1,993	159	54	436	141	0	503	3,286	(833)	2,453
Flood Risk Management	266	1	3	112	0	59	1	442	0	442
Highways:										
Highway Network Planning	4,860	819	661	4,226	6,451	515	2,043	19,575	(2,394)	17,181

Service Area	Employee Related £'000	Premises Related £'000	Transport Related £'000	Supplies & Services £'000	Agency & Contracted Services £'000	Unallocated budgets £'000	Controllable Recharges £'000	Gross Budget £'000	Income £'000	Net Budget £'000
Highway Construction	(421)	(304)	(995)	92	4	0	1,364	(260)	(2)	(262)
Highways Strategy	352	(2)	(11)	67	6	0	33	445	(100)	345
Highway Design and Land Reclamation	(492)	0	33	87	0	0	12	(360)	(25)	(385)
Highway Road Safety	401	0	14	9	33	0	4	461	(377)	84
Emergency Planning	530	1	17	26	0	0	10	584	(268)	316
Resources and Improvement:										
Finance	397	0	1	2	0	(75)	1	326	0	326
Information Systems	171	0	0	0	0	0	0	171	0	171
Performance and Engagement	964	0	3	79	0	0	6	1,052	(580)	472
Business Services	1,662	10	8	225	7	0	(64)	1,848	(275)	1,573
Fleet Services	1,983	249	1,117	307	700	0	(4,361)	(5)	(1,437)	(1,442)
Unallocated Savings	0	0	0	0	0	(5,982)	0	(5,982)	0	(5,982)
TOTAL	17,628	1,275	1,041	7,487	73,507	(6,223)	(518)	94,197	(17,209)	76,988

Forward Plan of Procurement Projects – up to 31 March 2021

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Lea Road Ramp, Dronfield	£400,000.00	In Progress	01/06/2019
Rowsley Flood Spans	£75,000.00	01/05/2019	01/11/2019
Blake Brook Culvert	£150,000.00	N/A	01/03/2020
Highwayside Culvert	£200,000.00	01/04/2019	01/10/2019
Belper	£200,000.00	In Progress	01/07/2019
Alfreton Brook	£50,000.00	N/A	01/10/2019
Halfpenny	£75,000.00	N/A	01/10/2019
Agnes Meadow	£70,000.00	01/10/2019	01/03/2020
Arnfield	£50,000.00	N/A	01/07/2019
Kniveton Lane	£75,000.00	N/A	01/07/2020
Wharf Lane Footbridge	£200,000.00	01/01/2020	01/07/2020
Nottingham Road	£150,000.00	01/01/2020	01/07/2020
Sheffield Road Bridge	£50,000.00	01/01/2020	01/01/2020
Cintride Underpass	£60,000.00	01/05/2019	01/10/2019
Loscoe Culvert	£150,000.00	01/01/2020	01/07/2020
Gorse	£50,000.00	01/01/2020	01/07/2020
Mytham Footbridge	£120,000.00	In Progress	01/05/2019
Supply & Fitment of Vehicle Maintenance Equipment - HGV Roller Brake Tester (Derby Workshop)	£45,000.00	01/04/2019	01/10/2019
Supply & Fitment of Vehicle and Motorcycle Tyres	£240,000.00	01/04/2020	01/10/2020

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Provision of Driver Training & Assessments	£160,000.00	Already commenced	30/06/2019
Supply of AdBlue	£150,000.00	Already commenced	01/10/2019
Provision of Vehicle 240V Systems Testing & Repairs	£25,000.00	01/06/2019	31/12/2019
Provision for the Disposal of Fleet Vehicles, Plant and Equipment via Auction	£40,000.00	01/01/2020	01/07/2020
Provision of Managed Vehicle Breakdown and Recovery service	£615,000.00	Already commenced	01/10/2019
Supply of a Tracked Wood Chipper for Countryside/Elvaston Castle	£33,000.00	01/07/2019	01/12/2019
Supply of Fleet Vehicles, Trailers and Plant	£4,310,000.00	01/04/2019	2019 - 2022
Provision of Specialist Hydraulic Platform Maintenance	£25,000.00	01/05/2019	01/07/2019
Provision of Vehicle Chassis Pressure Washing/Cleaning	£25,000.00	01/05/2019	01/07/2019
Provision of LOLER Tests and Maintenance Services	£25,000.00	01/05/2019	01/07/2019
Provision of Vehicle Chassis Waxing/Preservative	£25,000.00	01/05/2019	01/07/2019
Supply and Replacement of Hydraulic Hoses and Equipment	£50,000.00	01/07/2019	31/12/2019
Provision of Specialist Waste Product Collection and Disposal Services	£35,000.00	01/07/2019	31/12/2019
Supply of Vehicle Replacement Parts - DAF	£200,000.00	01/05/2019	01/10/2019
Supply of Vehicle Replacement Parts - Landrover	£136,000.00	01/04/2019	01/10/2019
Supply of Vehicle Replacement Parts - Toyota	£80,000.00	01/04/2019	01/10/2019
Supply of Vehicle Replacement Parts – Ford Lots 4,5	£408,000.00	01/06/2019	01/11/2019
Provision of Vehicle Accident Specialist Body Repairs	£750,000.00	01/05/2019	01/10/2019
Provision of Vehicle Specialist Repairs	£750,000.00	01/05/2019	01/10/2019
Supply of Tractor Replacement Parts and Provision of Specialist Tractor Maintenance	£60,000.00	01/10/2019	31/03/2020
Supply of Motorcycle Replacement Parts and Provision of Specialist Maintenance Services	£100,000.00	01/04/2019	01/10/2019

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Provision of Specialist Vehicle Hydraulic Crane Maintenance Services	£50,000.00	01/01/2020	01/06/2020
Supply of Trailer Replacement Parts	£40,000.00	01/01/2020	01/06/2020
Supply of Vehicle Electrical Components and Consumables	£60,000.00	01/02/2020	01/08/2020
Supply of Telehandler/Loading Shovel Replacement Parts	£25,000.00	01/02/2020	01/08/2020
Supply of Hand Tools and Equipment	£150,000.00	Already commenced	01/10/2019
Supply of Vehicle Replacement Parts – VW Commercials	£55,000.00	01/07/2019	01/12/2019
Supply of Police Contract Specialist Items/Parts	£150,000.00	01/06/2019	01/10/2019
Supply of Vehicle Body Repair Consumables	£108,000.00	Already commenced	01/10/2019
Supply of Vehicle Lubricating Oils and Greases	£192,000.00	Already commenced	01/10/2019
Supply of Vehicle Replacement Parts - Vauxhall	£350,000.00	01/01/2020	01/09/2020
CRM system to Support DEP Enterprise and Investment Services	£50,000.00	In Progress	31/07/2019
Invest in Derbyshire Hotel Provision Study and Pitchbook	£50,000.00	01/09/2019	01/11/2019
Invest in Derbyshire Service Delivery (ERDF)	£150,000.00	In Progress	01/11/2019
Festival of Derbyshire Commission	£100,000.00	01/06/2019	01/09/2019
Economic Regeneration Stakeholder Engagement (inc. Data Feeds)	£50,000.00	01/08/2019	01/02/2020
Markham Vale Greenways	£150,000.00	01/09/2019	01/02/2020
Markham Vale Infrastructure - various	£300,000.00	01/06/2019	01/12/2019
Markham Vale Plot Development - various	£600,000.00	01/09/2019	01/03/2020
Markham Vale Public Art	£75,000.00	01/07/2019	01/01/2020
Markham Vale Development Studies	£50,000.00	01/06/2019	01/12/2019
MVEC Refurbishment Phases	£200,000.00	01/09/2019	01/03/2020
Markham Vale Landscape Phase 4	£300,000.00	01/12/2019	01/06/2020
S106 Management Systems (Partnership)	£50,000.00	In Progress	01/04/2019

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Planning Management System	£120,000.00	In Progress	01/04/2019
Planning Services Management System	£152,000.00	In Progress	01/05/2019
Ticketing Analysis Software	£200,000.00	01/10/2019	01/04/2020
Bus Timetable Production and Electronic Typesetting	£100,000.00	01/10/2019	01/04/2020
Internet Hosting & Public Transport Route Map Production	£50,000.00	01/10/2019	01/04/2020
Transport Delivery Management System	£100,000.00	In Progress	31/03/2020
Derbyshire Connect Active Travel Retender	£470,000.00	01/08/2019	01/02/2020
Derbyshire Connect Shopping Bus Retender	£880,000.00	01/08/2019	01/02/2020
HS2 Consultancy Support/Studies	£250,000.00	01/04/2019	30/09/2019
Provision of Bus Shelter Lighting and Electrical Works	£200,000.00	01/05/2019	01/10/2019
Supply of Local Bus Transport	£28,000,000.00	01/04/2019	01/10/2019
Supply of Local Bus Transport	£17,000,000.00	01/10/2019	01/04/2020
Whittington Moor Roundabout	SCAPE Contract	In Progress	01/04/2019
Ashbourne Airfield	£4,000,000.00	Unknown	Unknown
Woodville Swadlincote Link Road	£10,000,000.00	01/02/2020	01/08/2020
Mill Lane A61 Roundabout	£4,000,000.00	01/05/2019	01/10/2019
Buxton Fairfield Roundabout	£5,000,000.00	01/01/2020	01/06/2020
Hollis Lane Link	£3,000,000.00	01/01/2020	01/06/2020
A61 Growth Corridor - Avenue Southern Access and Link Road Construction	£4,600,000.00	01/04/2019	01/10/2019
A61 Growth Corridor - Avenue Southern Access and Link Road Legal Assistance for Land Assembly/ Side Road Orders	£35,000.00	01/04/2019	08/04/2019
A61 Growth Corridor - Avenue Southern Access and Link Road Full Business Case Preparation	£75,000.00	08/04/2019	01/05/2019
A61 Growth Corridor - Chesterfield Station Masterplan Hollis Lane Link Road Transport Modelling/ Design	£100,000.00	01/11/2019	01/12/2019

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
A61 Growth Corridor - Chesterfield Station Masterplan Hollis Lane Link Road Construction	£4,500,000.00	01/09/2019	01/04/2020
A61 Growth Corridor - Chesterfield Station Masterplan Hollis Lane Link Road Legal Assistance for Land Assembly/ Side Road Orders	£50,000.00	01/04/2019	30/04/2019
A61 Growth Corridor - Chesterfield Station Masterplan Lordsmill Roundabout Design	£150,000.00	01/04/2019	30/04/2019
A61 Growth Corridor - Chesterfield Station Masterplan Lordsmill Roundabout Construction	£1,000,000.00	01/09/2019	01/04/2020
A61 Growth Corridor - Chesterfield Station Masterplan Full Business Case Preparation	£75,000.00	01/09/2019	01/10/2019
A61 Growth Corridor - 21st Century Transport Corridor Detailed Design and Construction	£2,400,000.00	01/04/2019	01/09/2019
A61 Growth Corridor - 21st Century Transport Corridor Full Business Case Preparation	£50,000.00	01/04/2019	08/04/2019
A61 Growth Corridor - Wayfinding Strategy	£70,000.00	02/01/2019	01/04/2020
A61 Whittington Moor to Sheepridge Cycle Route	£600,000.00	01/04/2019	01/07/2019
A61 Sustainable Travel Programme Business Case	£50,000.00	01/04/2019	08/04/2019
Dronfield to Unstone Cycle - Detailed Design	£40,000.00	01/05/2019	01/08/2019
Dronfield to Unstone Cycle - Construction	£1,400,000.00	01/01/2020	01/04/2020
Ashbourne Airfield - Pre-emptive site clearance works	£25,000.00	01/01/2020	01/05/2020
Ashbourne Airfield - Full Business Case Preparation	£75,000.00	01/04/2019	15/04/2019
Ashbourne Airfield - Construction & Utility Works	£6,500,000.00	01/05/2019	01/10/2019
Woodville to Swadlincote Regeneration Route - Pre-emptive site clearance works	£30,000.00	01/07/2019	04/11/2019
Woodville to Swadlincote Regeneration Route - Full Business Case Preparation	£75,000.00	01/05/2019	01/06/2019
Woodville to Swadlincote Regeneration Route - Construction	£10,500,000.00	01/01/2020	01/05/2020
Hogshaw/Fairfield Roundabout, Buxton - Pre-emptive site clearance works	£30,000.00	01/01/2020	01/05/2020
Hogshaw/Fairfield Roundabout, Buxton - Golf club earthworks contract	£250,000.00	01/07/2019	01/10/2019

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Hogshaw/Fairfield Roundabout, Buxton - Detailed Design (if not via framework)	£250,000.00	01/05/2019	01/06/2019
Hogshaw/Fairfield Roundabout, Buxton - Construction	£2,000,000.00	01/01/2020	01/05/2020
Ashbourne Bypass business case, planning and design	£500,000.00	01/04/2019	30/04/2019
A61 Whittington Moor Grade Separation - business case, planning and design	£500,000.00	01/04/2019	30/04/2019
A619 Chesterfield-Staveley Regen Route - business case, planning and design	£500,000.00	01/04/2019	30/04/2019
Feasibility Study trail network development - Visit. Sleep. Cycle. Repeat.	£25,000.00	01/04/2019	31/07/2019
Social Media and PR plans - Visit. Sleep. Cycle. Repeat.	£30,000.00	01/04/2019	31/07/2019
Skegby Trail re-surfacing	£60,000.00	01/10/2019	31/03/2020
Skegby Trail Batley Lane crossing improvements	£70,000.00	01/10/2019	31/03/2020
Feasibility Study of Pleasley Visitor Hub and Camping Pods	£25,000.00	01/04/2019	31/07/2019
Archaeological Way (AW12b) - Forge Lane	£57,600.00	21/06/2019	01/02/2020
Archaeological Way (AW12b) - Forge Lane	£74,900.00	21/06/2019	01/02/2020
Rowthorne Trail	£193,200.00	21/06/2019	01/02/2020
Pleasley Pit Circular Cycling Route	£47,250.00	21/06/2019	01/02/2020
Longhedge Lane	£63,300.00	21/06/2019	01/02/2020
Dale Lane	£34,100.00	21/06/2019	01/02/2020
Engineering Services for Pleasley Cycling Programme	£94,000.00	03/06/2019	01/02/2020
Agricultural and Management work on Countryside sites (3 year contract)	£50,000.00	01/10/2019	31/03/2020
Marketing Exercise for Willington Car Park	£30,000.00	01/10/2019	31/03/2020
Stockley Pond Structure Repairs		01/10/2019	31/03/2020
Feasibility studies connected with Countryside review by Mutual Ventures	£50,000.00	01/10/2019	31/03/2020
Legal or other consultancy work connected with Countryside review by Mutual Ventures	£50,000.00	01/10/2019	31/03/2020
S10 Reservoir compliance work at Osborne's Pond	£80,000.00	01/04/2020	01/10/2020
S10 Reservoir compliance work at Mapperley Reservoir	£80,000.00	01/10/2019	31/03/2020

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Tapton Lock Refurbishment	£65,000.00	Already commenced	10/07/2019
Tapton Lock Play Equipment	£30,000.00	Already commenced	10/07/2019
Chesterfield Canal Structure Repairs	£25,000.00	Already commenced	10/07/2019
Chesterfield Canal weed cutting (3 year contract)	£30,000.00	01/10/2019	31/03/2020
Chesterfield Canal dredging at St Helenas - ADDITION	£40,000.00	01/10/2019	31/03/2020
Chalara/Ash Dieback - short and medium term felling contracts	£50,000.00	01/04/2020	01/10/2020
Feasibility study for the removal of Osbournes Pond, Shipley Country Park	£25,000.00	01/10/2019	31/03/2020
Shipley Bungalow Refurbishment	£75,000.00	01/10/2019	31/03/2020
Compliance costs for Water Reg licences on canals and other water bodies	£100,000.00	01/10/2019	31/03/2020
Repairs to Coach House and Clock Tower, Elvaston Castle	£800,000.00	Already commenced	01/05/2019
Delivery of Interactive & Informative Theatre Performances to Derbyshire Secondary Schools	£135,000.00	01/06/2019	01/10/2019
Waste Collection Contract for DCC Premises	£1,500,000.00	01/07/2019	01/01/2020
Waste Management System	Unknown as yet	In Progress	31/03/2020
Recycling Centre Permits	Unknown as yet	In Progress	31/03/2020
Melbourne Flood Investigation and Study	£80,000.00	01/05/2019	01/09/2019
Broadway Flood Mitigation Scheme	£25,000.00	Already commenced	01/05/2019
Dam Brook, Breadsall Flood Alleviation Scheme (Design and Construction)	£30,000.00	01/05/2019	01/09/2019
Scropton Flood Alleviation Scheme (Design and Construction)	£100,000.00	01/10/2019	01/04/2020
Derwent Grove Flood Alleviation Scheme (Design & Construction)	£222,000.00	01/03/2020	01/07/2020
Renishaw Flood Alleviation Scheme Detailed (Design & Construction)	£1,400,000.00	01/05/2019	01/09/2019
Lower Hartshay Flood Alleviation Scheme (Design & Construction)	£100,000.00	01/05/2019	01/09/2019

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
New Mills Natural Flood Management Scheme	£25,000.00	01/05/2019	01/09/2019
Closed Landfill Flare Replacement Programme	£180,000.00	01/06/2019	01/10/2019
Disposal of Garden waste from 2 Authorities in Derbyshire	£2,000,000.00	01/10/2019	01/04/2020
Leachate Collection and Disposal	£660,000.00	01/03/2020	01/08/2020
Depot Security	£75,000.00	01/05/2019	01/08/2019
Traffic Cones	£72,000.00	In Progress	31/05/2019
Supply of Tools & Ancillaries	£80,000.00	In Progress	31/05/2019
Supply of UPVC Pipes	£224,000.00	01/05/2019	01/10/2019
Winter Drivers/ operators	£200,000.00	01/08/2019	01/08/2019
Mobile Hot Box with Operator/Driver	£2,000,000.00	01/05/2019	01/08/2019
Bio clean-up services	£50,000.00	01/05/2019	01/08/2019
Drainage Surveys	£1,000,000.00	01/05/2019	01/08/2019
Ground Radar Surveys	£40,000.00	01/05/2019	01/08/2019
Joint Seal systems	£2,000,000.00	01/04/2019	01/08/2019
Spray Injection Patching	£4,000,000.00	01/05/2019	01/08/2019
Anti-Skid	£1,000,000.00	01/04/2019	01/08/2019
Thermal Patching	£2,000,000.00	01/05/2019	01/08/2019
Micro Surfacing	£4,000,000.00	01/05/2019	01/08/2019
Insitu – Recycling	£4,000,000.00	01/05/2019	01/08/2019
Retexturing	£400,000.00	01/05/2019	01/08/2019
Road Ironworks installation systems	£100,000.00	01/05/2019	01/11/2019
Professional Service Partnership (PSP3) for the Provision of Design Consultancy Services for Scheme Delivery 2019/20	£6,000,000.00	01/05/2019	01/04/2023

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Medium Schemes Framework (MSF3) for Construction Services for Major Schemes (e.g. Woodville - Swadlincote Link Road)	N/A as included in schemes above	Already in place	01/08/2020
SCAPE Civil Engineering Framework for Construction Services for Capital Schemes in 2019/21	N/A as included in schemes above	Already in place	01/08/2020
Scape Built Environment Consultancy Services for capital schemes 2019/20	£500,000.00	As required to cover workload peaks	01/04/2019
Safer Roads Fund A5004 (Speed Management Review/Potential Average Speed Camera System)	£1,150,000.00	01/09/2019	01/04/2020
Safer Roads Fund A5012 (Speed Management Review/Potential Average Speed Camera System)	£1,250,000.00	01/09/2019	01/04/2020
Winter Farmer Contracting Service	£100,000.00	01/04/2019	01/10/2019
Purchase, installation and back office software for Pay and Display Machines	£180,000.00	01/05/2020	01/07/2020
Civil Parking Enforcement Contract	£6,000,000.00	01/10/2019	02/02/2020
Carriageway Annual Engineers Inspection (AIE) Survey 2020 (likely 2 year contract from 1 May 2020)	£180,000.00	01/02/2020	01/05/2020
Supply of Weather Forecasting Service	£60,000.00	01/04/2019	01/10/2019
Bureau Service for Winter Maintenance of Weather Stations	£150,000.00	01/04/2019	01/07/2019
Supply of Street Lighting Columns & Ancillaries	£880,000.00	01/05/2019	30/09/2019
Supply of LED Belisha Beacons	£40,000.00	01/01/2020	01/06/2020
Steelwork painting	£100,000.00	01/05/2019	01/08/2019
Replacement Highways Structure Management System	£30,000.00	01/06/2019	01/12/2019
A57 Snake Pass - Retaining Wall Repair	£150,000.00	01/07/2019	01/01/2020
P09013 Victoria Bridge General Repairs	£120,000.00	01/05/2020	01/11/2020
P37909 Ridding Brook General Repairs	£100,000.00	01/07/2019	01/01/2020

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Desilting Operation (Culverts)	£50,000.00	01/05/2019	01/08/2019
Concrete Repairs	£100,000.00	01/05/2019	01/08/2019
Geotechnical Works	£150,000.00	01/05/2019	01/08/2019
Steelwork repairs	£100,000.00	01/05/2019	01/08/2019
Construction and/or Repairs of/to Masonry Walls	£150,000.00	01/05/2019	01/08/2019
C43017 Harrington Bridge Refurbishment	£700,000.00	01/05/2020	01/11/2020
P08074 Swallow House Lane Bearing Replacements	£600,000.00	01/07/2019	01/01/2020
P08026 Queens Bridge General repairs	£150,000.00	01/08/2019	01/02/2020
Bolsover Footbridge	£275,000.00	01/04/2019	01/08/2019
Automatic Traffic Counting	£200,000.00	01/09/2019	01/03/2020
DHART Project - Technology Package	£2,500,000.00	Ongoing	30/06/2019
A61 GC Project Technology Package	£1,500,000.00	Ongoing	30/09/2019
Annual Engineers Inspection - Condition Surveys and Associated Support	£100,000.00	Already commenced	01/05/2019
Supply of Traffic Sign Poles	£88,000.00	In Progress	30/06/2019
Supply of Traffic Sign Plates	£140,000.00	01/10/2019	01/03/2020
Traffic Regulation Order Management & Consultation System	£90,000.00	01/03/2019	01/08/2019
Signal Retention Sockets	£72,000.00	In Progress	30/04/2019
TWM School Safety Zone Flashing Amber Warning Lamps	£36,000.00	01/05/2019	01/11/2019
Electronic Warning Signs Maintenance	£25,000.00	01/10/2019	01/03/2020
Supply, Installation and Maintenance of Permanent Traffic Signals and Associated Equipment	£2,000,000.00	01/04/2019	01/10/2019
Professional Management Services System	£30,000.00	01/02/2020	30/06/2020
Strategic Project Management	£360,000.00	In Progress	01/06/2019
Disposal of Kennels Development Site	£1,000,000.00	01/04/2019	01/09/2019

Contract Title	Estimated Amount / Value £	Estimated Procurement Start Date	Estimated Contract Start Date
Development Partner for Castle Residential Conversion	£2,500,000.00	01/04/2019	01/09/2019
Disposal of Home Farm Site	£100,000.00	01/07/2019	01/12/2019
Frame Yard Redevelopment as Secure Staff Compound (includes £10k design fees)	£350,000.00	01/07/2019	01/12/2019
Carriage Shelter Repair Works	£150,000.00	01/06/2019	01/11/2019
Pump house Repair Work	£50,000.00	01/06/2019	01/11/2019
Design Team (main project)	£35,000.00	01/06/2019	01/11/2019
Quality Management System ISO9001 2015	£25,000.00	01/06/2019	30/09/2019

Vehicle Replacement Programme 2019-21

User	Quantity to Replace	Average Age Profile of Existing Vehicles (Years)	Replacement Vehicle Type	New Vehicle Optimum Life (Years)	Estimated Capital Cost per Vehicle (£)	Estimated Capital Cost x No. of Vehicles (£)	Estimated Charge per Year per Vehicle (£)	Estimated Annual Budget Cost = Charge x Number of Units (£)
Adult Care	1	8	Van Base Accessible Minibus	6	30,000	30,000	4,500	4,500
Adult Care	1	10	Minibus	6	25,000	25,000	5,800	5,800
Adult Care	1	11	Van - 2.0t	6	16,000	16,000	4,250	4,250
Childrens Services	1	10	4x4 Utility	7	30,000	30,000	6,000	6,000
Childrens Services	12	13	Minibus	6	25,000	300,000	5,800	69,600
Childrens Services	1	10	Car - MPV	6	20,000	20,000	4,500	4,500
Commissioning, Communities and Policy	1	10	Van - 2.0t	6	16,000	16,000	4,250	4,250
Commissioning, Communities and Policy	5	12	4x4 Utility	7	35,000	175,000	6,000	30,000
Commissioning, Communities and Policy	2	10	3.5t Tipper	6	35,000	70,000	8,250	16,500
Economy, Transport and Environment	14	12	Van - 2.0t	6	17,000	238,000	4,250	59,500
Economy, Transport and Environment	12	12	3.5t Tipper	6	35,000	420,000	8,250	99,000
Economy, Transport and Environment	5	10	Trailer Welfare Unit	10	29,000	145,000	4,815	24,075

User	Quantity to Replace	Average Age Profile of Existing Vehicles (Years)	Replacement Vehicle Type	New Vehicle Optimum Life (Years)	Estimated Capital Cost per Vehicle (£)	Estimated Capital Cost x No. of Vehicles (£)	Estimated Charge per Year per Vehicle (£)	Estimated Annual Budget Cost = Charge x Number of Units (£)
Economy, Transport and Environment	3	10	HGV 18t Crane/Tipper	10	84,000	252,000	21,500	64,500
Economy, Transport and Environment	13	12	HGV 18t Tipper	10	67,000	871,000	18,400	239,200
Economy, Transport and Environment	3	12	HGV 7.5t Tipper	10	45,000	135,000	15,000	45,000
Economy, Transport and Environment	4	10	HGV 18t Gritter and Snow Plough	10	110,000	440,000	23,500	94,000
Economy, Transport and Environment	3	10	HGV 26t Gritter, Straight Blade and Vee Snow Ploughs	10	150,000	450,000	32,000	96,000
Economy, Transport and Environment	1	13	Forklift Truck	7	17,000	17,000	3,000	3,000
Economy, Transport and Environment	1	3	Trailer	3	5,000	5,000	2,000	2,000
Economy, Transport and Environment	2	11	Rough Terrain 4x4 Utility	6	15,000	30,000	5,400	10,800
Economy, Transport and Environment	14	12	4x4 Utility	7	35,000	490,000	6,000	84,000
Economy, Transport and Environment	9	11	Pool Car - All Depts	6	15,000	135,000	3,800	34,200
Total	109				Total	4,310,000		986,125

Waste Management Service Capital Programme 2019-2020

Capital Scheme	Description	Estimated Total Cost of Project (£)
New Waste Treatment Centre (Sinfin)	£25 million set aside to fund a new waste treatment centre currently in commissioning at Sinfin, Derby for the long term management of residual waste in the County.	£25,000,000
Closed Landfill Flare Replacement Programme	£180,000 to deliver a new flare replacement programme. The strategy will replace all flares over a 3 year programme (£60,000 per annum) commencing with the older flares first.	£60,000

This page is intentionally left blank

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Executive Director for Commissioning, Communities & Policy

OUTCOME OF THE REVIEW OF THE COUNCIL'S OCCUPATIONAL HEALTH SERVICES

Corporate Services

1. Purpose of the report

To advise Cabinet of the outcome of the review of Occupational Health services as one of the Enterprising Council Early Starts.

2. Information and analysis

The Occupational Health Service, was identified as one of the early starts under the Enterprising Council approach. Details of the current services are shown in **appendix 1** however in summary, this service is responsible for the provision of occupational health advice and support to managers and employees within the Council, to some schools in Derbyshire and other Councils and external organisations. There is currently a mixed model of delivery with occupational health nursing services undertaken in house by the occupational health nursing team and the remainder of the services, including the occupational health physician provision, delivered by external contractors.

The counselling function also forms part of the occupational health service however this function has not been considered as part of the review and will be considered as part of the upcoming review of HR & OD.

As well as supporting the wellbeing of employees, the occupational health service provides advice around many of the Council's employment policies. It also plays an essential role in the statutory requirement for the Council to have an appropriate level of resource to ensure the protection of the health and safety of the work force under the management of health and safety at work regulations. This resource does not however have to be provided directly by the council and could be commissioned.

In parallel with this review of Occupational Health services, Derbyshire County Council's Workplace Wellbeing Strategy has been developed to bring together all the wellbeing initiatives currently in place within the council, to highlight areas for

development and to identify measures by which the impact of those initiatives can be assessed. The Workplace Wellbeing Strategy is the subject of a separate report to this Cabinet meeting and where appropriate, is reflected in the outcomes detailed in this report.

The review of Occupational Health commenced with an analysis of the services currently provided, the delivery models in place and the funding and income of the service.

Consultation has taken place with stakeholders including DCC managers, HR teams, Public Health, trade unions and schools who purchase occupational health services. Information has also been sought from other authorities by issuing questionnaires and by accessing the research already undertaken by East Midlands Councils.

Further work has then been undertaken to look at potential benchmarking and any appropriate qualitative measures as well as exploring alternatives to the existing delivery model and is featured later in the report.

Structure of the Occupational Health Service within DCC

The Council directly employs 3 FTE Occupational Health Nurses (Grade 11) and 1 FTE Senior Occupational Health Nurse (Grade 13), supported by an administrative team of 2 FTE.

In addition to managing the Occupational Health Nurses, the Senior Occupational Health Nurse has wider responsibilities in relation to policy development, the counselling service, consultation with trade unions and the management of the various contracts with external providers.

Budget, Charging and Income

The annual costs of the Occupational Health team amount to £262 090 funded by a Council budget allocation of £176 000 per annum and by income from trading the service. The service started trading independently with schools and other external organisations in 2018/19, previously it was incorporated in broader HR and payroll trading offers. The income achieved for 2018/19 was £105 000.

Occupational Health also hold a budget of £140 000 to meet the costs of equipment to support reasonable adjustments for employees across the Council.

Externally commissioned services

The largest commissioned external contract is for Occupational Health Physician Services. This contract is due to expire at the end of September 2019 and therefore a procurement process to ensure continued provision has been undertaken. The costs of the Occupational Health Physician contract are recharged to DCC departments, schools and external organisations based on usage and amounted to £143 000 in 2018/19. The other external contracts are on an “as required” basis,

again with the costs of £77 500 per annum being recharged to the employing department/organisation based on usage.

Consultation with stakeholders

As part of this review, consultation has taken place with various stakeholders to evaluate and gain feedback on the service they receive. The consultation began with an HR Focus Group which explored whether an OH service was needed, how the effectiveness of the service could be gauged and what was important to the Council in terms of the services provided.

Departmental Management Team members were then invited to submit any views and alongside departmental HR teams, to provide nominations as to which managers were best placed to complete a questionnaire relating to the Occupational Health services. Survey questionnaires were then sent to DCC managers, schools and other councils.

Set out in the table below is a summary of the key views and issues fed back to the review:

Process	Positive	Negative	Benchmarking	Suggestions for change
Referral Process	The referral process is very or fairly easy			Digital process for referrals
Appointment waiting times	Employees referred to the unit are seen within 4 weeks	Some delays reported although it is not clear whether these were due to employees rearranging appointments	Waiting times are in line with other OH departments especially NHS who aim to see staff within 20 working days	Improve timescales for appointments
				Digital appointment booking service
Reports	Reports received within 1 – 2 weeks	Reports could be more concise and clear	East Midlands Councils research reflected similar concerns about the content of occupational health reports that featured in the managers' survey feedback.	Training to managers on completion of Occupational Health referrals. Clearer requirements specified in the tender for occupational health physician
		Disproportionate focus of employees views in the report and repetition of information provided in the referral.		
		Low level of clinical content		
	Reports received within 2-4 weeks.	Some recommendations not practical to implement		
		Some reports took 4 – 6 weeks. Reports going to employee first and requests for consultant/GP reports contribute to delays.		
Reports not specific enough				
Response to queries	Ability to quickly phone for advice and have an immediate response			

	Nurses and doctors understand the jobs at the Council			
Knowledge of services / Additional Services		Not aware of the full range of services that could be accessed		Improved website pages with services information. Services clearly identified in the new Employee Wellbeing strategy.
Recruitment	Promotes positive image of DCC as employer and OH services seen as a benefit			

The information received from other councils (15 responses) showed that a number of councils commission the majority of their occupational health services, although most retained some form of in house provision to deliver specific services, not dissimilar to DCC. The type of services provided for managers and employees either by, or commissioned by, Occupational Health in DCC are fairly typical of those provided within other authorities. Feedback identified reduced costs and better quality of services as a reason for maintaining services in house but also as a reason for using external providers. The research suggests that there does not appear to be a preferred delivery model adopted across the councils who responded, for the delivery of Occupational Health Services.

Many of the other councils used telephone consultation, although feedback on the effectiveness of this approach was mixed, suggesting that it was only appropriate in certain circumstances.

Cost Comparison

The occupational health services that are currently externally provided eg. the Occupational Health Physician contract, have been subject to competition through

the Council's usual procurement processes. It is unlikely to be practical to deliver these services internally as it would involve recruiting highly specialist employees and would risk having resources that would not be fully utilised. The feedback from other councils also indicates that these services are mostly sourced externally.

The occupational health nursing service in Derbyshire has always been provided in house and this review has focused on whether the Council should continue with the in-house delivery model or whether an alternative delivery model should be considered that would produce a financial benefit and/or improved quality and outcomes for the council.

A detailed analysis would require external providers to submit prices based on a clear specification however a comparison has been undertaken between the cost of the in house service and the charges levelled for occupational health nursing services by external providers within a purchasing framework. This indicates that the cost of the in house service is broadly comparable with the least costly of those external providers. Further information is shown in **appendix 2**.

Benchmarking

The Council took part in a CIPFA survey in 2017 which looked at comparative costs of Occupational Health services in a number of participating councils. The survey related to 2016/17 and at that stage, DCC's overall occupational health costs were at £31.59 per employee which was below the average of £49.45 per employee.

The above benchmarking does, however, focus solely on the financial element and does not measure the impact or value of the service. Internally employed nurses are very familiar with the Council structure, job roles, policies and procedures and there is likely to be more flexibility around the appointment schedules. There is also greater consistency as the same nurse usually sees the employee each time and the council retains control and flexibility around the priorities, deployment and duties undertaken by the nurses.

In terms of national benchmarking of DCC's services more generally, it has proved difficult to identify an objective and appropriate measure to assess the impact of an occupational health service. The Chartered Institute of Personnel and Development's (CIPD) view is that effective management of the health and wellbeing of people at work contributes to performance improvement, lowers absenteeism, improves morale etc. and that developing a healthy workplace culture and adopting a systematic approach to occupational health will contribute to an organisation's success. The evidence cited links performance measures like stock market growth to having a strong employee wellbeing programme, however occupational health provision is only one part of that programme.

There is an accreditation body for Occupational Health – Safe Effective Quality Occupational Health Service (SEQOHS) which sets out 6 standards; business probity, information governance, people, facilities and equipment, relationship with purchasers and relationship with workers. These are intended to demonstrate that a

provider is properly qualified, equipped and able to comply with legislation and professional standards but does not include an “outcome” measure.

Similarly, the Institute of occupational safety and health (IOSH) advises organisations to have KPIs for occupational health but these relate to response times and reporting requirements. There is some research from SOM (Society of Occupational Medicine) that suggests that (particularly early) intervention by Occupational Health can reduce periods of absence but each report also qualifies this by stating that the reasons for absence and continuing absence are complex and will vary amongst individuals

The NHS health and wellbeing framework does set out some measures that could be introduced in the future which include manager and employee satisfaction surveys and metrics around the number of employees who have a documented return to work plan in place after a specified period of absence. These measures will be considered as part of the implementation of the Workplace Wellbeing Strategy which identifies establishing effective monitoring processes to enable evaluation of the impact of health, safety and wellbeing programmes as one of the council’s responsibilities.

Service Improvement Measures

A number of areas for improvement were identified from analysing the feedback provided to the review and include:

- Great use of telephone appointments where appropriate
- Increased use of technology
- Manager briefings on services available and training on effective referrals and on supporting employees with health and attendance issues
- Development of health promotion initiatives
- Development of key performance indicators that better analyse the impacts of the service in improved employee wellbeing and absence rates
- Development of more meaningful occupational health reports that support and promote attendance at work
- Review of pre-employment screening
- Review of contracts with external organisations
- Review of channels used to engage with staff who require occupational health services

These will be progressed as either part of the wider review of the Councils HR & OD delivery model or the implementation of the Workplace Wellbeing Strategy.

Recommendations from Occupational Health Review

In summary, following consideration of the outcomes of the review, the key recommendations are as follows:

1. A comparison between the cost of the current in house service and the cost of sourcing the same service externally clearly indicated that the internal service is competitive. It is therefore recommended that the current mixed model of delivery be retained in the short term as there is little or no operational or financial benefit in either bringing the current externally provided services in house or in moving to an external supplier for the directly employed nursing service. The future structure and function of occupational health services will need to align with and form part of the wider review of the HR delivery model within the council ensuring that it supports the Workplace Wellbeing Strategy. The most appropriate longer term delivery model will be determined at that point.

2. Further development of manager briefing and training, health promotion initiatives and metrics/ key performance indicators that better analyse the impact of the occupational health service in improved employee wellbeing and absence rates are implemented as soon as possible.

3. The implementation of the service improvement measures set out earlier in the report are progressed.

Other Considerations

In preparing this report the relevance of the following factors have been considered: financial, human resources, legal and human rights, equality of opportunity, health, environmental, transport, property, crime and disorder and social value considerations.

4. Key Decision?

No

5. Is it necessary to waive the call-in period?

No

6. Officer Recommendations

1. Cabinet notes the outcome and recommendations of the Occupational Health review

Emma Alexander
Executive Director Commissioning, Communities and Policy

Appendix 1

The Occupational Health service is primarily based at County Hall with clinics being held at Matlock, Buxton, Chesterfield and Derby. The following services are currently provided for DCC employees, schools and a number of external organisations.

PRE EMPLOYMENT SCREENING

DCC OH Nurses and occasional escalation to OH Physician (external provider)

OH Nurses are funded from base budget, OH Physician charges are recharged to the employing department

Every successful job applicant completes a health questionnaire which is then processed by occupational health. Detailed information on the health status of the prospective employee is assessed by the Occupational Health Nurse (OHN). Fitness to work is either declared at this stage or the prospective employee is offered a medical for further assessment to establish the physical and mental capability to undertake the work offered. The identification of health problems that will require ongoing advice and / or management is also considered at this stage and any baseline Health Surveillance for identified job roles is carried out. Very occasionally a prospective employee may be referred on to our Occupational Health Physician (OHP).

IN SERVICE MEDICALS

OH Nurses and OH Physician

Following referral from a manager to OH, a health assessment is carried out by either the OHN or OHP, the aim of which is to develop a medical opinion on an employee's ability to work. It may involve advising on a rehabilitation programme to help the employee back to work or advice regarding possible restrictions/adjustments to an employee's job role to help to sustain their attendance. In some cases, it may be necessary to request further information to help the assessment from GP/Consultant. A report is then provided to management.

ASSESSMENT AND CERTIFICATION OF RETIREMENT ON THE GROUNDS OF ILL HEALTH

OH Physician

This is undertaken by the OHP/Independent Doctor. Information is gathered pre assessment by the Occupational Health Practitioner from the referring department and presented to the OHP/ Independent Doctor for their opinion.

WORKPLACE ASSESSMENTS

OH Nurses

These are undertaken by the OHN out in the employee's workplace .The aim is to assess the interface between the work environment and the employee. They are usually conducted when the employee is experiencing difficulties carrying out their role or when they return to work from a period of sickness absence. The OHN assesses the functional capability of the employee which helps to determine what the employee is capable of in relation to their health, what they are unable to do and if role restrictions/ adjustments should be temporarily applied. A report is written by the OHN to the referring manager with their recommendations.

HEALTH SURVEILLANCE

Primarily OH Nurses with occasional escalation to OH Physician

As an employer, DCC are responsible for monitoring and acting upon any health problems that may arise in the workplace to their new employees as a result of their duties. Health Surveillance is a mandatory responsibility for certain roles and it helps to detect work – related ill health at an early stage .Results can then be acted upon, safeguarding the health of the employees and ensuring their fitness to undertake their duties/ work activities .Health Surveillance is undertaken by the OHN with some cases being escalated to the OHP.A full range of Health Surveillance is provided and includes Skin Surveillance, vision screening, lung function testing, audiometry, Hand Arm Vibration screening, blood pressure monitoring and urinalysis.

COGNITIVE BEHAVIOURAL THERAPY (CBT)

Various external providers

Recharged to employing department

If funding is agreed from the employing department, CBT can be offered to employees if the need has been identified by an OH Practitioner. Externally provided, cognitive behavioural therapy (CBT) is a talking therapy that can help an individual to manage problems by changing the way they think and behave. It is most commonly used to treat anxiety and depression but can be useful for other mental and physical health problems.

DYSLEXIA SERVICES

External provider

Costs met from Corporate Access budget

This includes diagnostic assessment, workplace needs assessment, tuition and training on software.

PHYSIOTHERAPY

External provider

Recharged to employing department

The service includes assessment and treatment of symptoms/ injury. Various locations are used around the County .There is an emphasis on future prevention of issues.

FIRST AID TRAINING/ DEFIBRILLATOR TRAINING

External provider

Recharged to employing department

Sessions run throughout the County

AIDS TO REHABILITATION/ PROVISION OF REASONABLE ADJUSTMENTS

OH Nurses

OHN identify employee's requirements and order appropriate equipment.

IMMUNISATIONS

External provider

Mostly for Hepatitis B and Influenza immunisations carried out by the NHS (OH).

BLUE BADGE APPEAL MEDICALS

OH Nurses

Recharge made to Adult Care

OHN assess Blue Badge appeals at a twice monthly clinic within the county. Application forms which have gone to appeal are visually checked for clearance or referred for medical assessment.

SUPPORTING FIRST AIDERS ON DUTY

OH Nurses

OHN support the First Aiders on duty wherever possible .Advice and support is given especially when First Aiders are called out to complex cases.

OCCUPATIONAL HEALTH TELEPHONE ADVICE TO BOTH EMPLOYEE/ EMPLOYER

OH Nurses

Advice is regularly sought by both employees and managers on a wide range of issues eg. Workplace issues, ill health, return to work. OHN gives advice or signposts enquiry to the relevant agency/ department.

SUBSTANCE MISUSE MEDICALS

OH Nurses

Substance misuse, whether this involves prescription or illegal drugs or alcohol, can cause serious problems in the workplace as well as increasing the risk of absenteeism, low productivity and inappropriate behaviours. Under the DCC Substance Misuse Policy, employees can be referred for support from OH. The OHN with the employee's written consent, undertakes a programme over a 4-6 month period with monthly appointments to help the employee with their addiction.

NIGHT WORKER MEDICALS

OH Nurses

Night workers are offered under the Night Working Regulations, a health assessment to ensure they are fit to work nights without affecting their health issues. An OHN will conduct the assessment after identifying the need from a Night Working health questionnaire.

VISION TESTING

OH Nurses

Yearly visual acuity testing is undertaken by the OHN on mechanics whose work activity involves working on the Police vehicles .Keystone vision testing is carried out in their workplace.

Appendix 2

Comparison of annual costs of internal nursing service with those of using external providers

Cost of current internal service is **£262 090** per annum. This includes salaries, oncosts and overheads of 3 FTE OH Nurses, 1 FTE Senior OH Nurse and 2 FTE administrative staff.

The table below sets out the typical annual number of appointments/assessments undertaken by the OH Nurses in for DCC employees/applicants only

Service Provided	Number of appointments/assessments undertaken (excluding schools)
Pre employment assessments	1468
In service medicals	732
Workplace assessments	507
Health surveillance	161

The external providers make additional charges for requesting GP/Consultant reports, attending case conferences, providing telephone advice, undertaking policy work and blue badge assessments. These costs have been added based on an estimate of the amount of time that the OH Nurses currently spend on these tasks

Potential cost of using external provider – lowest and highest on framework

Lowest cost provider: £160 118 Health assessments set out in table above

2 255 Admin charge for GP/Consultant reports

2 767 Case conferences

31 627 Telephone advice, policy work etc

3 163 Blue badge assessments

Total £199 930 less 1% rebate = **£197 931**

Highest cost provider: £283 318 Health assessments set out in table above

3 075 Admin charge for GP/Consultant reports

4 116 Case conferences

47 040 Telephone advice, policy work etc

4 704 Blue badge assessments

Total: £342 253 less 3% rebate = **£331 985**

Summary

Annual cost of internal service = £262 090

Annual income from OH Nurses providing services to schools etc = £105 000

Net cost = £157 090

Lowest cost provider = £197 931 (+ £40 841)

Highest cost provider = £331 985 (+ £174 895)

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Executive Director for Commissioning, Communities & Policy

INTRODUCTION OF A COUNCIL WORKPLACE WELLBEING STRATEGY

Corporate Services

1. Purpose of the report

To seek approval to implement the Workplace Wellbeing Strategy.

2. Information and analysis

Workplace Wellbeing Strategy

Derbyshire County Council recognises the importance of promoting and maintaining the physical and mental health, safety and wellbeing of its workforce and the positive impact this will have on both individual and organisational performance. The council is therefore committed to providing a range of support and opportunities to enable employees to maintain their health, wellbeing and safety whilst at work.

The Workplace Wellbeing Strategy (**appendix 1**) has been developed to bring together all the initiatives currently in place within the Council, to highlight areas for development and to identify measures by which the impact of those initiatives can be assessed.

The Strategy has been developed by a project group comprised of Occupational Health, Public Health, Health and Safety, Human Resources, Organisational Development, Policy and Scrutiny, Mental Health trainers and HR Service Partners.

The group looked at best practice and examples of workplace and wellbeing strategies from the private and public sector, and also utilised their own health expertise to formulate the draft strategy.

Wider consultation to inform the strategy and implementation plan was also undertaken with a range of stakeholders including:

- departmental managers;
- an employee panel event;
- employee network groups;
- Diversity Inclusion Board;

- HR Operational group;
- Strategic HR Group;
- Trade Union representatives.

The project has met with a very positive welcome and support from all stakeholders, and the new strategy brings together a huge range of health and wellbeing initiatives the Council already deliver, along with clarity on how we will measure and manage wellbeing looking forwards. The strategy aims to ensure consistency of approach and access to the full range of wellbeing initiatives for all employees.

The successful implementation of the strategy should result in increased wellbeing of the workforce, improved productivity and lower levels of sickness absence. Details of the Council's sickness absence levels are set out below together with comparisons to the Chartered Institute of Personnel and Development's sector averages in their Health and Wellbeing Survey April 2019:

Year	Working days lost per employee	Estimated Total Cost of Sickness Absence	Working days lost per employee	Estimated Total Cost of Sickness Absence
	Including schools	Including Schools	Excluding schools	Excluding Schools
2016 / 2017	8.2	£15.4m	10.98	£8.9m
2017 / 2018	8.12	£14.4m	9.6	£8.4m
2018 / 2019	8.57	£13.5m	10.22	£7.8m
Chartered Institute of Personnel and Development's Health and Wellbeing at Work Survey April 2019 sector averages				
Public Sector Average	8.4		8.4	
Private Sector Services	4.4		4.4	
Private Sector Manufacturing and Production	5.6		5.6	
Non-Profit Sector	6.3		6.3	

Reasons for sickness absence include musco-skeletal, infection, stomach, kidney liver, chest and respiratory, back and neck problems, stress, depression and mental health issues.

The Wellbeing Action Plan seeks to improve the way the Council manages sickness absence through better data reporting, monitoring and dynamic interventions from managers as sickness absence data changes. Targets will be set to reduce sickness absence.

The benefits to the workforce will include better signposting of wellbeing services, easier access to resources and potentially better emotional resilience, healthier working lifestyles and generally better mental health across the workforce.

Employees who were consulted also saw this strategy as the first step to improving workplace wellbeing and came up with a number of suggestions for the future, these will require further research and the development of a business case by the Wellbeing Project group and will be subject to further approvals as appropriate.

As part of the strategy research and stakeholder engagement events, a strong theme arose in that more support and awareness is required around Mental Health in the workplace. The Council's Scrutiny Committee recently set up a small task and finish group to look at mental health support for employees, and were supportive of the workplace wellbeing strategy development, as it has a focus on mental health wellbeing. A report detailing the outcomes of the Scrutiny Committee's task and finish group was approved at the Cabinet meeting on 9 May 2019 and the actions arising from this report will be incorporated into the Wellbeing Strategy action plan.

Implementation of Workplace Wellbeing Strategy

The Council will continue to utilise the current wellbeing webpage contained on the Council's website, as this contains a range of wellbeing resources and signposting for employees. It is also recognised that not all employees have regular access to digital services, so as part of the communication, a graphical overview poster is being developed to facilitate the wellbeing vision more clearly and quickly. This will be circulated digitally but also displayed on noticeboards in all localities.

An action plan (**appendix 2**) has been developed which supports delivery of the improvements set out in the Health and Wellbeing Measures and Evaluation (Section 5 of the Workplace Wellbeing Strategy)

As mentioned above the action plan will also incorporate exploring the benefits and feasibility of the points listed under Recommendation No 3 and No 4 of the Report of the Chairman of the Improvement and Scrutiny Committee –Resources Cabinet report 9 May 2019 titled Review of Initiatives to Promote Staff Wellbeing and Good Mental Health.

Progress on the action plan will be overseen by the OD, Skills and Resourcing Board reporting in to Cabinet and to CMT as appropriate.

3. Other Considerations

In preparing this report the relevance of the following factors have been considered: financial, human resources, legal and human rights, equality of opportunity, health, environmental, transport, property, crime and disorder and social value considerations.

4. Key Decision?

No

5. Is it necessary to waive the call-in period?

No

6. Officer Recommendations

1. Cabinet approves the Workplace Wellbeing Strategy and action plan for 2019.

Emma Alexander
Executive Director Commissioning, Communities and Policy

Workplace Wellbeing Strategy

DERBYSHIRE COUNTY COUNCIL

WORKPLACE WELLBEING STRATEGY

Links and Dependencies

Derbyshire County Council policies;
Employee Leave Scheme and Flexible Working Policy
Attendance Management Policy
Health and Safety policies and procedures
Human Resource policies and procedures

Derbyshire Public Health;
Derbyshire Health and Wellbeing Strategy 2018 onwards
Substance Misuse Strategy
Derbyshire Maternity Transformation Programme (DMTP)
Sexual Health Strategy
Towards an Active Derbyshire Strategy
Derbyshire Disability Employment Strategy
Derbyshire Mental Health Prevention Framework

ACAS Health, Work and Wellbeing Guide

CONTENTS

1. Vision, aims and objectives
2. Scope
3. Definition of Health and Wellbeing
4. Responsibilities for Wellbeing
 - a. Derbyshire County Council
 - b. Management
 - c. Human Resources, Occupational Health, Health and Safety, and Public Health
 - d. Employees
5. Delivering Workplace Health and Wellbeing Activities
 - a. Diagram of support services
 - b. Key areas and activities
6. Health and Wellbeing measures and evaluation

Appendices

- A. *Wellbeing Support Services further information*

1. Vision, Aims and Objectives

Derbyshire County Council recognises the importance of the promotion and maintenance of the physical and mental health, safety and wellbeing of its workforce, and commits to providing a range of support and opportunities to enable employees to maintain their health, wellbeing and safety at work.

The Workplace Wellbeing Strategy aims to;

- bring together all initiatives currently in place within the Council that support and maximise the health, safety and wellbeing of employees;
- ensure a safe working environment and culture of wellbeing;
- clarify the roles and responsibilities for safety and wellbeing;
- identify areas for development and enable improvement;
- identify the measures by which we will assess whether our workplace wellbeing support and interventions have been successful and are targeted effectively.

Improving employee wellbeing and ability to manage work demands, whilst balancing work and home life, will ultimately lead to improved individual and organisational performance.

Employee engagement, health, safety and wellbeing are priorities and will be delivered in an environment where employees are well managed, valued for their contribution, and are enabled to develop. This will be done by:

- *creating an organisational culture which proactively supports health and wellbeing*
- *enabling a safe and healthy working environment for all employees*
- *improving the health and wellbeing of all employees*
- *encouraging and supporting employees to develop and maintain a healthy lifestyle*
- *supporting people with manageable health conditions or disabilities, enabling them to retain employment and develop their careers*
- *creating a new employee engagement strategy in partnership with our consultative committees*
- *promoting shared responsibility for health and wellbeing*
- *providing training for managers in aspects of employee wellbeing including safety, health and wellbeing*
- *developing universal, targeted and specialist approaches as required, to improving wellbeing in the workplace*
- *providing occupational health services which focus on intervention and prevention as well as providing support for employees with health conditions*
- *ensuring a consistent application of the attendance management policy*
- *building a reputation as an employer that cares about the wellbeing of its employees, and being recognised as an employer of choice*
- *investing in employee health and wellbeing so employees can do their jobs well, which will also bring benefits to the service provision to clients, and to the Council*

This workplace wellbeing strategy also links to the wider Derbyshire Health and Wellbeing Board Strategy 2018 that identifies 5 priority areas for the wider population of Derbyshire:

1. Enable people in Derbyshire to live healthy lives
2. Work to lower levels of air pollution
3. Build good mental health and wellbeing across the life course
4. Support our vulnerable populations to live in well-planned and healthy homes
5. Strengthen opportunities for good quality employment and lifelong learning.

2. Scope

This strategy applies to all employees, with the exception of those employed directly by school governing bodies.

3. Definition of Health and Wellbeing

Workplace wellbeing represents a culture which places employee physical, mental and social health high on the Council's agenda.

Wellbeing means different things to different people at different times, but in theory is created by combining two main elements, that of the physical and mental health of an individual.

"Health and wellbeing is about being emotionally healthy as well as physically healthy. It is feeling able to cope with normal stresses and living a fulfilled life".

(National Institute for Health and Clinical Excellence)

Workplace wellbeing is known to have a positive impact on happiness, engagement, recruitment and productivity. Improving the wellbeing of employees will improve the wellbeing of their families and the wider communities we serve.

4. Responsibilities for Wellbeing

a. Derbyshire County Council

Derbyshire County Council is committed to providing support and opportunities to enable employees to maintain their health, safety and wellbeing at work by;

- embedding a culture of engagement, prevention and support
- providing an environment which is conducive to good health
- developing and implementing fair and effective policies and procedures
- providing training, information and guidance for employees and managers
- providing access to occupational health, health and safety, and other advisory services
- reporting on the take up of wellbeing activities, performance and sickness absence
- establishing effective monitoring processes to enable evaluation of the impact of health, safety and wellbeing programmes
- Corporate Management Team members lead by example as Health, Safety and Wellbeing advocates

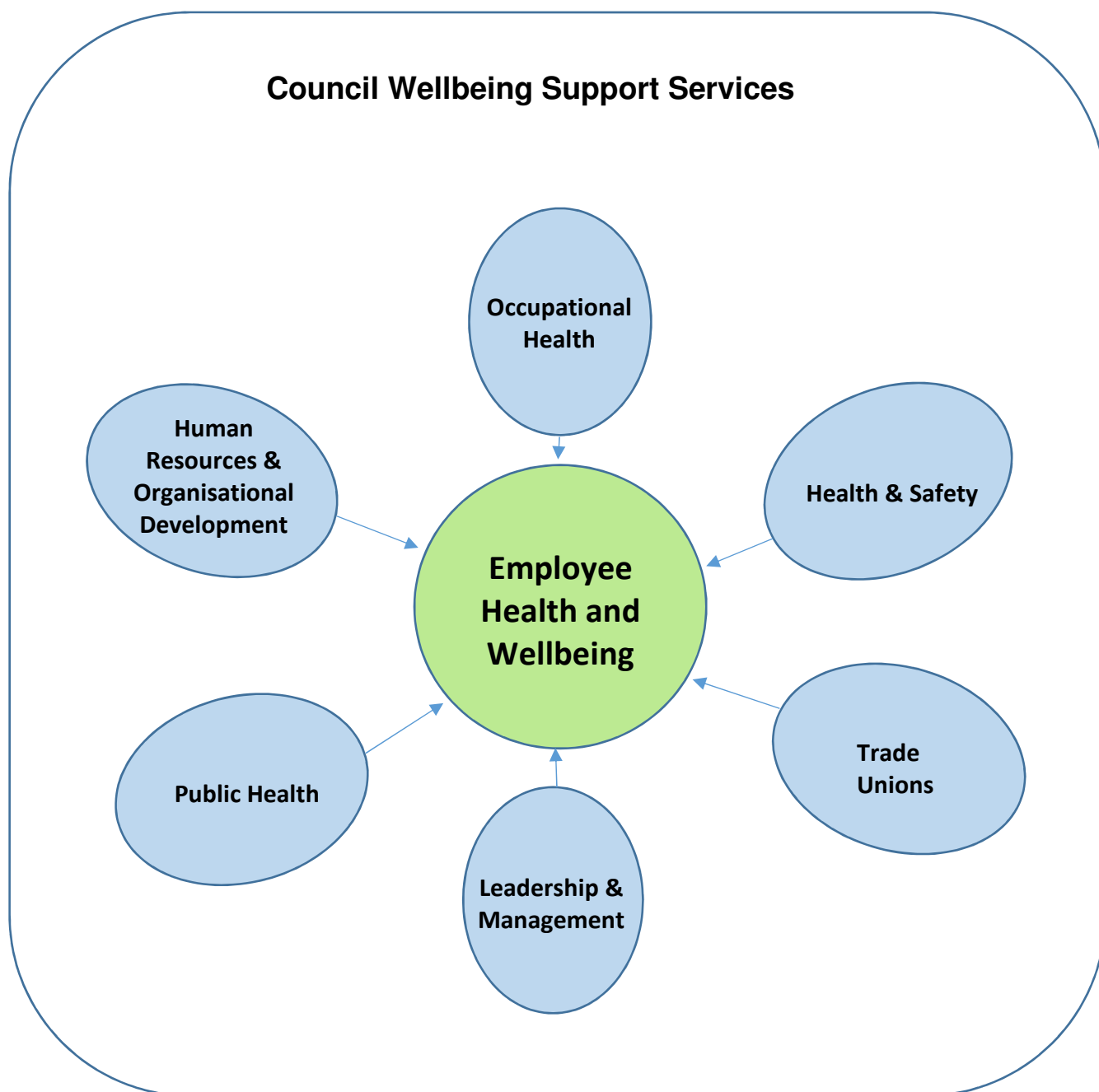
b. Management

To ensure the effective embedding of the Strategy throughout the Council management shall;

- set an example as a role model by adopting and promoting positive wellbeing in the workplace as set out in this strategy
- promote fairness and behaviours contributing to positive employee wellbeing
- ensure effective communication between management and employees, particularly during periods of organisational change
- ensure that bullying, harassment and discrimination are eradicated
- seek advice from Human Resources around the application of relevant policies e.g. attendance management, health and safety policies and procedures

- seek appropriate advice and support when dealing with complex employee health and safety issues
 - work with the Trade Unions to create a fair and healthy workplace
 - encourage and support employees with health problems to seek help through occupational health, wellbeing services, or external sources e.g. counselling, talking therapies, physiotherapy, stress management, smoking cessation
 - encourage employees to declare if they have a health condition or a disability, so they can access the necessary reasonable adjustments and support
 - ensure employees receive an induction and that they are appropriately trained to undertake their duties
 - attend relevant training as required including management and health and safety training
 - ensure fair and effective measures are in place to monitor and manage sickness absence and incident trends
 - carry out exit interviews and questionnaires, to ensure we record and analyse why employees are leaving and what we can do differently in the future to improve employee wellbeing and reduce employee turnover
 - ensure wellbeing is embedded within management best practice procedures, such as supervision and My Plan appraisal
- c. Human Resources, Occupational Health, Health and Safety, and Public Health
To ensure effective advice, information and support of employees and managers in relation to health, safety and wellbeing, they shall;
- develop organisation-wide policies and procedures to promote, improve and maintain the health, safety and wellbeing of employees
 - assist line managers in supporting individuals and liaise as appropriate with other professionals, with the aim of helping employees to maintain good health and work within a safe environment
 - provide an effective wellbeing support service designed to help employees stay in work, or return to work after experiencing health conditions
 - help employees by providing reasonable adjustments in the workplace where appropriate
 - assist in preparing rehabilitation plans, person specific risk assessments and Wellness Recovery Action Plans (WRAP) for employees returning to work after absence
 - design and implement health promotion and lifestyle behaviour management programmes to support employee wellbeing
- d. Employees
Employees have a responsibility to look after their own health, safety and wellbeing and can take positive steps towards this by;
- adopting a healthy lifestyle and registering with a GP, dentist and optician, and taking advantage of vaccination programmes for infectious disease prevention
 - seeking advice promptly about fitness to work when symptoms arise
 - seeking professional advice about staying healthy, managing ill health and accessing appropriate advice, support and treatment
 - returning to work as part of a supportive recovery programme
 - taking advantage of health promotion and advice, guidance and information, and opportunities to be healthy, provided by the Council
 - taking advantage of occupational health and wellbeing services provided by the Council
 - attending mandatory training programmes as specified by the Council and proactively attending other training/programmes to support their health

- sharing ideas and actively contributing to promote health and wellbeing in their place of work
- raising issues that affect their health, safety and wellbeing or that of their colleagues with their line manager
- engaging with management and occupational health to create a Wellness and Recovery Action Plan (WRAP) where needed
- attending Occupational Health appointments as required by management to support health and attendance at work or a return to work



For a list of who provides wellbeing services/contact points, please see appendix A.

Current Council health and wellbeing key areas and activities

Key Area	Elements	Wellbeing Activities
HEALTH	Physical health	<ul style="list-style-type: none"> weight management and smoking cessation support physiotherapy effective absence management, phased return to work and adjustments to work environment health checks/assessments health surveillance links to national campaigns flu vaccines valuing employee events Occupational Health, Safety and Wellbeing policies
	Mental Health and emotional wellbeing	<ul style="list-style-type: none"> counselling service mediation service work life balance policies phased return to work cognitive behaviour therapy workshops and training in stress management, mental health awareness, Mental Health First Aid, resilience and mindfulness network of Mental Health Champions Wellness and Recovery Action Plans (WRAP) for mental health support 'Mindful Employer' commitment member of National Suicide Prevention Alliance and signed up to Time To Change
WORK	Work Environment and demands	<ul style="list-style-type: none"> ergonomically designed working areas, focus on culture and organisational development online H&S DSE assessments and incident reporting. Safe working practices, safe equipment, health and safety policies and practice health and safety training both generic and task specific clear job roles, job satisfaction and job enrichment work life balance initiatives including flexible working scheme
	Line Management	<ul style="list-style-type: none"> effective people management policies training and mentoring for managers, attendance management policy policy advice and guidance induction and MyPlan
	Pay and reward	<ul style="list-style-type: none"> fair pay and benefits LGPS pensions scheme MyPlan discussion with personal and professional development employee benefits e.g. gym discount, cycle to work scheme Employee Travel Plan 'Miles Better' and discounted public transport/interest-free season ticket loans
VALUES	Organisational wellbeing	<ul style="list-style-type: none"> clear vision and corporate wellbeing strategy leadership framework managing change building a supportive culture for employees effective health and wellbeing lead/champion
	Ethical Standards	<ul style="list-style-type: none"> equality and diversity strategy and policy dignity at work Disability Confident scheme social responsibility community investment
PERSONAL GROWTH	Personal/ career development and lifelong learning	<ul style="list-style-type: none"> mentoring and coaching challenging and rewarding work performance appraisal and development plans (MyPlan) training opportunities and flexible learning including e-learning apprenticeships career development and succession planning secondments, work placements and shadowing

5. Health and Wellbeing Measures and Evaluation

This is a long term workplace strategy to improve and maintain the health and wellbeing of all those who work for the Council.

The measures by which we will assess whether our workplace wellbeing strategy, support and interventions have been successful are listed below.

We will review and revise this strategy regularly via the Consultative Joint Committee (CJC) wellbeing work-stream group.

Metric	Monitoring interval and responsibility
Employee self-rated health and wellbeing	Employee survey, annually/bi-annually Exit Questionnaires, quarterly Satisfaction Surveys in departments
Sickness absence - % reduction of FTE lost overall	Quarterly by SMT, annually by CMT
Agency and locum costs - % reduction of FTE relating to sickness cover	Quarterly by SMT, annually by CMT
Incident/Injury Rates	Quarterly by Health and Safety Section

Evidence has shown that employers who adopt a positive approach to improving health and wellbeing across the organisation may achieve improved productivity and performance, employee and client satisfaction, reduced sickness absence and associated costs, and reduced agency use and associated costs.

It is our intention to develop engagement mechanisms to support the health, safety and wellbeing of the entire workforce making it accessible for all.

Already we have:

- engaged our Consultative Committees providing regular updates
- established a wellbeing consultation work stream with Trade Unions
- consulted with employees via surveys across the workforce
- developed a health and wellbeing webpage available to all employees, promoting health and wellbeing
- feedback from those colleagues who are leaving us via exit interviews and questionnaires to enable us to monitor and change how we can better support employee wellbeing.

The future objectives of the strategy are to:

- promote our wellbeing services ensuring employees are aware of all the opportunities to maintain and improve their health and are encouraged to act as role models to their colleagues
- develop employee engagement opportunities and build a wellbeing culture across the Council
- help employees develop and maintain a healthy lifestyle and improve their physical and mental health

- use our data sources including reasons for sickness, employee health needs assessment and our employee survey to design interventions to improve the health and wellbeing of our employees
- adopt the Healthy Workplaces Public Health Campaign
- develop employee wellbeing support and activities that are delivered across a range of localities in Derbyshire
- improve our mental health support services to;
 - enable a non-judgmental culture and to de-stigmatise issues surrounding mental health by providing training to employees which will help them to identify issues in themselves and others and signpost to appropriate services
 - build personal resilience in individuals through practical strategies, training and support in managing stress and change
 - build on our network of Mental Health and Wellbeing Champions and Workplace Health Champions
 - support the Time to Change national campaign for Mental Health at work

APPENDIX A - Guide to Current Workplace Wellbeing Support Services

Health and Safety Services

- E-learning training on stress, mental health, alcohol and drug awareness, manual handling/Display Screen Equipment (DSE) etc.
- DSE online systems for workplace assessments
- Early intervention incident reporting – to identify and resolve symptoms before employees are off work.
- Musculoskeletal Disorder Policy and guidance
- Manual Handling/Moving and Handling policies
- Manual Handling and Ergonomic workshop
- Safety training courses for managers, including the 5 day Managing Safely course Managers.
- Working Safely training

Occupational Health Services

- Counselling Service
- Specialist Equipment and specialist software support – all departments via Occupational Health (adapted office equipment, chairs, and Dragon software etc.).
- Occupational Health Services – (Nurse/doctor appointments, pre-employment health checks, workplace assessments etc.)
- Physiotherapy services
- Cognitive Behavioural Therapy Services
- Flu Jabs –key frontline employees as identified
- Health Surveillance – all departments (but select job groups co-ordinated by Occupational Health)
- Dyslexia assessment and support
- First Aid Training
- Eye Care Voucher scheme (free eye tests for Display Screen Equipment users)
- Prescription safety glasses

Public Health Services

- Mental Health Champions training and network; sustainable approach to build a network of employees to be champions and co-ordinate mental health specific activities going forward.
- Access to training that will decrease stigma, raise awareness and enable identification and support of mental health, including mental health awareness, mental health first aid, suicide awareness and prevention.
- Live Life Better Derbyshire Service – support to lose weight, stop smoking, to be more active and resolve other life situation issues e.g. debt
- Healthy Workplaces Derbyshire initiatives and targeted Public Health programmes support Council-wide approaches and work with some specific service areas to identify issues and improve health and wellbeing.
- Corporately signed up to Time To Change and National Suicide Prevention Alliance
- Facilitate delivery of onsite sessions such as Yoga
- One-off initiatives (such as Men's Health Day, Time to Talk Day, World Suicide Prevention Day, Stress Awareness event) – delivered by Public Health in collaboration with Adult Care Department, Policy and others
- Access to Live Life Better Derbyshire services, both online, and face-to-face support

Human Resource Services

- Flexible Working Procedures to support work-life and health balance
- Attendance management policy training for managers to understand how to manage and support employees
- Wellness and Recovery Action Plans (WRAPS)
- Resilience Training
- Mental Health Training co-delivery with Adult Care Department Mental Health Trainers
- E-learning courses on attendance management and mental health awareness
- Equality and Diversity – supporting the Councils commitment to create a positive culture and working environment

Sustainable Travel team

- Promotion of active employee travel activities
- Cycle to work scheme
- Discounted transport tickets/interest free season ticket loans
- Encouraging activities to support employee walking and cycle and environmentally friendly and sustainable travel

Trade Unions

- Information, advice and support to Trade Union members
- Education and training
- Advocacy and representation
- Promotion of wellbeing events across the Council, like Time to Talk.
- Joint working initiatives with the Council to improve health, safety and wellbeing at work
- Targeted wellbeing activities for Trade Union members on;
 - relaxation and crafts at lunch times
 - book club
 - a range of social activities
 - workplace choir

More information on Derbyshire health and wellbeing can be found at;

www.derbyshire.gov.uk/social-health/health-and-wellbeing

Live Life Better Derbyshire is a free healthy lifestyles service that offers support on stopping smoking, losing weight, getting active and feeling good. For more information visit;

www.livelifebetterderbyshire.org.uk

Appendix 2

Wellbeing Action Plan

#	Wellbeing Strategy Objectives	Detailed intervention	Outcomes
1	<p>Clarify the roles and responsibilities for safety and wellbeing</p> <p>Ensure a safe working environment and culture of wellbeing.</p> <p>Identify areas for development and enable improvement.</p>	Visible leadership and attendance culture	<ul style="list-style-type: none"> • Leadership group to champion wellbeing in the workplace. • Inspiring visible leadership on managing sickness and wellbeing is shown and cascaded to managers. • Create an 'attendance culture' and embed 'wellness thinking'. • Management sickness levels reduce.
2	<p>Ensure a safe working environment and culture of wellbeing.</p> <p>Identify areas for development and enable improvement</p>	Develop a Mental Health policy for employees	<ul style="list-style-type: none"> • Clear organisation vision and commitment to mental health awareness and support. • Reduced stigma around mental health • Support staff from prevention through to treatment • Reduction in mental health related absence and ill health in the workplace • Develop a mental health development programme including mental health awareness and leadership and management skills. • Mental Health first aiders and champions
3	Ensure a safe working environment and culture of wellbeing	High quality Occupational health services	<ul style="list-style-type: none"> • Quality Occupational Health Services are delivered to ensure employees have good health, ability, and fitness to perform their role, and to prevent work related injuries and disease. • As employee wellbeing increase sickness absence will reduce.
4	Clarify the roles and responsibilities for safety and wellbeing	Centralised regular manager attendance training	<ul style="list-style-type: none"> • Sickness absence training will be standardised and delivered centrally for consistency and to run monthly for the next 18 months. • All managers invited to annual attendance refresher training. • Courses venues will be centrally run and out in localities. • Manager capability increases, and sickness is managed more consistently, driving down absence rates.
5	<p>Clarify the roles and responsibilities for safety and wellbeing</p> <p>Bring together all initiatives currently in place within the Council that support and maximise the health, safety and wellbeing of employees.</p>	<p>Develop workplace Wellbeing Strategy</p> <p>Implement workplace wellbeing strategy</p>	<ul style="list-style-type: none"> • New Wellbeing Strategy developed to provide clarity on how we will manage wellbeing and attendance. • Create an 'attendance culture' and embed 'wellness thinking'. • As employee wellbeing increases, sickness absence will reduce.

#	Wellbeing Strategy Objectives	Detailed intervention	Outcomes
	Identify areas for development and enable improvement.		
6	<p>Clarify the roles and responsibilities for safety and wellbeing</p> <p>Bring together all initiatives currently in place within the Council that support and maximise the health, safety and wellbeing of employees.</p>	Improve engagement and communication	<p>Wellbeing marketing/engagement plan developed to include;</p> <ul style="list-style-type: none"> marketing campaign of posters/message for employees to highlight the impact of absences of clients and their team across the council. targeted communication in high sickness areas. Wellbeing and health prevention activities are advertised and attended. health and wellbeing is discussed at appraisal My Plan level. Staff understand the links to poor attendance, and outcomes for clients of the service. Wellbeing increases, sickness absences improves and productivity improves. Delivery of awareness campaigns such as 'Time to Change' and '5 Ways to Wellbeing'
7	Clarify the roles and responsibilities for safety and wellbeing.	Co-ordination of manager wellbeing training	<ul style="list-style-type: none"> Wellbeing training is co-ordinated through the CCP training schedule, under the new Wellbeing section, and promoted through L&D, HR and manager team meetings. Raising awareness, knowledge and skills through employee and manager training. Elected members are also included in a specific training session on mental health awareness.
8	<p>Identify the measures by which we will assess whether our workplace wellbeing support and interventions have been successful and are targeted effectively.</p> <p>Identify areas for development and enable improvement</p>	Quarterly Sickness metrics to SMT/DMT	<ul style="list-style-type: none"> Increased visibility of sickness absence by regular HR absence metrics on all DMT/SMT agendas. Central and departmental data presented in the same format. HR monitoring of sickness levels. Focus on driving down absence and to create more visibility and accountability. Employee sickness absence reduces in departmental hotspot areas. Productivity increases, and costs related to absence reduce
9	<p>Ensure a safe working environment and culture of wellbeing.</p> <p>Identify areas for development and enable improvement.</p>	Reinforce health and safety and reduce workplace accidents	<ul style="list-style-type: none"> To improve Health and Safety awareness in the workplace, and reduce accidents at work, and associated sickness absence and costs through improved working environments and practices. Consider Elected Member Mental Health Champions
10	Ensure a safe working environment and culture of wellbeing	Ill Health Prevention interventions	<ul style="list-style-type: none"> Targeted health prevention initiatives are identified for each department and across the council and delivered via public health/partners. Sustainable wellbeing approaches are developed Increased focus on managing mental health network of mental health support champions.

#	Wellbeing Strategy Objectives	Detailed intervention	Outcomes
	<p>Identify the measures by which we will assess whether our workplace wellbeing support and interventions have been successful and are targeted effectively.</p> <p>Identify areas for development and enable improvement.</p>		<ul style="list-style-type: none"> • Create an 'attendance culture' and embed 'wellness thinking'. • As employee wellbeing and resilience increases, sickness absence will reduce. • Workforce Health Needs Assessments by Public Health, to gain a more detailed understanding of the workforce needs. • Derbyshire Healthy Workplaces implemented by Public Health teams
11	<p>Identify the measures by which we will assess whether our workplace wellbeing support and interventions have been successful and are targeted effectively.</p> <p>Identify areas for development and enable improvement.</p> <p>Clarify the roles and responsibilities for safety and wellbeing</p>	SMTs to set local sickness targets	<ul style="list-style-type: none"> • DMT/SMT set their own service area sickness reduction targets for the coming year (which are appropriate to their attendance and workforce). • HR support to management in reducing identified SMART sickness absence target levels. • Incremental sickness absence improvements are seen in hotspot areas throughout the year. • Productivity increases, and costs related to absence reduce
12	<p>Identify the measures by which we will assess whether our workplace wellbeing support and interventions have been successful and are targeted effectively.</p> <p>Identify areas for development and enable improvement.</p>	Refocus/ increase HR resources	<ul style="list-style-type: none"> • HR resource temporarily increased, supporting managers in managing sickness absence, to drive down sickness absence rates and increase manager capability. • Hotspots and more targeted action plans are in place to reduce sickness absence.
13	<p>Clarify the roles and responsibilities for safety and wellbeing.</p>	Incentivise good attendance	<ul style="list-style-type: none"> • Consideration to be given to ways of recognising employees with 100% attendance each year. • Sickness absence reduces as employees achieve 100% attendance. • Further development of an 'attendance culture'

#	Wellbeing Strategy Objectives	Detailed intervention	Outcomes
	<p>Identify areas for development and enable improvement.</p> <p>Ensure a safe working environment and culture of wellbeing</p>		
14	<p>Identify areas for development and enable improvement</p> <p>Bring together all initiatives currently in place within the Council that support and maximise the health, safety and wellbeing of employees.</p>	<p>Review recruitment, induction, flexible working practices</p>	<ul style="list-style-type: none"> • The best staff are selected at recruitment, with the right social skills and values, and good attendance records. • Flexible working opportunities are promoted where possible to allow work-life balance, as this has been shown to reduce stress and raise employee motivation.

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Executive Director – Economy, Transport and Environment

**PIPELINE OF MAJOR ROAD NETWORK AND LARGE LOCAL
MAJOR TRANSPORT SCHEMES (HIGHWAYS, TRANSPORT AND
INFRASTRUCTURE)**

(1) **Purpose of Report** To update Cabinet on the potential for major highway projects in Derbyshire to be included in programmes recommended to Government by Midlands Connect, and to seek confirmation of the County Council's policy and resource support for these.

(2) **Information and Analysis** At its meeting of 31 January 2019 Cabinet received an update on the assembly of schemes for the Major Road Network (MRN) and Large Local Major (LLM) programmes. These will support the delivery of important projects on a scale which has been beyond the scope of other recent programmes, with grant for MRN projects falling within the range £20 million to £50 million and for LLM projects more than £50 million. They do, though, require minimum local contributions and will inevitably incur significant preparation costs 'at risk' ahead of grant funding confirmation. The programmes will be controlled through business cases assessed by the Department for Transport (DfT) but with Sub-national Transport Bodies (STBs) including Midlands Connect being requested to provide an initial assessment of priorities for the second Roads Investment Strategy (RIS2) period (from 2020 to 2025).

At its January meeting, Cabinet was made aware of work continuing towards an A515 Ashbourne Bypass, noting the exclusion of the A515 from the defined MRN but reaffirming the Council's commitment to the testing of scheme options. At present this work remains focussed on the building of an assessment model meeting Government standards for a future business case. This is a time-consuming exercise because the relevant guidance (WebTAG) sets strict criteria over the accuracy of any model used to support on application for Government grant.

Resources for this model development work are included in the Economy, Transport and Environment Department's Service Plan for 2019-20. Cabinet will need to assess resource requirements for future stages of work when it receives a report on a preferred option. Design and planning processes for this are anticipated to require a budget of at least £0.75 million.

Once in place, the model can be used to test the effectiveness of different scheme options in addressing the town's transport problems, and it is anticipated that Cabinet will be able to consider a report recommending a 'preferred option' early in 2020 and potentially initiate consultation over this.

Cabinet was also advised at its January meeting that the most likely short-term candidate for MRN funding, consistent with the eligibility criteria and with existing Local Transport Plan status, would be the grade-separation of the A61 Chesterfield Inner Relief Road junctions. It was noted that this would be explored with Midlands Connect. Subsequently, taking into account the grant funding and local contributions required, plus the complexities of addressing the A61/A617 'Horns Bridge' junction in particular, assessment has been focussed on the Whittington Moor roundabout.

Preparation work on the Chesterfield-Staveley Regeneration Route (CSRR) was also noted by Cabinet in January and, as considered previously (on 8 November 2018) was the subject of a bid for Housing Infrastructure Fund (HIF) grant (Minute No. 266/18 refers). At the January meeting the potential for an LLM business case was noted should the HIF funding route not be successful or if it would only support partial delivery; this latter issue became more prominent as work on the HIF business case continued, with it being clear that there would be a substantial financial gap between the available grant and project costs. The scheme, though, has a good 'in principle' fit with LLM criteria and, through liaison with partners in the HIF application, it was agreed to withdraw the CSRR from the HIF business case and focus on an LLM application.

Midlands Connect's recommended RIS2 programme of MRN and LLM schemes will be considered by its Strategic Board on 20 June 2019.

Government's request is for a recommended programme of up to ten MRN schemes and two or three LLM schemes across the whole of the Midlands. The Strategic Board will, though, need to consider how well these proposed numbers of schemes align with the strength of the proposals brought forward by local highway authorities and could choose to vary the number submitted accordingly. This assessment needs to take into account the level of local support for the schemes, both as matters of policy and of commitment to the resources needed for delivery.

Whilst Cabinet has, as set out above, noted that both MRN and LLM proposals for Derbyshire were being developed it has not, to date, been asked to make any specific commitment towards project development. Both the CSRR and the grade-separation of the A61 Whittington Moor roundabout are listed as potential schemes within the Derbyshire Local Transport Plan, so already have policy support. Their inclusion in the MRN and LLM programmes does, though, require the commitment of staff and financial resources. These local contributions to scheme costs may, in whole or part, be provided by the developers (for housing or commercial purposes) of associated areas of land. However, these

contributions are subject to considerations of viability which may not be in place until late in the scheme development process, and can be triggered by conditions relating to site occupation rather than the timing of the building of the road scheme. Any promoting authority will, therefore, need to accept a need to underwrite the full costs and to reassure itself of how and when these will be recovered. With regard to the two specific projects under consideration through this report:

- Whittington Moor roundabout: This is anticipated to fall at the lower end of the MRN grant funding range i.e. £20 million and would require a minimum local contribution of £3 million. There is potential for significant contributions to the latter from land developers, but the relevant sites are likely to be brought forward, and hence to trigger contributions, over a period of several years. Should the highway scheme progress through MRN programmes, therefore, the Council will need to satisfy itself (and Government) that it can underwrite £3 million of costs.
- CSRR: Whilst still the subject of further design and 'value engineering' work, the current cost estimate for the scheme is in the range £80 million to £90 million. This would require a minimum local contribution of £12 million. There is good reason to expect (at the very least) the majority of this to be available from developers. Again, however, for the scheme to proceed through the stages of LLM business case assessment there will be a need for the County Council to confirm that it has a finance strategy in place and can underwrite the costs.

Cabinet will note that whilst the underwriting requirements above are significant they are not immediate. There is also good reason to expect that firm commitments from some developers will be in place before there is a need for a specific commitment from the Council itself. For the purposes of Midlands Connect's initial assessment of priorities, though, Cabinet is requested to acknowledge these requirements and to note that it will need to give future consideration to making provision in its budget, even if these costs are subsequently recoverable. It is also recommended that Chesterfield Borough Council, as local planning authority, is asked to provide assurance over the level of commitment in place to developer contributions.

Notwithstanding the above, the progression of MRN and LLM schemes through the assessment process will definitely incur short-term costs. These include scheme design, preparation for planning applications and the incremental building of the business case covering scheme benefits and impacts and management of the project. In the short term these remain modest. However, for schemes on this scale to proceed within the RIS2 period, allowance needs to be made for continuing their development. Officers estimate the foreseeable needs to be:

- **Whittington Moor Roundabout Grade-Separation**

For engineering design, business case development, planning deliverables,

project management and fees, £0.85 million.

- **CSRR**

For engineering design, business case development, planning deliverables, project management and fees, £1.25 million.

The activities above are carried out in stages, and can be halted in the event of a scheme failing to pass through a business case gateway. However, Cabinet is asked to note the commitment involved.

As set out in the January 2019 report, the defined MRN for Derbyshire would allow consideration of potential schemes which would have been beyond the scope of previous funding programmes. Assessment is continuing of options for the third RIS period and beyond, and a further report will be brought to Cabinet once this is complete. This is also likely to make recommendations on the next steps for the proposed RIS2 schemes.

(3) **Finance Considerations** The short-term (i.e. 2019-20) requirements for preparation of the A61 Whittington Moor roundabout and the Chesterfield-Steveley Regeneration Route can be met through Officer time and do not require capital commitments. Further stages of work would have to be met from Local Transport Plan allocations, subject to confirmation that these projects are included within Midland Connect's recommended RIS2 programmes for MRN and LLM. If these schemes do not progress, these abortive costs will have to be met from revenue resources.

The longer term costs would expect to be substantially, if not wholly, met from developer contributions. Whilst the amounts available are not yet confirmed, it is still a requirement that the Council underwrites a potential £15 million of expenditure for the schemes to progress. The only method available to the Council to do this would be via borrowing at an estimated annual cost of up to £1 million, this would need to be a priority budget growth item in the year in which the borrowing was required. Whilst it is still too early to tell, this could require reductions in other services to accommodate this pressure. As a result, ahead of committing to this expenditure, it would be necessary to have legal agreements in place to guarantee the availability of developer contributions. Those for Ashbourne Bypass have a specific allocation in place.

Other Considerations

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, equality and diversity, human resources, environmental, health, property, social value and transport considerations.

(4) **Key Decision** No.

(5) **Call-In** Is it required that call-in be waived in respect of the

decisions proposed in the report? No.

(6) **Background Papers** Held on file within the Economy, Transport and Environment Department.

(7) **OFFICER'S RECOMMENDATIONS** That Cabinet:

7.1 Notes that work on possible bypass options for Ashbourne is continuing and will be reported to Cabinet early in 2020.

7.2 Notes the updates on Whittington Moor roundabout and the Chesterfield-Staveley Regeneration Route and their assessment within Midlands Connect's potential Major Road Network and Large Local Major schemes.

7.3 Acknowledges the future need for project costs to be underwritten and the potential sums involved.

7.4 Requests Chesterfield Borough Council provides a statement on the level of financial commitment to these schemes that will be secured through Developer Contributions.

7.5 Notes the short-term cost requirements for ensuring the readiness of these schemes for inclusion in the second Roads Investment Strategy (RIS2) period.

7.6 Agrees to receive a further report with recommendations on the proposed RIS2 schemes and a longer-term programme for the third Roads Investment Strategy period and beyond.

Mike Ashworth
Executive Director – Economy, Transport and Environment

This page is intentionally left blank

PUBLIC

Author: Mary Hague

Phone number: x33831

Agenda Item No.6 (e)

This Paper “runs alongside” Cabinet approval for delegated authority for the Executive Director of Children’s Services to procure a Derbyshire Pause programme – 18 April 2019 Cabinet.

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Director of Public Health

**Contribution from the Public Health ring-fenced Grant to Children’s services to support the budget to procure a Derbyshire Pause programme – an intervention aimed to work with women experiencing, or being at risk of a Cycle of recurrent Care proceedings.
(Health and Communities)**

1. Purpose of the report:

To approve the contribution from the Public Health ring-fenced Grant of £150,000 to Children’s Services to support the Pause programme.

2. Information and analysis:

This paper supports the Cabinet Paper 18 April 2019 (Minutes 91/19), seeking delegated authority for the Executive Director of Children’s Services to procure a Derbyshire Pause programme. Pause is included in the Council Plan 2019/20.

Pause is an innovative programme working to address the health needs of identified women experiencing or being at risk of a cycle of recurrent care proceedings. It is working currently in 27 local authorities nationally and is acknowledged by a recent Department of Education Evaluation Report (July 2017), showing positive results for women towards breaking the cycle of care proceedings that causes such harm to themselves and their children as well as realising significant savings to the NHS and Social Care system.

Pause works intensively to support and empower women to “pause” and take control over their lives through new and increased engagement with mainstream services to address significant health needs towards improvements in wellbeing, resilience and stability.

Women who experience or are at risk of care proceedings are shown to live within an ongoing cycle of physical and mental illhealth. (Ismail 2017; Broadhurst et al. 2015, 2016; Hackney Feasibility Study, 2013).

This cycle of illhealth is exacerbated by risk factors within often “chaotic lifestyles” including substance misuse, domestic violence, homelessness, temporary housing, financial difficulty, sexual exploitation, self-history of being in the care system and involvement in criminal proceedings. These factors can be interlinking, impacting on a woman’s mental and physical health, hindering her ability to deal with the complex issues in her everyday life and that of her family.

Public Health supports Pause in its working with women experiencing significant health inequality to empower them to manage life better. Pause practice nationally (Evaluation Report, DfE, 2017) concludes the following specific health outcomes for women, children and the family unit:

- better access to mainstream services resulting in improvements to individual stability and basic needs such as housing, food, finance, education, training and employment
- Improved access to health services such as general practice, dental, sexual health and substance misuse
- Improved mental health, sense of wellbeing and selfworth

Pause in Derbyshire is an opportunity for whole system working across Children’s services, Public Health, the wider Council and broader partners to maximise health outputs for women with significant vulnerabilities alongside realising efficiencies to the Council and wider system.

3 Social Value considerations:

The Pause programme works with women living with significant vulnerability, enabling them to regain control over their lives towards achieving long term health outcomes underpinned by improved wellbeing and sense of self, better service engagement and stability. Pause offers women an opportunity to re-enter or begin education and training, volunteering and/or employment within the local community.

4. Financial Considerations:

This report seeks Cabinet approval for the contribution from the Public Health ring-fenced Grant of £150,000 to Children’s Services as instructed by the Revised Financial Regulations April 2019 beginning 1 April 2019.

5. Legal Considerations

Where one department of the Council proposes to transfer funds to another department of the Council, Regulation b.4 of the Council’s Financial Regulations April 2019 requires a joint report to be submitted to Cabinet by the relevant Executive Directors.

6. Background papers:

18 April 2019 Cabinet Report (Minutes 91/19) of the Strategic Director of Children's Services.

Evaluation of Pause, Research Report. DfE 2017.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/625374/Evaluation_of_Pause.pdf

7. Key Decision:

No

8. Call-in:

Is it required that call-in be waived for any decision on this report?

No

9. Officer's Recommendation:

To approve the contribution from the Public Health ring-fenced Grant of £150,000 to Children's Services to support the Pause programme, a programme aimed at addressing the needs of women experiencing, or being at risk of a cycle of recurrent care proceedings.

**Dean Wallace
Director of Public Health**

This page is intentionally left blank

DERBYSHIRE COUNTY COUNCIL

CABINET

6 JUNE 2019

Report of the Director of Public Health

Award of grants to Derby County Football Club Community Trust to deliver the 'Active Choices' programme and Recovery Month activities

1. Purpose of the report:

To seek Cabinet approval for the award of a grant of £47,736 to Derby County Football Club Community Trust to continue the delivery of its Active Choices sport and exercise programme to support recovery from drug and alcohol misuse, in the localities of South Derbyshire, Erewash and Amber Valley, for a further twelve months from 01 July 2019.

Further, to seek approval for the award of a grant of £2,045 to Derby County Football Club Community Trust to deliver Recovery Month activities.

2. Information and analysis:

Active Choices programme

In December 2017, Cabinet approved the award of a grant of £47,736 to Derby County Football Club Community Trust to deliver its Active Choices programme of sport-based activities to people working towards recovery from drug and alcohol misuse in the localities of South Derbyshire, Erewash and Amber Valley, for a period of twelve months.

This project had been sourced in response to the success of a similar grant-funded programme delivered in Chesterfield and North East Derbyshire by Chesterfield Football Club Community Trust. It is recognised that professional football clubs can attract people, who otherwise may not consider an exercise-based programme, because they value the association with the club.

The grant was funded from Section 256 reserves – historic substance misuse treatment underspend, which had been transferred by a Section 256 (NHS Act 2006) agreement between the Council and Derbyshire Primary Care Trust in 2013.

The Active Choices programme commenced delivery in June 2018, with participants predominantly recruited from the adult substance misuse treatment

service. The activity targets within the grant agreement were for Derby County FCCT to offer five sports-based activity sessions a week across the three localities and to engage with 76 participants over the twelve month period. At the latest grant review, after nine months of delivery, they had engaged with 101 individuals and retained 80 of these on the programme for three months or more. The highest uptake for the sessions has been in South Derbyshire, which has no other community-based recovery support projects.

In addition to increasing participants' physical activity, the vast majority of participants reported an improvement in their self-esteem.

Derby County FCCT have adapted the programme to encourage greater participation. Initially, football and boxercise sessions were offered. In January 2019, they introduced badminton sessions, which have proved popular, perhaps as people with lower levels of fitness are able to fully participate.

As this programme has been successful at engaging a significant number of people with drug and alcohol problems in activities which improve their physical and psychological wellbeing, it is proposed to continue the delivery of the programme for a further twelve months.

Approval of a grant of this nature would normally be sought from the Cabinet Member for Health and Communities. However, the Cabinet member has requested that any approval in regard Derby County FC Community Trust should be considered by Cabinet, due to her being a trustee of that organisation.

Recovery Month activities

Recovery Month takes place in September each year and is a national event. It has been celebrated in Derbyshire for the past four years and is an opportunity to showcase recovery from substance misuse, to reduce stigma and to highlight that recovery is achievable. Local activities have previously concentrated on large scale events and have tended to be located in Chesterfield. Due to this, a number of smaller but active recovery organisations from other parts of the county have struggled to take part in a meaningful way. On 13 November 2018, the Strategic Director for Adult Care approved the allocation of £20,000 over a three year period to encourage individuals, treatment services and recovery organisations to undertake their own projects, events and activities in their own localities. An annual showcase event, where achievements around recovery are recognised, has been planned for later in 2019.

This new approach has been welcomed by local organisations, and has generated a renewed energy and enthusiasm for collaborative working around recovery. In order to ensure that finance was not a barrier to delivering innovative and local

recovery events, or engaging with larger organised recovery events, small grants have been offered to local organisations who support people in recovery.

In total, five applications were submitted for consideration by an evaluation team comprising the Public Health Lead and the Health Improvement Practitioner for substance misuse using a pre-determined, objective scoring template. Five organisations successfully scored against the scoring criteria with four of the applications being considered by the Cabinet Member for Health and Communities. However, the Cabinet member has requested that Derby County Community Trust's application should be considered by Cabinet, due to her being a trustee of that organisation.

It is therefore proposed to provide a grant to Derby County FC Community Trust to enable them to engage in the following activities to celebrate Recovery Month.

	Name	Location	Event	Service Provided (including numbers)	Cost
1.	Derby County Community Trust	England's Training Centre, St George's Park	Play on the pitch	An opportunity for recovery clients to play on the pitch at England's Training centre at St Georges Park, with full access to changing rooms and dug outs. The event would act as a reward for service users who have engaged well, as well as enhancing the relationship between service users and key workers	£1,200
2.	Derby County Community Trust	Pride Park to Derbyshire Recovery Partnership in Swadlincote	Recovery Bike Ride	The bike ride will take place from Derby County's Pride Park Stadium to Derbyshire Recovery Partnership base at Bank Gate, Swadlincote. The ride would be supported by Ilkeston Cycle club, who would support with devising a safe cycle route, and experienced Ride Leaders to support the event.	£550
3.	Derby County Community Trust	Pride Park	An afternoon with the "Legends"	A special Q&A event for Derby County Legends to share inspirational and motivating stories with local people in recovery.	£100

				People in recovery and the “legends” will also interact through competing in sporting activities.	
4.	Derby County Community Trust	Blackpool	Visit to Blackpool FC Community Trust	Blackpool Football Club Community Trust have agreed to play a friendly football fixture and provide a stadium tour. This will be an excellent opportunity for people in recovery to represent their home town club against another club in a competitive sporting fixture.	£195

3 Social Value considerations:

It is recognised that people who overcome substance misuse dependence are more likely to become economically active and to have reduced needs in regard to health and social care support.

4. Financial considerations:

The grant to deliver the Active Choices programme will be funded from underspend from the demand-led residential care elements of the substance misuse budget 2018/19, which is met through the Public Health Grant. The allocation of this underspend was approved by the Public Health Senior Management Team on 15 April 2019.

The total amount allocated to develop Recovery Month activity in Derbyshire is £20,000 over three years. This was approved from underspends from the demand-led elements of the substance misuse budget 2017/18.

5. Legal/ HR considerations:

The Council is permitted to make such payments under the general power of competence set out in the Localism Act 2011. A grant agreement shall be used to set out the terms and conditions for which the grant is made. The recipient of the grant is not contractually obliged to deliver the service, although the Council would seek to claw-back the grant in appropriate circumstances were there to be significant non-performance of any grant conditions. The grant agreement will also provide that the Council is not liable for any employment liabilities.

6. Other considerations:

In preparing this report the relevance of the following factors has been considered: prevention of crime and disorder, equality of opportunity, environmental, health, property and transport considerations.

7. Background papers:

Cabinet Paper 7 December 2017 Derby County FC Community Trust: Active Choices

Adult Care Senior Management Team paper 13 November 2018 Reducing the harm of substance misuse in Derbyshire

Public Health Senior Management Team 15 April 2019 Allocation of substance misuse underspend from financial year 2018/19

8. Key Decision: No

9. Call-in:

Is it required that call-in be waived for any decision on this report? No

10. Officer's Recommendation:

That Cabinet approves the award of a grant of £47,736 to Derby County Football Club Community Trust to deliver its Active Choices programme in South Derbyshire, Erewash and Amber Valley for a further twelve months from 1 July 2019.

Further, that cabinet approves a grant of £2,045 to Derby County Football Club Community Trust to deliver the Recovery Month activities detailed above.

Dean Wallace
Director of Public Health

This page is intentionally left blank

DERBYSHIRE COUNTY COUNCIL**CABINET****6 June 2019****Report of the Director of Public Health****REIMBURSEMENT OF STOP SMOKING PHARMACOTHERAPY PRODUCT COSTS****1. Purpose of the report:**

To seek Cabinet approval to reimburse the Derby and Derbyshire Clinical Commissioning Group (CCG), for the costs of stop smoking pharmacotherapy products available on prescription only throughout 2019-20.

2. Information and analysis:

Smoking is the main cause of preventable illness, disability and premature death in England, it also accounts for half the difference in life expectancy between the most affluent and most deprived groups within society. In Derbyshire, it is a key issue with 15.1% of adults smoking compared to the England average of 14.9% (APS method, 2017). Smoking is a key contributor to health inequalities with a prevalence of 22.5% in Derbyshire (England 25.7%) in routine and manual workers (APS method, 2017).

In Derbyshire 15.4% of pregnant women are smoking at time of delivery, compared to the England average of 10.8% (2017/18 data). The prevalence remains even higher in people with mental health conditions, where more than 25% of adults in Derbyshire with a serious mental illness smoke.

In Derbyshire, during 2016-17 there were 8,326 smoking attributable hospital admissions and the number of deaths between 2014-16, estimated to be attributable to smoking was 3,991. The prevalence of smoking varies considerably across the county, from 10.4%, in Derbyshire Dales to 17.5% in Chesterfield, the highest in the county (APS method, 2017).

Live Life Better Derbyshire (LLBD) provides evidence-based stop smoking services to support smokers who want to quit smoking. It is the most effective method of quitting smoking, with smokers four times more likely to quit smoking with a stop smoking service than if they tried to quit on their own. The support provided by the LLBD stop smoking service consists of behavioural support (advice on quitting, setting a date to quit and dealing

with withdrawal symptoms/cravings) and advice and access to smoking cessation pharmacotherapy products.

There are a range of smoking cessation pharmacotherapy products available to help smokers quit smoking including nicotine replacement therapy (e.g. patches or gum) which are provided directly by LLBD, and others such as bupropion and varenicline which are only available on prescription. A local pathway exists to allow smokers to access these bupropion and varenicline whilst receiving support from the LLBD stop smoking service.

The monies for smoking cessation pharmacotherapy products issued on a prescription did not originally transfer to local authorities when Public Health responsibilities transferred on 1 April 2013 under the Health and Social Care Act 2012 and instead were included within CCG budgets. Following discussions with the Derby and Derbyshire CCG, it was agreed the County Council would hold the budgets associated with the cost of smoking cessation pharmacotherapy products issued on a prescription. Therefore the budgets were transferred from the Derby and Derbyshire CCG by the Department of Health to Derbyshire's ring-fenced Public Health Grant with effect from 1 April 2016. However prescriptions issued in general practice are initially charged to CCG prescribing budgets and therefore it is expected that CCG will invoice Derbyshire Public Health for these costs as they no longer hold the budget for prescriptions related to stop smoking.

3 Social Value considerations:

Supporting smokers to quit will support healthier communities and reduce health inequalities. Smoking is the leading cause of premature mortality nationally. Smoking accounts for half the difference in life expectancy between the most affluent and most deprived groups within society. Therefore reducing smoking prevalence can help to close the health inequality gap.

4. Financial considerations:

A maximum annual charge for 2019/20 has been agreed with the CCG based on historic prescribing costs. The table below provides the value for Derbyshire CCG:-

CCG	Maximum Annual Charge
Derbyshire CCG	£326,150

The cost will be met by the ring-fenced Public Health Grant budget.

5. Other considerations:

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, equality of opportunity, human resources, environmental, health, and property and transport considerations.

6. Background papers: None

7. Key Decision: No

8. Call-in:

Is it required that call-in be waived for any decision on this report? No

9. Officer's recommendation:

That Cabinet approves the reimbursement of prescription only smoking cessation pharmacotherapy product costs to the Derby and Derbyshire CCG to a maximum cost of £326,150.

**Dean Wallace
Director of Public Health**

This page is intentionally left blank

AUTHOR: Ellen Langton

PUBLIC
Agenda Item 6 (h)

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Executive Director Adult Social Care and Health

OUTCOME OF THE CONSULTATION ON ELIGIBILITY CRITERIA FOR COMMUNITY ALARMS AND TELECARE SERVICES

Adult Social Care

1 Purpose of Report

To seek Cabinet approval to implement a new eligibility criteria for Derbyshire County Council funded community alarms and telecare services from 1 November 2019 following consultation with users of the community alarms and telecare service and completion of an equality analysis.

2 Information and Analysis

2.1 Current community alarms and telecare provision

Derbyshire County Council currently funds a number of community alarms services that provide 24 hours a day seven days a week alarms monitoring provision for individuals across the county. Community alarms systems incorporate a pendant or wristband worn by an individual which connects to a telephone line through a base unit. If required, individuals can summon assistance by triggering an alert and once the person is connected to an operator at a monitoring centre they can assess how to support the person's needs at that time.

Currently, there are a range of different alarms monitoring arrangements in place across the county based on each district authority area and these are summarised as Appendix 1.

Additional items of equipment can be added to the basic community alarm system, as part of the Derbyshire Adult Care telecare offer, for example:

- Motion sensors can reduce the likelihood of accidents and falls occurring by automatically switching on a light when the individual gets out of bed
- Gas and water sensors can be used to alert if someone has not turned off the tap or cooker
- Sensors can be placed on a front door to alert a carer if a person has left home without anyone knowing

- The Falls Alert Service can raise an alert to a monitoring centre to advise an individual has fallen within their own home

Some telecare equipment requires connection to a community alarm base unit so that specific sensors or equipment can provide information through to a monitoring centre, and for this there is an associated monitoring charge. However, there are other pieces of telecare equipment which do not have to be linked to a base unit such as a pager system, which can allow an individual to request support from a nearby carer or relative. Increasingly, technological developments are bringing to the market pieces of telecare equipment that do not require connection to a monitoring system, such as an app which utilises mobile phone technology.

2.2 Legislative requirements

Community alarms and telecare provision support the wellbeing principle within the Care Act (2014), which highlights the importance of preventative services within the community and enhancing individual's control over their own lives. Preventative interventions can help people live safely and reduce the need for care and support.

The provision of community equipment is considered within the Care Act (2014) and accompanying Care and Support (Preventing Needs for Care and Support) Regulations 2014. The legislation specifies that any community equipment provided under section 2 of the Care Act (2014) for the purpose of aiding daily living should be provided free of charge.

Also the Care Act (2014) guidance states councils are not permitted to charge more than the cost incurred in meeting the assessed need of a person, nor can it recover administration fees relating to arranging care and support. Adult Care would need to work with current providers to make sure that the charge recovers the cost of the service and that it is applied in a uniform manner across the County to people who access the various funded community alarm and telecare services.

2.3 Eligibility for current service provision

Community alarms and telecare services are currently eligible to:

- Adults aged 18 or over

Community alarms are provided free of charge, with no requirement to pay a monitoring charge for:

- Eligible Care Act (2014) clients
- Individuals in receipt of Pension Credit (Guarantee Credit only)
- Individuals in receipt of Housing Benefit
- Individuals where a Fairer Charging Assessment results in a co-funding agreement.

Self-funding clients are asked to make a contribution to monitoring costs, but receive community alarms equipment free of charge alongside any repairs or maintenance of the various different items.

Additional telecare equipment is available to eligible Care Act (2014) clients and individuals who self-fund their care and this is provided free of charge in addition to an allocation of a personal budget and self-funders only have to contribute towards monitoring costs. A personal budget is an amount of money calculated as a weekly amount to help support an individual receive social care support.

2.4 Consultation on changes to eligibility criteria

Following agreement by Cabinet on 8 November 2018, Adult Care has consulted with people who receive the Derbyshire County Council subsidised community alarm and telecare service. We have also sought to consult with carers, family members, key stakeholders and other interested parties. The consultation ran for a period of ten weeks from 19 November 2018 to 25 January 2019 and asked for comments and feedback on the proposals outlined below:

- Service eligibility to access Derbyshire County Council funded community alarm and telecare services is changed to solely focus on providing equipment and monitoring to Care Act (2014) eligible clients who have an eligible health or social care need.
- Individuals who currently access the service as they are in receipt of Housing Benefit or Pension Credit (Guarantee Credit only) will no longer receive a subsidised service and if appropriate will be assessed to see if they have an eligible need as defined by the Care Act (2014).
- Individuals, irrespective of eligibility, would be provided (where need is identified) with a community alarms base unit and telecare equipment free of charge, via the statutory requirement to provide minor aids and equipment. Once the equipment is identified as being no longer required it will be removed by the provider.
- The ongoing monitoring and maintenance costs associated with telecare and community alarms for Derbyshire Care Act (2014) eligible clients will be assessed under the appropriate charging regulations and the individual's personal budget will reflect this.
- Self-funding clients, who are not eligible to receive financial support under the Care Act (2014) guidance, would have to pay monitoring and maintenance costs at full cost.
- Should a self-funding client become eligible for financial support under the Care Act (2014) following a period of time and a subsequent financial assessment, they will be able to access a personal budget to allow them to access telecare and community alarms provision.
- That community alarms and telecare is provided free (to include provision of equipment and monitoring charge) as part of a six week reablement offer. Non-Care Act eligible clients who choose to retain the service after the end of the reablement period would be required to pay to receive the service. Or, if following full assessment, they are identified as Care Act (2014) eligible they would continue to receive the service a Personal Budget or Direct Payment as per the proposals outlined above.

A number of other types of services did not form part of the consultation proposals and these are summarised in Appendix 2.

2.5 Approach to consultation

The proposals, detailed in 2.4, constitute a significant change to the service and consultation took place with those affected, including people who use the service, staff and carers. In assessing the impact of these proposals, the Council has had regard to its statutory duties under the Care Act (2014) and equalities legislation. A report providing further detail on the approaches and methodology utilised throughout the consultation process is attached as Appendix 3.

2.6 Outcomes from consultation

5,853 individuals who currently utilise the community alarms and telecare service were contacted directly and the consultation was widely promoted to other key stakeholders. 1,854 people provided a response to the consultation via a questionnaire, a further 150 telephone enquiries were received, nine letters were received and 21 people attended eight consultation meetings. A summary of the key findings from the consultation that inform this report are detailed below:

- Many people valued and appreciated the current service provision
- Individuals wanted greater clarity as to what would constitute an 'eligible need'
- There was concern about additional pressure on personal finances, especially for those individuals currently receiving the service.
- Community alarms and telecare equipment enables people to feel reassured and safe at home knowing they can access support if required.
- A high proportion of respondents are in receipt of welfare benefits, the most common of which are Housing Benefit and Pension Credit.
- The majority of respondents are not in receipt of other care and support from Adult Care, but do consider themselves to be disabled or have a long-term health condition.
- Individuals feel that utilising technology – not just community alarms and telecare – is an important part of the overall social care support they receive.

In relation to the specific eligibility proposals:

- 966 people or 55.0% of respondents to this statement strongly agreed or agreed that community alarms and telecare equipment should be provided free of charge to everyone, but that service monitoring and maintenance charge may be paid for by the client following a financial assessment.
- 851 people or 55.6% of respondents to this statement strongly agreed or agreed that the eligibility criteria should be changes to focus on Care Act (2014) eligible clients and that people who current receive the service due to eligibility via a qualifying benefit will only receive the service for free if they meet Care Act (2014) criteria,
- 509 people or 33.2% of respondents strongly agreed or agreed with the proposal relating to being assessed to see if individuals needed to pay an

ongoing monitoring charge, or utilise their personal budget to fund a monitoring charge. However, it was noted that many people who currently use the service had a low level of understanding as to what a personal budget was and how it was used to pay for social care services.

- 553 people or 36.4% of respondents disagreed or strongly disagreed with proposals in relation to self-funding arrangements for individuals who were not eligible for financial support to pay the full costs of monitoring and maintenance. A further 509 people, or 33.5% of clients neither agreed nor disagreed in relation to these proposals.
- 1,048 people or 61.6% of respondents strongly agreed or agreed with the proposals to offer community alarm and telecare equipment and monitoring for six weeks to help a person return home from hospital.
- 73.0% of survey respondents did not currently pay for a community alarm or telecare service (1,073 people). For individuals who did pay a monitoring charge, people were most likely to pay between £1 and £5 a week.
- 472 people or 40.9% of survey respondents disagreed or strongly disagreed with the proposal to pay more to receive the service. A further 402 people, or 34.8% of survey respondents neither agreed nor disagreed in relation to paying more to receive the service. 283 people or 24.5% of survey respondents strongly agreed or agreed to pay more to receive this service
- 721 people or 57.8% of survey respondents would be willing to pay £5.00 or less per week if they were not eligible to receive a funded service. 550 people or 38% of respondents did not want to pay to receive this service.

Further analysis of qualitative data submitted through the consultation process highlighted that users of the service consider community alarms and telecare equipment as important in preventing them from needing to access other health and social care services. Others felt that community alarm provision was important in supporting people who were socially isolated or lived alone.

I have not used the equipment but feel a sense of security having it installed.

Many noted that current eligibility is based on entitlement to state benefits and generic housing need rather than having a clearer focus around health, social care need and wellbeing, for example:

Had to have the equipment installed even though I did not want it as it was part of my tenancy agreement at the time. Until November 2018 I was paying for that service, since November it has been funded. I do not require it at this present time but should my disability get worse, or if I was widowed than I would most likely have to consider it.

Alarms required for my late husband. Have said I no longer need it but told it goes with the property.

Throughout the consultation process providers of community alarm and telecare services expressed their view on the consultation proposals. Two providers, South

Derbyshire District Council and Chesterfield Borough Council, submitted detailed feedback. The providers made several points which have helped shape and inform this final proposal.

The providers noted the wider benefits for the health system, as well as Adult Care, from the preventative focus of community alarm and telecare services, especially in relation to falls and reduced conveyance to hospital by ambulance. This was supported by qualitative evidence from individuals who took part in the consultation, examples of which are included below:

I have a community alarm which I have for in case me or my husband have a relapse with our mental illness.

I use it for help, when my mobility and COPD is bad and I need urgent help.

I am disabled from the age of 17 and I am now 52. I was progressing up to 50, now not doing so well my balance is nearly gone and my co-ordination worse.

I have dementia and need to know help is available I can't use a telephone

Providers noted the ambition to support people to remain independent in their own home. The providers felt that community alarms and telecare equipment were key enablers for this approach and again was supported by qualitative feedback from individuals throughout the consultation, including:

I would not be able to stay living alone if I did not have my contact with the present system. I would then lose my independence which would be very upsetting.

He won't have a telephone or mobile so the alarm is the only way they can get in touch with brother who is the main carer.

The service I receive is very important I feel safe and know there is someone there to help me when I use the pull cord. Also my family can rest knowing I have contact with the service in an emergency.

Providers felt that people who currently used the service did have a health or social care need, but that it may not be necessarily high enough to qualify under Care Act (2014) eligibility. This, the providers felt, demonstrated the preventative value of the current service.

Providers also expressed concern that many of these individuals were in receipt of a low income and may choose to end the service rather than pay for it, putting them at risk of deterioration and a requirement to access more costly formal support, subsequently making them Care Act (2014) eligible. Providers were concerned that many individuals who used the service had received a funded service for a community alarm or telecare system for many years, potentially due to legacy benefit arrangements. Therefore, individuals may struggle to budget for the ongoing monitoring charge associated with this service and this was supported by

qualitative evidence from current users of the service and an example of this is provided below:

As a pensioner on a low income with no savings I will not be able to afford to pay for my alarm and this makes me feel anxious – the alarm makes me feel safe and reassured I can get help in an emergency.

Several providers requested an opportunity to work in partnership with Adult Care to develop and deliver a community alarms and telecare service across Derbyshire, alongside exploring other opportunities provided through new and emerging technology.

Providers noted clear links to the Derbyshire County Council funded Older People's Floating Support Service that operates on a similar eligibility to the current telecare and community alarms service. The providers emphasised the importance of considering the interdependencies between these services.

Providers also noted that in some instances they felt a more appropriate range of telecare equipment could be installed in an individual's home at lower cost to the authority and there may be ways to work together to improve the current service arrangements.

3. Care Act (2014) guidance in relation to prevention

Key themes from providers, users of the service and other individuals who submitted responses to the consultation particularly focus on the importance of community alarms and telecare as a preventative approach.

The Care Act (2014) guidance outlines different forms of prevention, which includes a requirement to reduce the need for further care and support through secondary prevention or early intervention. The guidance notes that secondary prevention is more targeted and aimed at individuals who have an increased risk of developing needs, where the provision of services, resources or facilities may help slow down or reduce any further deterioration or prevent other needs from developing.

Preventative services, like other forms of care and support, are not always provided free, and charging for some services is vital to ensure affordability. The Care and Support (Preventing Needs for Care and Support) Regulations 2014 continue to allow local authorities to make a charge for the provision of certain preventative services, facilities or resources. The regulations state that where a charge can be made for preventative services, it must not result in a person's income falling below the rate specified in the regulations.

4. Proposed eligibility criteria to assess for community alarms and telecare.

Following analysis of the consultation data and the equality analysis it is concluded that the proposals will have an adverse impact. However, subject to Cabinet

approval, it is recommended to continue with some but not all changes to the eligibility criteria for this service. It is recommended that the following consultation proposals will be adopted with no significant change:

- Service eligibility to access Derbyshire County Council funded community alarm and telecare services is changed to solely focus on providing equipment and monitoring to Care Act (2014) eligible clients who have an eligible health or social care need.
- The ongoing monitoring and maintenance charges associated with telecare and community alarms for Care Act (2014) eligible clients will be assessed under the appropriate charging regulations and the individual's social care personal budget or co-funding arrangement will be adjusted to reflect this. A personal budget is an amount of money calculated as an annual amount to help support an individual receive social care support.
- Should an individual who self-funds subsequently become eligible for financial support under the Care Act (2014) following assessment they will be able to access a social care personal budget, or a co-funding arrangement, that could be used to pay for a community alarms or telecare service.
- Individuals who are assessed as being not eligible to receive financial support under the Care Act (2014), would have to pay monitoring and maintenance costs at full cost if they decide to receive the service.
- As part of the six-week reablement service, community alarms and telecare equipment and monitoring is provided free. Following the end of the six week period Non-Care Act eligible clients who choose to retain the service after the end of the reablement period would be required to pay to continue to receive the service. Or, if following full assessment, they are identified as Care Act (2014) eligible they would continue to receive the service via a Personal Budget

It is proposed that three of the proposals are refined as the Equality Analysis has demonstrated that people who currently access the subsidised service have often utilised a community alarm or telecare equipment for a period of time and consider it a key part of their day-to-day life, supports their wellbeing and ability to live independently. An introduction of a monitoring charge for these individuals could be prohibitive and result in individuals choosing to no longer utilise community alarm and telecare provision. In light of this it is proposed that:

- The current users of the community alarms service continue to receive a subsidised service whilst they remain living in their current property. Should an individual move house through choice or a change in personal circumstances they will be reassessed for community alarm or telecare equipment in line with the Care Act (2014) eligibility criteria outlined above.

Equipment is currently provided free of charge to anyone seeking to access community alarms or telecare services via Derbyshire County Council. However, telecare equipment is considered separately to the offer of community equipment and there are potential benefits to an individual and to the council if the provision of equipment, technology and other support is considered in a co-ordinated way to

ensure that the package of support meets the identified needs of an individual. Therefore, it is proposed that:

- Telecare and community alarms equipment is incorporated into the wider community equipment offer and issued in line with other operational arrangements where there is a clear preventative health or social care need for non-eligible Care Act (2014) clients. Once the equipment is identified as being no longer required it will be removed by the provider.

The proposal relating to the ongoing monitoring and maintenance charges also needs to reflect Adult Care co-funding arrangements which are in place for non-residential services that help support an individual to live at home for longer.

The new eligibility criteria will be implemented from 1 November 2019 and a snapshot of current users who will continue to receive a subsidised service will be taken on 30 October 2019.

5. Focusing on a core community alarms and telecare offer

Throughout the consultation and via engagement with stakeholders it is clear that the current community alarms and telecare offer is complex, fragmented and can be simplified to focus on a core offer of a community alarm or telecare equipment and monitoring.

As noted earlier in the report, the Falls Alert Service provides a specialist package of telecare equipment and was initially operated as an interim pilot project. Any individual can request to access the service and pay a fixed price of £2.50 a week towards the monitoring charge, there is no eligibility criteria. Derbyshire County Council have purchased the Falls Alert Service equipment which is installed and monitored by community alarm and telecare providers. All the equipment offered through the Falls Alert Service can also be accessed via the main telecare service so individuals are currently accessing the same equipment provision in two different ways. The different eligibility associated with this service is an anomaly to the current subsidised community alarms and telecare offer and the proposed revised eligibility. In order to ensure a fair, simple and equitable offer for telecare equipment it is proposed that this interim service offer is mainstreamed and incorporated into a core telecare offer which utilises the eligibility criteria outlined in section 4 above.

6. Information and advice about new eligibility criteria

The consultation feedback and analysis noted that the council's proposals were complex and difficult for users of the service to understand due to links with the Council's statutory responsibilities and key pieces of legislation. In addition it was clear that many individuals currently in receipt of the service did not understand the concept of a personal budget or co-funding arrangement, potentially due to the fact they were not Care Act (2014) eligible.

Following a Care Act (2014) assessment, an individual may be entitled to receive a personal budget. A personal budget is an amount of money calculated as an annual amount to help support a person receive social care support. Individuals can choose how to use a personal budget to meet particular needs and agreed identified outcomes. The allocation can be used for services organised and supplied by the County Council or as a Direct Payment for clients to organise their own support. In some circumstances following financial assessment co-funding arrangements are put in place where a client is asked to pay a contribution towards non-residential services that enable a person to live independently.

Alongside the implementation of the new eligibility criteria it will be important to review current information and advice and co-design any new publicity material with both people who use the service and provider organisations to ensure that complex terminology related to the eligibility criteria is explained as simply and clearly as possible. Training and information sessions will also need to take place with provider organisations and front line Adult Care staff to ensure they understand and can implement the new eligibility criteria and can support people to access funded or self-funded community alarm or telecare equipment. This activity will be coordinated by Adult Care in advance of the proposed date to implement the change in eligibility criteria on 1 November 2019.

7. Proactive contract management

Throughout the consultation some people told us that they felt they 'did not need' or 'did not benefit' from the community alarm or telecare equipment in their home. Adult Care will as a response to this feedback proactively work with providers to consider whether in some instances individuals who currently access the funded service have been 'over prescribed' equipment that is no longer required to meet an identified need. In such circumstances we will seek to engage with users of the service to see if it is suitable to either remove the equipment or replace with a more appropriate item or support. Through established contract management arrangements we will seek to engage with providers to ensure that the contracts continue to deliver value for money for the authority and support people to achieve their outcomes in relation to an identified health or social care need.

The consultation has made clear that a number of historical contractual arrangements, processes and procedures have been in place for some time and all stakeholders are committed to changing and building a more modern approach to these services. Adult Care will seek opportunities over the next two years, during the current contract extensions, to build a partnership approach with providers and other key stakeholders in relation to using technology within social care. It is anticipated that this relationship management may be able to help manage and mitigate some of the risks highlighted below.

8. Eligibility for other forms of assistive technology in Adult Care

As part of the Enterprising Council approach Adult Care intend to broaden and expand its use of a range of assistive technology over the next five years. This is a fast paced and constantly evolving area of work due to technological and digital advancements. It is clear from the consultation feedback that people want to use technology as part of their care and support on an ongoing basis. Nationally evidence suggests technology can have a positive impact for an individual whilst potentially reducing demand and the cost of care. Technology can also act as an enabler providing a range of interventions for people with a long-term health condition of disability.

As Adult Care expands the range and types of technology available to people who receive services, it may be appropriate to develop specific eligibility for access to other types of technology. If a 'blanket' or 'one size fits all' eligibility criteria based on the proposals for the community alarms and telecare service were utilised it may mean that some opportunities, outcomes and benefits are not maximised. For example, there may be specific pieces of technology, such as an app that enables a working-age client to access employment, training or volunteering opportunities that may require different eligibility as there is a clear benefit to the authority in terms of supporting people to gain skills and maintain their independence.

8. Risks

A wider assessment of the current community alarm and telecare provision has also taken place and there are a number of significant risks to the authority if services are not transformed and re-commissioned, and to enable this changes to the eligibility criteria are required to take place. Ongoing risks, which Cabinet are asked to consider to inform the decision making process include:

- Disparity in price and service outcomes/ outputs continues across the county
- Ability to develop and offer new more innovative technological solutions as part of service transformation is likely not to take place
- If the proposed changes to the service eligibility outlined in the report the service in its current format will not be sustainable in light of increasing demand for social care services at time of ongoing reduction in budgets.
- People who use the service may be impacted by further changes to provision as the current contracted arrangements as they are competitively re-procured and a new service model developed utilising the skills and expertise of the proposed development partner.
- The council needs to respond to the challenges and opportunities presented by the 2025 digital switchover in relation to utilising technology in social care.

11. Financial Considerations

The current community alarms service has a maximum available budget of £1.031m per annum. The current contractual commitment to 2021 is summarised on the next page.

Contract provider	Commitment 2019-21
Futures Homescape Limited (Amber Valley)	£0.447m
Riverside ECHG (English Churches)	£0.004m
Your Housing Group	£0.007m
Stonewater	£0.001m
Derwent Housing Association Ltd	£0.001m
Chesterfield Borough Council	£0.444m
Bolsover District Council	£0.346m
High Peak Borough Council	£0.140m
South Derbyshire District Council	£0.244m
Tunstall Response Ltd - Derbyshire Dales, Erewash and North East Derbyshire	£0.148m
Total	£2.076m

In addition to these contracts, telecare equipment is purchased via Adult Care Prevention and Personalisation Area team budgets. Equipment costs via these budgets for 2017-18 were an additional £0.112m.

In the Budget report tabled at Cabinet on 25 January 2018, the increased use of assistive technology was identified as an area for potential savings through the re-shaping of the service. The report outlined that in 2019-20 potential savings of £0.100m had been identified and a further £0.150m for 2020-21. The proposals for consultation outlined in this paper will help contribute towards these identified savings targets.

12. Legal considerations

Proposals such as these which may change service provision significantly require consultation with those affected, including people who use the service, staff and carers. In assessing these proposals, the Council should also have regard to its statutory duties under the Care Act (2014) and equalities legislation.

It is proposed that community alarm base unit equipment and pieces of telecare equipment continue to be provided to individuals as part of the statutory requirements under section 2 of the Care Act (2014) to provide community equipment as part of a preventative offer. However, the authority, in line with the statutory requirements outlined in Section 18 of the Care Act (2014), the Council or a commissioned service provider will seek to make a charge to individuals for any ongoing monitoring and maintenance costs associated with specific pieces of telecare or community alarm equipment where individuals do not have an identified eligible Care Act (2014) need.

13. Equality and Diversity Considerations

Insofar as the Equality Act 2010 is concerned, Cabinet Members are reminded that they are under a personal duty, when considering a decision, to have due regard to the need to protect and promote the interests of persons with protected characteristics (e.g. people who are vulnerable on account of age, gender reassignment, pregnancy or maternity, race, disability, religion or belief, sex, sexual orientation).

In order to discharge this duty, Cabinet Members are asked to read and give careful consideration to what is said in the report and the analysis of the potential adverse impacts of the proposed changes. Members should also consider for themselves the types of adverse impacts that could result from the proposed changes to the service.

Members are under a duty to consider whether these potential adverse impacts are justifiable, and/or whether they should be mitigated and how. Members should also be aware that one of the available options to them is to decide it is not possible, because of the severity of the impact, to proceed with any or some of the proposals. In that event, it would be necessary for the Council to consider alternative ways of making savings. An Equality Analysis has been undertaken to assess the impact of the proposals on the protected characteristic groups and the key findings are summarised below:

- **Age:** The service is used predominantly by older people aged 65 and over.
- **Disability:** A high number of people who currently use the service consider themselves to have a disability or long-term health condition.
- **Gender:** A higher proportion of females use the service than males. This may reflect that there may be a number of female carers accessing community alarms and telecare to enable them to look after a loved one. In addition this may be due to longer life expectancy for females.
- **Marital status:** 79% of respondents stated that they lived alone and therefore potentially have a more limited network of support around them. Therefore the community alarm or telecare equipment may play a key role in enabling an individual to seek help and assistance if they fall ill, have an accident or have concerns about their personal safety or wellbeing.
- **Socio-economic:** Affordability and ability to pay for the service was a key theme which was reflected throughout the consultation, especially in the qualitative analysis. It was clear throughout the consultation that the change in eligibility criteria would result in more people being asked to pay for the service and that may not be feasible, resulting in people choosing to no longer receive the community alarm and telecare service. Providers and professionals expressed concern that if individuals chose to end the service due to the fact they were unable to afford it, it may in fact have an adverse impact on the health and social care system with individuals accessing services following a fall, or being unable to manage independently at home with the support of a

community alarm and as a result being admitted to hospital or a residential care placement

- **Rurality:** analysis of the consultation response suggests that there is a slightly lower number of people using the service in the more rural areas of Derbyshire

The outcomes and learning from the Equality Analysis have helped inform and shape the revised eligibility criteria outlined in section 4 of this report. A fully copy of the Equality Analysis is attached as Appendix 4.

14. Other Considerations

In preparing this report the relevance of the following factors has been considered:- legal and human rights, equality of opportunity, health, environmental, transport, property, crime and disorder and social value considerations.

15. Background Papers

- Cabinet paper: Corporate Charging Policy – 20 December 2018
- Cabinet paper: Consultation on the eligibility criteria for community alarm and telecare services – 8 November 2018
- Care Act (2014)
- Care and support statutory guidance

16. Key Decision?

Yes

Is it necessary to waive the call-in period?

No

17. Officer's Recommendation

That Cabinet:

- Notes the outcomes of the consultation and Equality Analysis detailed within this report and appendices.
- Agrees to implement a new eligibility criteria for Derbyshire County Council funded community alarms and telecare services from 1 November 2019 to focus on supporting adults with an identified health and social care need in accordance with the duties of the Care Act (2014) as outlined in section 4 of this report.
- Agrees that the Derbyshire community alarms and telecare offer is simplified to focus on a core offer of community alarm and telecare equipment and monitoring as described in section 5 of the report.
- Notes that changes to the eligibility criteria for community alarms and telecare will be widely communicated as outlined in section 6 of the report
- Agrees that Adult Care works with providers via a proactive contract management approach to ensure that the service demonstrates value for

money and is sufficiently targeted at those individuals with a health or social care need.

- vi. Notes that as other forms of new technology is utilised across Adult Care specific or bespoke eligibility criteria may need to be developed.

Simon Stevens
Acting Executive Director – Adult Social Care and Health
County Hall, MATLOCK

Appendix 1: Analysis of current users of the community alarms and telecare service (August 2018).

The summary below provides an overview of current community alarm and telecare provision.

Community alarm provision, infrastructure and operational arrangements by district

People access community alarms and telecare via a geographical place based offer and the service is provided by a district or borough local authority, a housing provider or in two areas is co-ordinated directly by Adult Care. A summary of current users is detailed below:

Amber Valley

- The service is provided by Futures Housing Group who provide both the community alarms and telecare service via dispersed alarm units which are owned by Adult Care. Futures Housing Group decommissioned all hard wired systems three years ago.
- Community alarms provision is capped from an Adult Care funding perspective at 1,650 people. Adult Care currently funds the service for 972 people.
- Utilisation of the Adult Care funded community alarm and telecare service in Amber Valley is currently at 62%
- For community alarms the provider qualifies the clients, installs the equipment in a person's home and monitors the alarms 24/7 via a third party monitoring centre.
- Adult Care owns the dispersed community alarm unit systems and telecare equipment
- The provider assembles the requested telecare sensors and equipment, the package is installed and programmed with the required timings as appropriate by the Handyvan Service. Telecare is monitored by the same monitoring centre as the Community Alarm Service.
- Futures Homescape have a number of private clients who are ineligible for DCC subsidy and self-fund the community alarms service.

Bolsover

- The service is provided by Bolsover District Council.
- Community alarms provision is capped from an Adult Care funding perspective at 1,300 people. Adult Care currently fund community alarms for 864 people.
- Utilisation of the Adult Care funded community alarm and telecare service in Bolsover is currently at 67%.
- The service provides dispersed alarms, hardwired alarms and telecare across the borough, with the majority of Community Alarms provided utilising dispersed units. For community alarms the provider qualifies the clients, installs

the equipment in a clients' home and monitors the alarms 24/7 via their own monitoring centre based at Doe Lea, Bolsover.

- Both the hard wired and dispersed community alarm equipment is owned by Bolsover District Council, whereas Adult Care source and own the telecare equipment provided to clients.
- Bolsover District Council have external contracts that maintain equipment in hardwired accommodation and they have a number of private clients who are ineligible for DCC subsidy and self-fund the community alarms service
- The provider assembles the requested sensors and equipment, the package is installed and programmed with the required timings as appropriate by the Handyvan Service. Telecare is monitored by the same monitoring centre as the Community Alarm Service.

Chesterfield

- The service is provided by Chesterfield Borough Council.
- Community alarms provision is capped from an Adult Care funding perspective at 1,650 people. Adult Care currently fund community alarms for 972 people.
- Utilisation of the Adult Care funded community alarm and telecare service in Chesterfield is currently at 57%.
- For community alarms the provider qualifies the clients, installs the equipment in a client's home and monitors the alarms and telecare service via their own monitoring centre based at Stone Gravels in Chesterfield. The call centre triages all calls and requests for both appropriate services to respond the person's needs
- The service provides dispersed alarms, hardwired alarms and telecare across the borough. The majority of Community Alarms are provided utilising dispersed units.
- Both the hard wired and dispersed equipment is owned by Chesterfield Borough Council, Adult Care source and own the telecare equipment provided to clients.
- Chesterfield have external contracts that maintain equipment in hardwired accommodation.
- Chesterfield Borough have a number of private clients who are ineligible for DCC subsidy and self-fund the community alarms service.

Derbyshire Dales, Erewash and North East Derbyshire

- Adult Care provides both community alarms and telecare services in three local authority areas via in house service provision. For Derbyshire Dales and Erewash this arrangement has been in place since April 2013 as a result of incomplete service redesign and providers ending contractual arrangements with the authority. From 1 April 2019 services in North East Derbyshire have also been delivered directly by Adult Care as Rykneld Homes, the previous supplier, chose not to extend a contract until March 2021.
- The service provides dispersed alarms and telecare, which is owned by Adult Care.

- DCC uses a third party to support the administration and sign up process for clients.
- Installations and maintenance are completed by the Handy Van Service which is funded by DCC.
- Monitoring arrangements for community alarms and telecare is contracted to Tunstall Response who are based in Doncaster. The call centre triage all calls and request appropriate services to respond to the client's needs.
- Adult Care have no external contracts that maintain the dispersed equipment any repairs are undertaken on a case by case basis overseen by Adult Care staff.
- Unit numbers for community alarms are capped at 650 clients for Derbyshire Dales, 1,500 clients for Erewash and 1,500 clients for North East Derbyshire. Adult Care currently fund 210 clients in Derbyshire Dales, 527 in Erewash.
- Utilisation in Derbyshire Dales is 32% and is 35% in Erewash for community alarms and telecare. Data for North East Derbyshire is not available due to the recent transfer of clients.
- There just over 500 private funded clients who are ineligible for Adult Care funded services and therefore choose to self-fund the community alarms service via monthly Direct Debit.

High Peak

- High Peak Borough Council provide both the community alarm and telecare services using both dispersed and hard wired equipment. There is a more even split between hard wired dwellings and dispersed equipment across the district than in other areas.
- Community alarms provision is capped from an Adult Care funding perspective at 650 people, but Adult Care currently fund 689 people. This oversubscription to the service is because High Peak had the largest number of Category 2 Sheltered Accommodation in Derbyshire, and the additional costs are offset by under utilisation in other areas,
- Therefore, utilisation of the Adult Care funded community alarm and telecare service in High Peak is currently oversubscribed at 106%.
- Both the hard wired and dispersed equipment is owned by High Peak Borough Council, and Adult Care source and own the telecare equipment provided to clients.
- The Provider qualifies clients, installs equipment in the clients home and monitors the alarms 24/7 via a third party monitoring centre based in Eastbourne, Kent. The call centre triages all calls and requests appropriate services to respond to the client's needs.
- The provider assembles the requested sensors and equipment, the package is installed and programmed with the required timings as appropriate by the Handy Van Service, the telecare is monitored by the same monitoring centre as the community alarm service.
- High Peak DC have a number of private clients who are ineligible for DCC subsidy and self-fund the community alarms service.

South Derbyshire

- South Derbyshire District Council provide both community alarm and telecare services.
- Community alarms provision is capped from an Adult Care funding perspective at 900 people. Adult Care currently fund community alarms for 497 people.
- Utilisation of the Adult Care funded community alarm and telecare service in South Derbyshire is currently at 57%.
- The provider assembles the requested sensors and equipment, the package is installed and programmed with the required timings as appropriate by the Handy Van Service.
- The service provides hard wired alarms, dispersed alarms and telecare across South Derbyshire. The majority of community alarms are provided using the latest generation hardwired units. The community alarm equipment is owned by South Derbyshire District Council and Adult Care source and own the telecare equipment
- The Provider qualifies clients, installs equipment in the client's home and monitors the alarms and telecare services 24/7 via their own monitoring centre based at Oaklands Village, Swadlincote.
- South Derbyshire District Council have external contracts that maintain equipment in hardwired accommodation.
- South Derbyshire District Council have a number of private clients who are ineligible for DCC subsidy and self-fund the community alarms service.

Housing specific schemes

In addition there are four housing schemes across Derbyshire which have DCC funded community alarm provision within them and they support 29 clients. These schemes can support up to 36 clients and the total budget allocation is £6,285 per annum.

Appendix 2: Other services that utilise telecare and technology that are not subject to the consultation proposals outlined in this report.

In addition to the Adult Care community alarm and telecare offer, there are a number of other scenarios where individuals may be in receipt of services either commissioned by the Council or as private arrangements. These scenarios are detailed below and for clarity none of these service types will be impacted by the proposals for consultation detailed in this report.

- Standalone telecare equipment which is not connected to a monitoring service, such as 'Carer Assist' pager units that allow individuals to alert a nearby carer wearing a pager that they require help and assistance.
- There are a small number of clients in Children's Services who access the services as they support young carers and young people with a physical or learning disability.
- Community safety have previously utilised telecare to support victims of domestic violence, but this is not currently a live service as the equipment is out of date and is in the process of being decommissioned.
- Telecare and community alarms available in Extra Care settings that are operated by Derbyshire County Council or a registered social landlord. In these settings community alarms are most commonly provided by hard wired systems, such as an emergency pull-cord. Telecare and community alarms in these settings forms parts of a generic wellbeing service charge which an individual contributes to privately in addition to their rent or is funded by Derbyshire County Council.
- Telecare provided in Adult Care Direct Care establishments, such as the Community Care Centres, which utilise telecare support in both the communal spaces and individual rooms that is locally monitored in the establishment.
- Private clients who are not known to Adult Care who self-fund community alarms and telecare services operated by the same providers as those utilised by Derbyshire County Council.
- Individuals may have put independent arrangements in place themselves or through their landlord for telecare support within their property or with a national provider.

Appendix 3: Consultation report on proposed changes to the eligibility criteria for community alarms and telecare.

1. Introduction

On 8 November 2018 Cabinet approved a ten week consultation on proposals to implement a new eligibility criteria for Derbyshire County Council funded community alarms and telecare services to focus on supporting adults with an eligible social care need, as defined by the Care Act (2014). This report explains the detail of the consultation methodology and the views and opinions submitted by Derbyshire residents during this period.

2. Methodology

The period of consultation about the proposed changes to eligibility criteria took place for a period of ten weeks between 19 November 2018 and 25 January 2019, allowing additional time for the consultation over the Christmas period. This report summarises the views and opinions submitted by Derbyshire residents during the consultation period.

The consultation used a mixed method approach using both qualitative and quantitative techniques to gather people's views about the proposed changes. The Stakeholder Engagement and Consultation Team (SECT) sought to maximise peoples opportunities to participate by offering different formats, including:

- personally telephoning all individuals identified as having a learning disability and offering support to help them to complete the questionnaire
- offering the questionnaire in different formats – such as other languages or larger print if this was more appropriate
- coordinating a range of ways in which people could choose to share their views

People were able to give feedback in a variety of ways:

- Current clients of the community alarm and telecare service received an information pack. This provided an introductory letter, details of the proposed changes, a postal questionnaire with a pre-paid envelope and a copy of the community alarm and telecare Adult Care information leaflet.
- The questionnaire and introductory letter gave information about the proposals, detailed how people could have their say and signposted them to further information either via the Derbyshire County Council website www.derbyshire.gov.uk/communityalarms, a telephone contact number or via an email address: tell.adultcare@derbyshire.gov.uk.
- People were directed to the Derbyshire 'Have Your Say' webpage which provided copies of the consultation materials for people to browse and download. Information on the website gave an outline of the proposals, an electronic copy of the leaflet describing the current community alarm and telecare service, a copy of the introductory letter in standard format, the cabinet report and the questionnaire which could be printed off and returned or completed online.

- People were encouraged to send in their comments using the postal questionnaire, or by completing the questionnaire online.
- Participants were also encouraged to write in to the Council via a letter or using email, dependent on their preferred method of communication.
- For those people having difficulty in having their say, the Stakeholder Engagement and Consultation Team assisted people to take part via a telephone interview.
- Eight community based consultation meetings were arranged and current clients were invited to attend alongside other members of the public who wanted to participate in the consultation. The PowerPoint presentation used to support the consultation events is attached as Appendix 1.
- Media releases were issued at the start of the consultation and news releases were published on the Derbyshire County Council website. Various news items appeared in local newspapers and on BBC East Midlands Today television programme.

3. Analysis of the consultation responses and stakeholder feedback

The consultation was an opportunity for the residents of Derbyshire to register their views about a number of important proposals. All responses were collected and collated by the SECT and a thorough analysis was made of the material. The analysis is based on two approaches quantitative and qualitative and are reported alongside each other

Quantitative feedback includes the data generated from the tick box questions from the postal and online questionnaires were analysed using Snap, an online survey tool, and then exported into Microsoft Excel for further detailed analysis. The questions gave people an opportunity to indicate whether or not they agreed with the overall proposals and the resultant data shows the number of people who were in agreement or disagreement with each proposal.

Qualitative feedback includes open text data collected from people's responses and comments in the questionnaires, letters, emails and meetings, has also been analysed using Excel. By collating the data into a spreadsheet, this enabled the team to work through the complex information allowing classification, sorting and arranging into summary categories or themes for analysis. This process gave us an opportunity to widen our understanding of the views given about the proposals and indicate some of the reasons behind people's opinions.

4. Consultation response rate

In total, 5,853 information packs were posted out to clients directly and a further 500 were sent out as additional packs to providers for them to hand out to people who were interested in completing the questionnaire who may not currently use the service.

As a result of the mixed approach, a good response level was achieved. This is summarised on the next page.

- 1,665 postal questionnaires were completed and received and a further 189 questionnaires were completed online.
- 150 telephone enquiries were received by SECT. Callers were generally seeking reassurance that they understood the proposals correctly or were seeking clarification of the details of the proposal, or assistance to complete the questionnaire which SECT did on their behalf using the online questionnaire with them during the call.
- Nine letters and emails were received concerning the consultation one of which was from a client, one from Ruth George MP, and two emails were from current providers (South Derbyshire District Council and Chesterfield Borough Council) and the remaining five emails were queries regarding the consultation process and contents.
- A total of 21 people attended the eight consultation meetings held across Derbyshire. At these meetings many questions were answered about the proposed changes allowing those who attended a better understanding to help with their responses to the consultation.

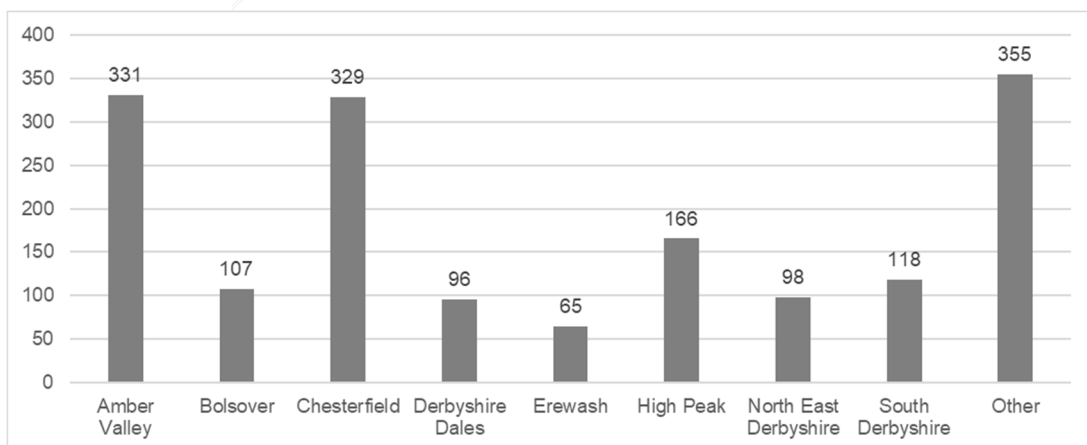
It is very difficult to give a return rate in percentage terms as a variety of ways of contacting people were utilised. Some of the ways individuals were contacted are quantifiable, for example it is known exactly how many consultation information packs were sent out in total. However, it is very difficult to estimate how many people may have received information about the consultation from other sources as it was widely promoted through a range of networks. For this reason the quantified percentage rate is not shown.

5. Demographic profile of people who responded to the consultation

A summary of the demographic profile of consultation respondents is provided below.

a) Place of residence

Individuals were asked to provide their postcode so analysis could take place of the local authority district or borough area in which they lived:

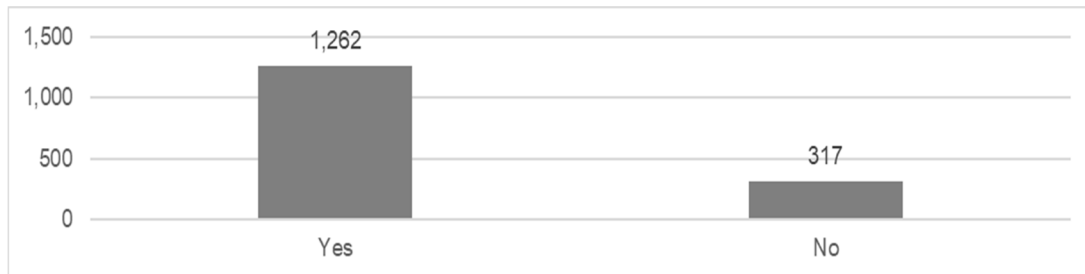


The main category in the graph above indicates an 'other' category. This is where the respondents chose to either leave the postcode category blank, the postcode

given was invalid or in a small number of cases were outside of the Derbyshire County Council districts.

b) Living arrangements

Individuals were asked whether they lived alone and asked to respond 'yes' or 'no'.



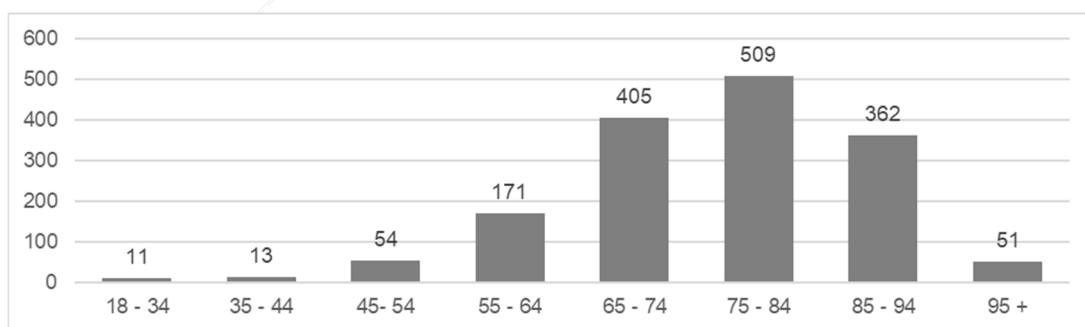
The majority of respondents lived alone (1,262 people) with 317 people choosing not to provide any information and 86 people choosing to leave this section blank.

c) Gender



The main respondents to the questionnaire were female (1,069 people) with 705 males answering the questionnaire and 109 people chose to leave this field blank.

d) Age profile

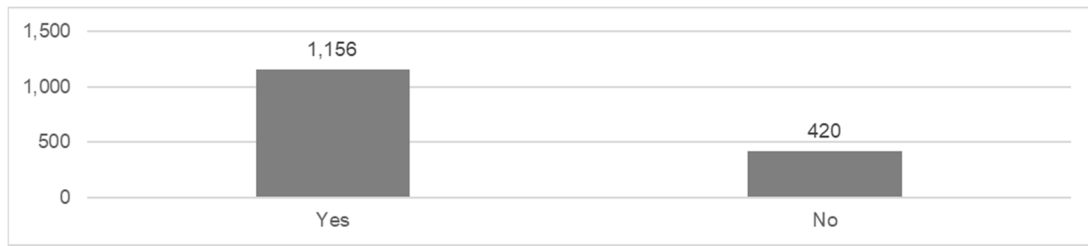


1,327 respondents were aged 65 and over with the remaining 249 respondents being aged under 65. 89 respondents chose to leave this field blank.

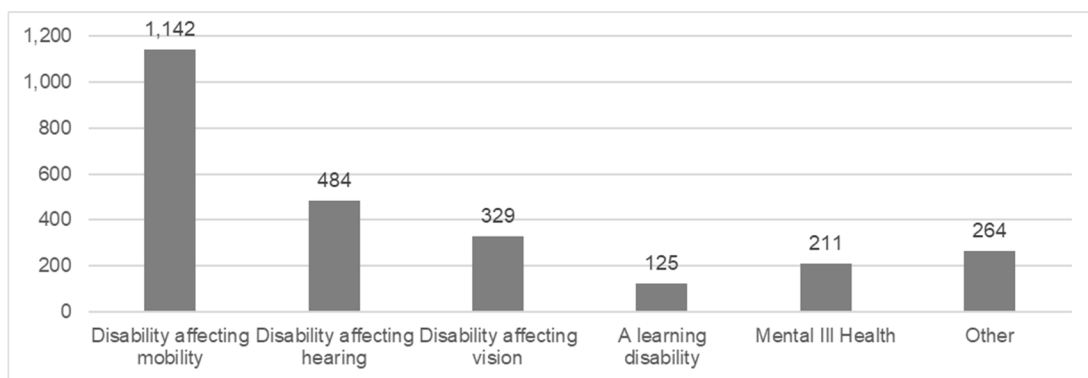
e) Disability

Respondents to the survey were asked to consider whether they considered

themselves to have a disability:



For the 1,156 respondents who indicated that they have a disability the respondents selected the following categories, which provided more detail about their disability:



f) Ethnicity

The majority of respondents to the questionnaire (1,065 people) selected 'White British' and this reflects the current ethnicity profile of inhabitants of Derbyshire.

6. What people told us during the consultation?

120 comments were captured during the meetings and these can be categorised into eight different themes. These are:

1. Appreciation for service (40 comments)
2. Clarity on proposal (27 comments)
3. Pressure on personal finances (10 comments)
4. Future service provision and the advancement of technology (7 comments)
5. Importance of prevention (5 comments)
6. Council finances and financial procedures (5 comments)
7. Dissatisfaction with service (4 comments)
8. Other comments and feedback

Examples of the comments and queries in relation to the top theme, **appreciation for the service** include:

I have used it and it is a really good service that allows you to live in your own home with the re-assurance that help if there if you need it.

I know if my husband is out all I have to do is press the alarm – its peace of mind.

Mum would still want the service if there was a cost or if there isn't a cost. When she has used it, it is really good and the service is great. They are vulnerable, when she has triggered the community alarm by error the staff have been really supportive and understanding.

Examples of the comments and queries regarding the second main theme, **clarity on proposal** include:

Are you able to give any idea to what are the eligibility criteria under the Care Act?

If I fall down I can't get up would that count as an eligible need?

Examples of the comments and queries from the third theme, **pressure on personal finances** were:

£30 per month would be hard to find, £2.50 per week would be a more realistic amount to pay.

We worry about people on the cusp and those that would benefit but worry about the cost.

Examples of the comments and queries from the fourth theme, **future service provision and the advancement of technology** with include:

New technology could make life so much simpler and easier.

Lots of attendees mentioned examples of technology they are seeing around on TV etc. and said that we need to explore this more.

Community alarm and telecare provider organisation consultation event

A separate meeting was held with the current providers of the community alarms and telecare service to ascertain their feedback on the proposals. 49 comments were captured at this meeting with the main themes emerging out of the meeting being:

- Service transformation (20 comments)
- Education on service proposal (6 comments)
- Impact of proposals (6 comments)
- Clarity on proposal (5 comments)

Examples of the comments made under **service transformation** were:

A partnership approach is the re-assurance that we are looking for, for the services we deliver.

In the past because you haven't included providers in discussions and just pulled the plug on us it must have cost Derbyshire County Council hundreds and thousands of pounds."

Examples of the comments made under **education on service proposals** are:

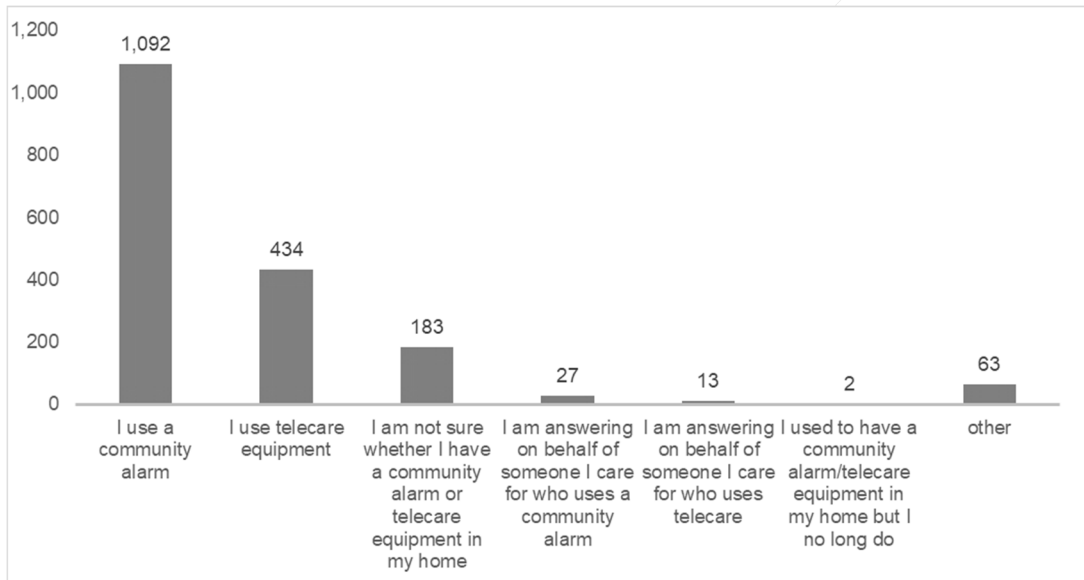
The majority of Adult Care staff out there don't know about what we provide and what telecare is etc.

Knowledge on the service we provide within Adult Care staff is virtually non-existent.

Quantitative Analysis

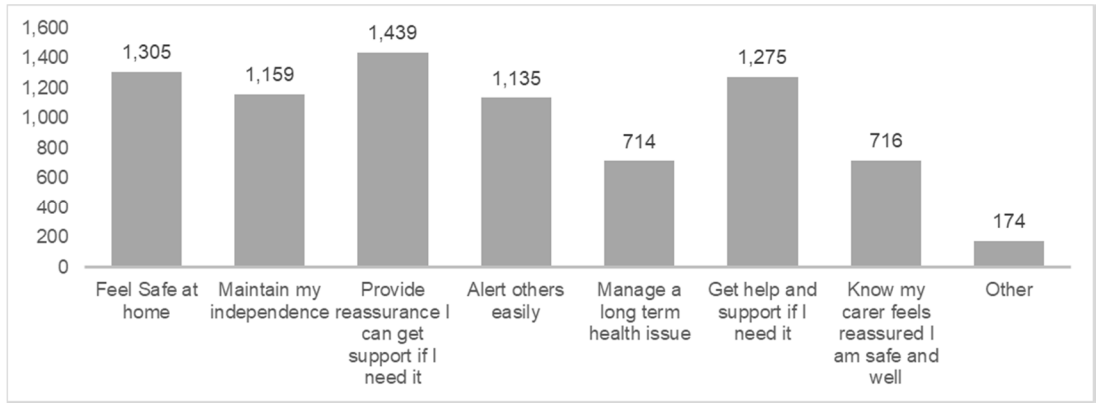
This includes analysis of the feedback gathered in the online and paper questionnaires. Analysis is by each question:

Q1. Which statement below best describes your current circumstances?



The results from Question 1 indicates that the main respondents to the questionnaire were those who considered themselves to be a 'current users of the community alarm' service with 1,092 replies. 434 people also replied to state that they used telecare equipment.

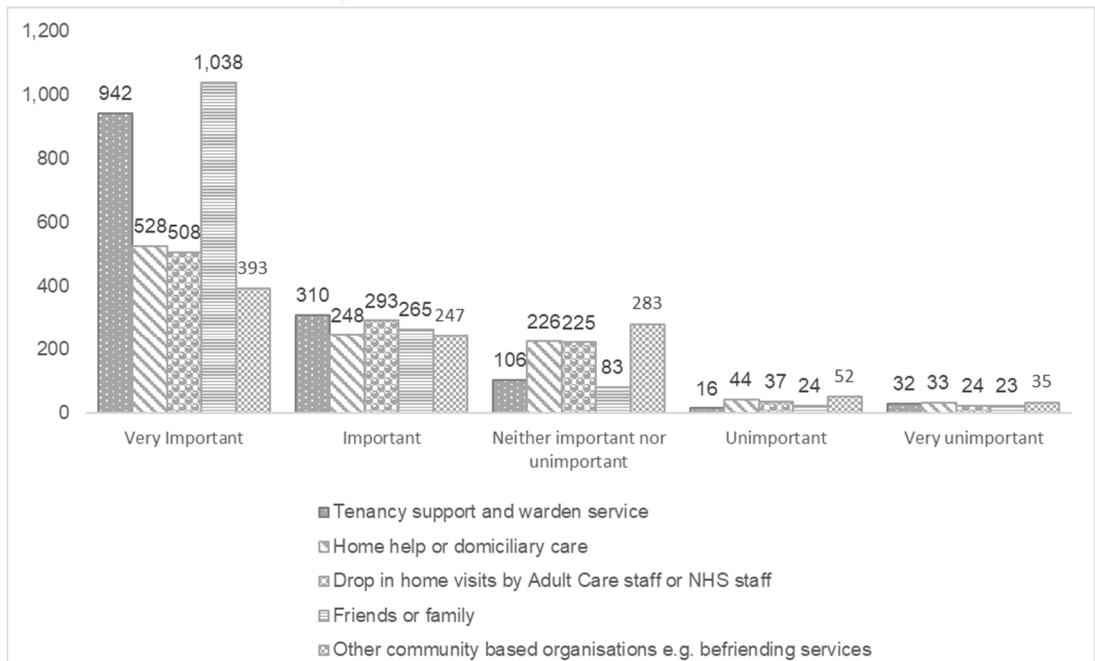
Q2. If you, or the person you care for, currently has community alarm or telecare equipment at home please tell us what you consider the main benefits



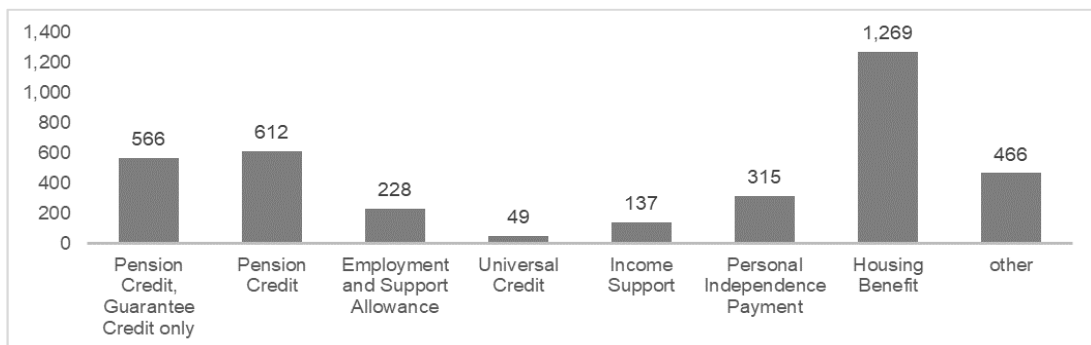
The top theme for this multi-choice question was to provide reassurance that the client could get support if they need it. Four other categories - feeling safe at home, getting help and support if they need it; maintaining independence and alerting others were selected by over 1,000 respondents. Overall, the responses show the appreciation for the service and the preventative benefits the service currently provides.

Q3. Derbyshire County Council is interested to understand how important you consider community alarms and telecare to be within part of your wider care and support package, or if you are answering on behalf of someone, how they feel it supports them. How important or unimportant do you, or the person you care for, consider community alarms and telecare service in comparison to:

- Tenancy support and warden service
- Home help or domiciliary care
- Drop in home visits by Adult
- Care staff or NHS staff
- Friends or family
- Other community based organisations e.g. befriending service



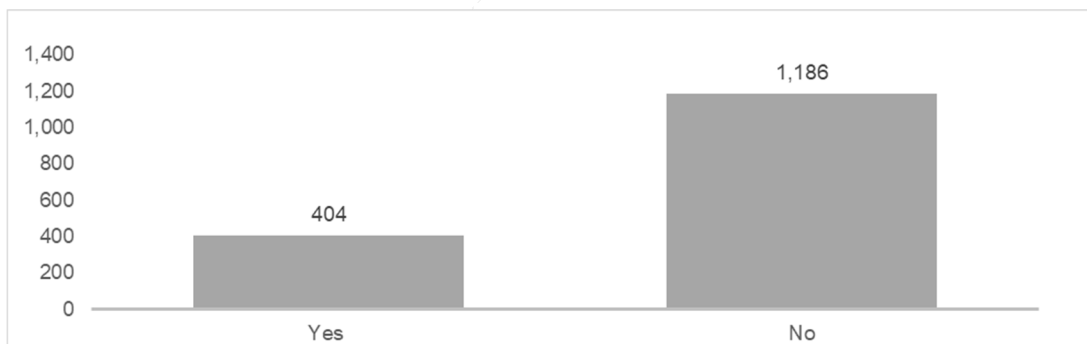
Q4. One of the ways people can access community alarms and telecare services is via qualifying benefit. Please tell us if you are in receipt of any of the following benefits:



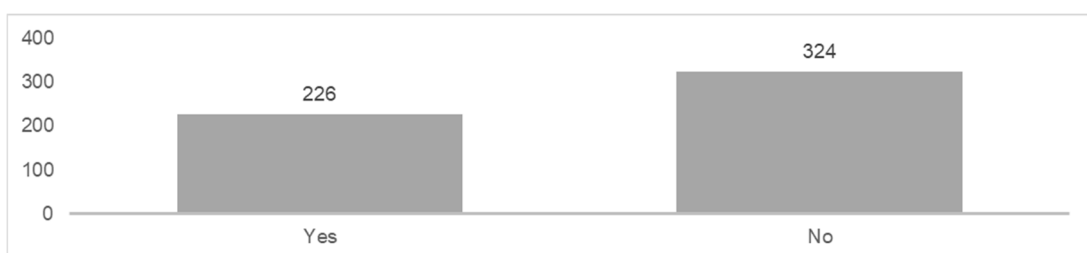
Question 4 was a multiple choice question with the majority of respondents selecting Housing Benefit as the qualifying benefit (1,269 people) to enable them to receive a community alarm or telecare service from Derbyshire County Council.

Q5. Do you currently access and use any Derbyshire County Council Social Care Services?

The response to Question 5 would indicate that the majority of people who currently use the community alarm and telecare do not use any other social care services with 1,186 choosing this response. The questionnaire then asked those that used social care services whether they contribute to their social care costs and the response is summarised below.

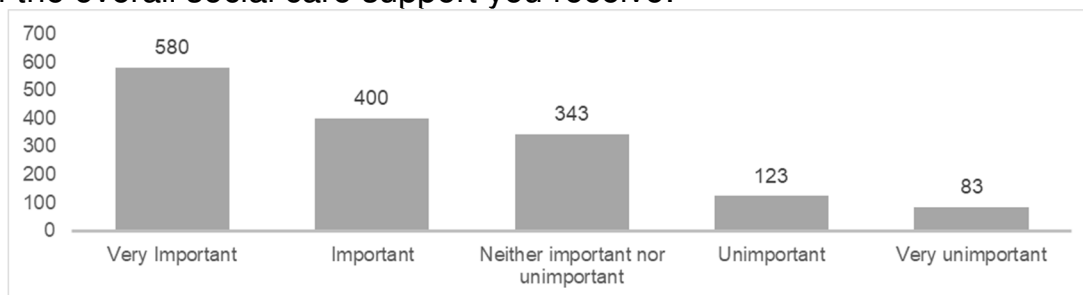


Q6. If you answered 'Yes' to question 5, do you contribute to your social care costs via a co-funding arrangement?



Of the respondents to Question 6 a total of 41% reported contributing under co-funding arrangements. The remaining 59% reported not contributing to co-funding.

Q7. How important or unimportant do you think using technology such as apps on mobile phones, telecare equipment and other electronic monitoring devices are as part of the overall social care support you receive:



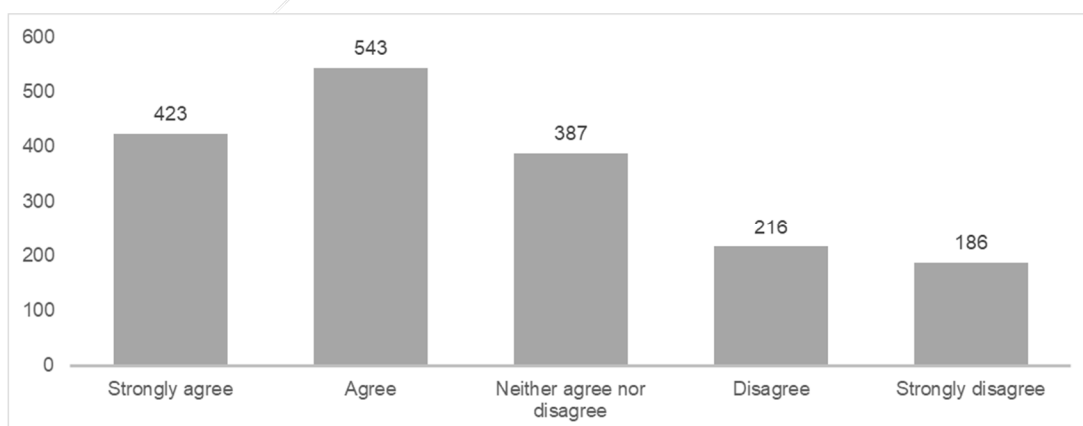
There was a total of 1,529 respondents to Question 7. A total of 580 gave the answer “very important” of the 1,529 this totals 38%. The remaining 62% ranged from “important” through to “very unimportant”. Looking at the total respondents for “important” and “very important” combined gives a total of 64%.

Views on the consultation proposals

Individuals who responded to the consultation questionnaire were asked to comment on the specific consultation proposals, detailed below in bordered text boxes. Responses to these questions are summarised below.

PROVISION OF EQUIPMENT: Continue to provide community alarm and telecare equipment free of charge to everyone but service monitoring and maintenance charges may be paid for by the client following a financial assessment.

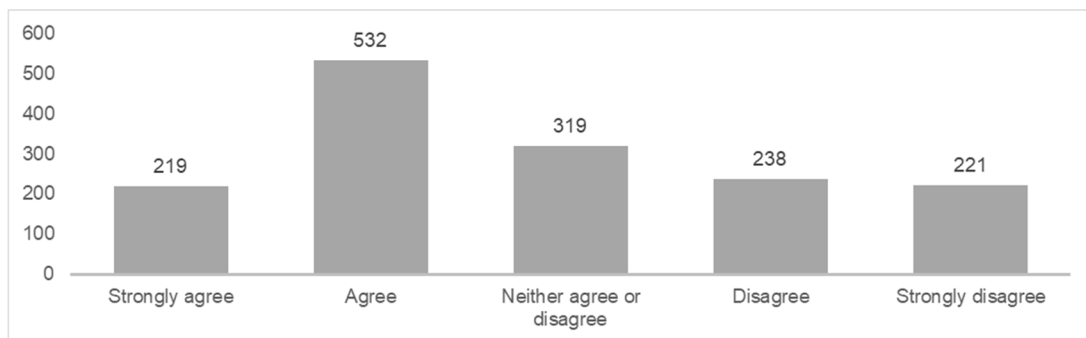
Q8. How strongly do you agree or disagree with the proposal outlined in the statement above regarding the provision of equipment?



Of the 1,755 respondents who chose to answer this question over 55% agreed with the proposal.

ELIGIBILITY: Change the criteria so that only those people who are assessed as being eligible to receive services under the Care Act 2014 will receive community alarm and telecare services. You can find out more information about Care Act eligibility at: www.derbyshire.gov.uk/CareServicesEligibility. People who currently receive Housing Benefit or Pension Credit may remain eligible to receive community alarms and telecare services for free but only if they meet Care Act 2014 criteria. Following the assessment there may be a requirement for them to pay towards these services.

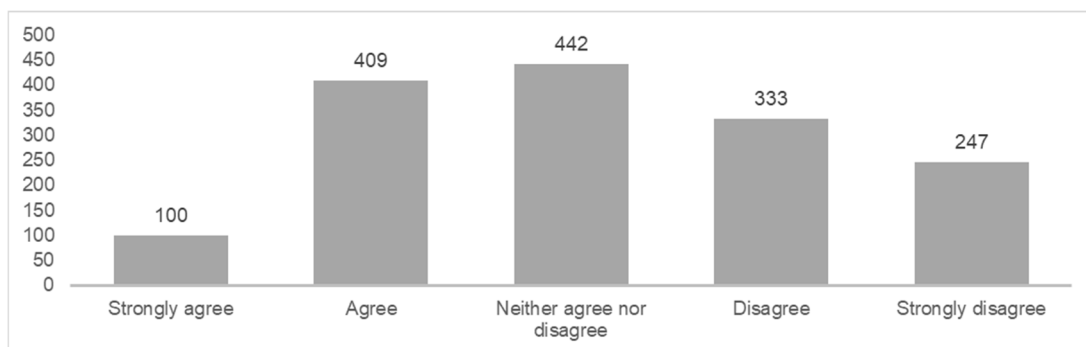
Q10. How strongly do you agree or disagree with the proposal outlined in the statement above regarding eligibility for the service?



1,529 respondents chose to answer this question with just under half (49%) agreeing with the proposal.

USE OF PERSONAL BUDGETS AND DIRECT PAYMENTS FOR ELIGIBLE, CLIENTS: People will be assessed to see if they need to contribute towards on-going monitoring and maintenance costs. Some people may be able to use their personal budget to pay for the service.

Q12. How strongly do you agree or disagree with the proposal outlined in the statement above regarding the use of personal budgets and direct payments for eligible clients?

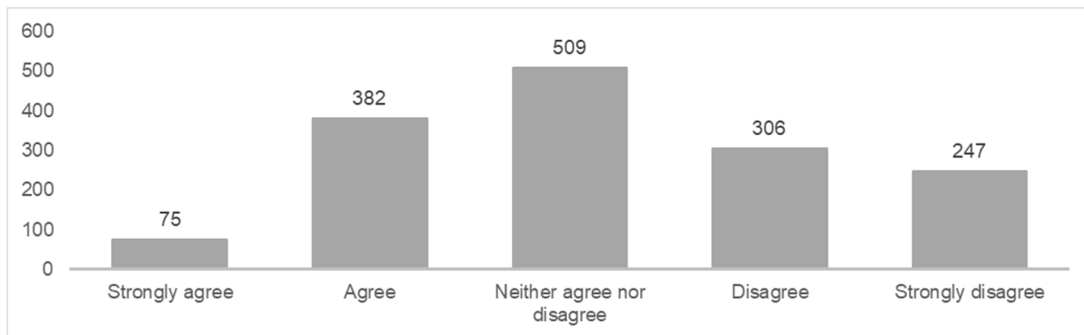


1,531 respondents chose to answer Question 12 with 33% agreeing with the proposal and 37% disagreeing. However, with closer analysis of the comments

section in Question 13 it would appear that a large number of respondents did not understand what a personal budget or direct payment was and confused this with a banking term.

SELF-FUNDING ARRANGEMENTS: Self-funding clients who are not eligible for financial support and who have been provided with telecare equipment free of charge would be required to pay the full costs of monitoring and maintenance. If a self-funding client becomes eligible for financial support under the Care Act 2014 they could use their personal budget to pay for ongoing monitoring and maintenance.

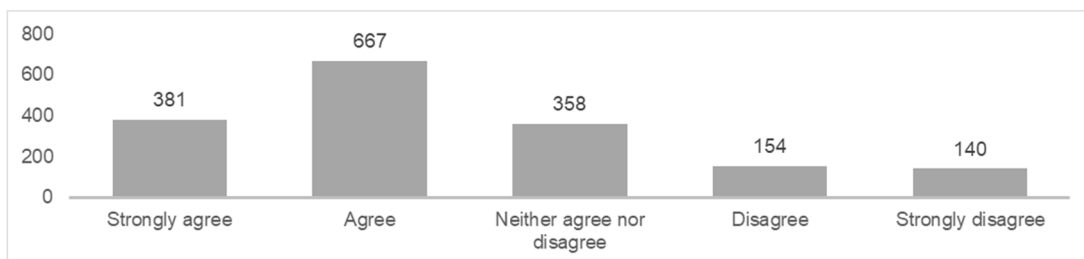
Q14. How strongly do you agree or disagree with the proposal outlined in the statement above regarding self-funding payment arrangements?



1,519 respondents chose to answer Question 14 with 36% disagreeing with the proposal and 30% agreeing. 34% of the respondents neither agreed nor disagreed with the proposal.

REABLEMENT: Telecare and community alarm equipment and monitoring would be provided free for people – whether eligible under the Care Act or not – for a period of six weeks to enable them to return home from hospital. If they were subsequently assessed as needing the equipment it would be under the terms listed above.

Q16. How strongly do you agree or disagree with the proposal outlined in the statement above regarding reablement?

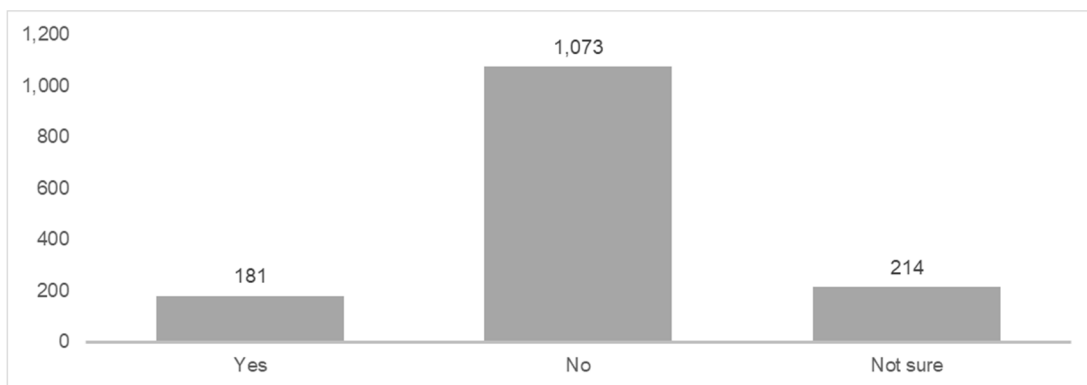


1,700 respondents chose to answer this question with 62% agreeing with the proposal.

Views on paying for community alarm and telecare services

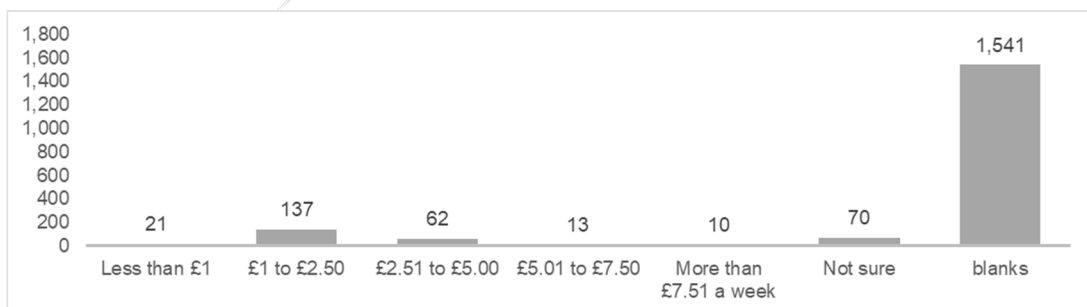
In the questionnaire some of the statements propose that some people who currently receive the service for free, or at a subsidised rate, may in the future be required to pay for the service. The following section provides the feedback from the questions posed regarding views on payment for community alarm and telecare services.

Q18. Do you or the person you care for currently pay for the community alarms or telecare service?



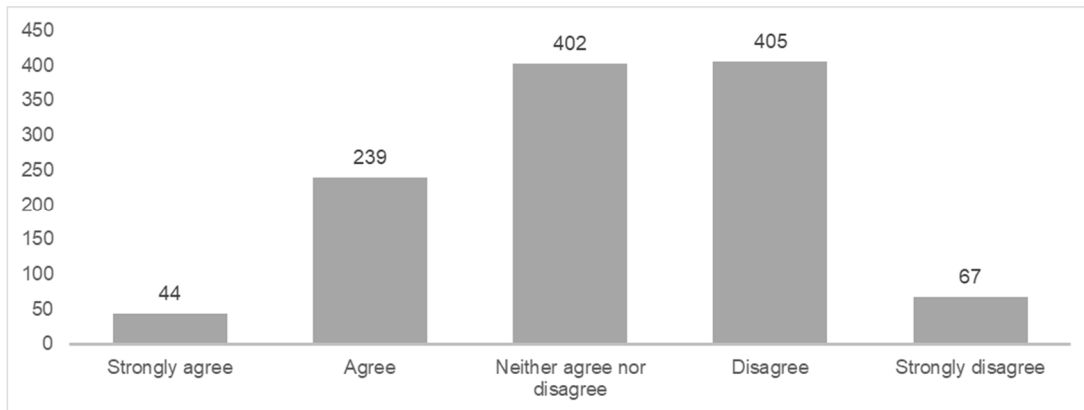
Of the 1,468 respondents who chose to answer this question 73% did not currently pay for the community alarm and telecare services. For those that responded 'yes' to this question, individuals were asked how much they would be prepared to pay each week and these results are summarised below.

Q19. If you answered 'Yes' to question 18, please tell us how much you pay every week?



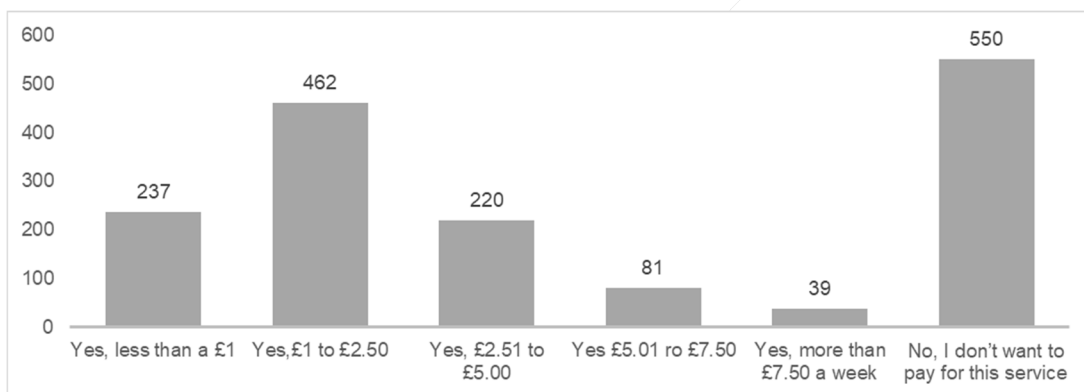
83% of respondents chose to leave this question blank.

Q20. In the future how strongly do you agree or disagree to pay more to receive the service?



Of the 1,157 respondents who chose to answer this question 41% disagreed, and 24% agreed with the proposal.

Q21. In the future would you pay to receive this service if following assessment you were required to do so?



1,589 respondents chose to answer this question with 58% wishing to pay £5.00 or less a week and 35% not wishing to receive this service for free.

Qualitative analysis from consultation questionnaire feedback

Questions 9, 11, 13, 17 and 22 on the questionnaire was a free text box where people could provide further comments and feedback in relation to the questions and consultation proposals. A summary of the results from these questions is included below.

Q9. If you have any other comments on the proposal regarding the provision of equipment service – please put your comments in the box below.

Overall there were 310 comments captured and the following were the top themes:

- Importance of prevention (88 comments)
- Appreciation of service (63 comments)
- Pressure on personal finances (53 comments)

- Lack of understanding of proposal (5 comments)

The top theme, **importance of prevention** included comments such as:

Being severely disabled – my wrist alarm is quite literally my life line.

Community alarm a life saver. My mother (91 years) has used twice for help this year after two falls. A great help. She wears constantly.

Having an alarm allows me to stay in my own home. I feel safe knowing that someone is there if I need help.

The second theme, **appreciation of service**, included comments such as:

I do really need alarm system as I am on my own and want to keep my independence.

It is reassuring for me to have the pulls cards and pendant to call.

The third theme, **pressure on personal finances**, included comments such as:

I feel charging the vulnerable, elderly and disabled would be unfair as some may not be able to afford it.

Q11. If you have any other comments on this proposal regarding eligibility for the service – please put your comments in the box below.

The following were the top themes out of the 50 comments that were captured in relation to this question:

- Importance of prevention (14 comments)
- Appreciation of service (9 comments)
- Disagree with proposal (9 comments)

The top theme of **importance of prevention** included comments such as:

Think this service is invaluable to people living alone or without any immediate family and also think it is a great way of assisting the NHS crisis and many calls can be resolved by just a call and being reassured that someone is at the end of the phone to give a little help and advice.

I feel I can live as now if I keep my alarm as it makes me feel safe. I am concerned if I stroke again and no alarm. It is my life line.

The two second top themes were appreciation for service and disagree with proposal. Under **appreciation for service**, an example of feedback received includes:

I moved into this property nine years ago the support services was available to me when I moved in. My health got worse I suffered a heart attack which I have had a triple heart bypass. I have steel plates in my chest. I have been really poorly and my warden visits twice a week. I have a pendant to use and pull cords in each room, it is reassurance to me, I live on my own and it can be very frightening when I take ill.

Below is an example of where respondents have **disagreed with the proposal**:

The care act threshold isn't a suitable measure to assess people on. Not all people who access the service meet this criteria and put in an unfair position.

Q13. If you have any other comments on the proposal regarding the use of personal budgets and direct payments for eligible clients service – please put your comments in the box below.

189 comments were captured on this question with the following were the top themes:

- Didn't understand the question (105 comments)
- Lack of understanding of proposals (20 comments)
- Disagree with any cost (12 comments)
- Agree with inclusion of personal budgets (4 comments)
- If budget was allocated for the service (6 comments)

The top theme from the open comments box on this question clearly highlights a general lack of understanding of what personal budgets and direct payments are. The following comments highlight how some people **did not understand the question** being posed and others indicated a **lack of understanding for the proposal**:

No need to victimise the sick.

Once more the people least able to demonstrate their unhappiness at what is being done, will suffer, frail elderly, who through no fault of their own, are left in their own homes, dependent on struggling carers, family members, relatives, to try to help them through the last of their years. This eligibility criteria certainly knows who to kick down first.

Ripping the old age people off again who worked most if not all their lives. For what they now have.

Under the second theme of **lack of understanding of proposals** the following are examples of the comments which were captured:

Don't really understand the proposal, it's confusing.

I do not know anything about personal budgets and direct payments.

The third theme was **disagree with any costs**, examples of which were:

Why should we pay for things when we are old age pensioners?

Should remain free to all.

The fourth theme was **agree with inclusion of personal budgets**, examples of which were:

If personal budgets have been provided for care needs then I agree.

It could be a possibility to use an amount of money from personal budgets depending on cost.

Q15. If you have any other comments on the proposal regarding self-funding payment arrangements – please put your comments in the box below. 184 comments were captured on this question with the following were the top themes:

- Pressure on personal finances (66 comments)
- Importance of prevention (50 comments)
- Lack of understanding of proposal (18 comments)
- Agree with proposals (17 comments)
- Targeted funding (7 comments)

The top theme was **pressure on personal finances** and examples of feedback in relation to this theme include:

The little savings I have are for my funeral - I want to make sure I can pay for it. Peoples savings shouldn't it be used if needed for other things.

I could not afford it. I think it's harsh.

Please arrange it so that payments are made in a manageable way. E.g. weekly payments rather than a lump sum.

The second theme was **importance of prevention**, examples of which were:

This service should not effect a person who depends on this service when ill or living alone. Sometimes this is their only way of getting help via an emergency. People will not be able to afford this, so they will decide not to have it, so this will have a knock on effect and so accidents or incidents will occur meaning more people ringing 999 for help or deaths!!

The third theme was a **lack of understanding for the proposal** where comments just did not relate to the proposal being put forward.

The fourth theme were comments which clearly indicated an **agreement with the proposal**, with comments such as:

I agree with self-funding by those who can afford it. Means testing for all who rely on the service.

The final theme was regarding **targeted funding** with comments such as:

A lot of people get a service that don't need it and it should be targeted at people who need it for free.

Q17. If you have any other comments on the proposal regarding re-ablement – please put your comments in the box below.

90 comments were captured on this question with the following were the top themes:

- Agree with proposal (31 comments)
- Need longer than six weeks (19 comments)
- Don't agree with charge at any time (12 comments)
- Clarity on proposal (6 comments)

The comments captured regarding re-ablement were mainly in favour of the introduction of the proposal. Other comments queries whether the re-ablement period could last longer than six weeks and others who thought that it was a good idea, but disagreed with the proposal to then assess after six weeks and result in a possible charge for the service.

The top theme was **agree with the proposal** with comment such as:

This would be helpful to people to get out of hospital quicker.

Agree, it is a good idea for those leaving hospital to have the alarms for 6 weeks. However, if they found the alarm useful or reassuring it should then be funded free of charge.

The second theme emerging was **need longer than six weeks** with comments such as:

It should be provided for as long as people require it.

6 weeks not long enough 6 months.

The third theme was **don't agree with charge at any time** with comments such as:

Keep this service free indefinitely. Fight the cuts and protect your most vulnerable citizens in your district.

The final theme was **clarity on the proposal** with comments such as:

Re-ablement - Why not use plain English

Q22. If you have any other comments regarding payment for the community alarm or telecare service please put these in the box below.

277 comments were captured under question 22 with the following were the top themes:

- Pressure on personal finances (77 comments)
- Importance of prevention (62 comments)
- Would reluctantly agree to pay (40 comments)
- Don't agree with charges (14 comments)

The main theme emerging from the final open text box asking for any other comments was regarding the impact the introduction of all of these proposals may have on peoples **personal finances** with comments such as:

Would not want to pay for this as I am a pensioner and am struggling to cope on the basic state pension.

Can't afford to pay for anything else.

I am afraid that the person who receives the care alarm might well refuse to pay if asked to pay more. It is hard to even get her to turn the lights on and the heating up as she feels she needs to be so careful with her money.

The second theme was **importance of prevention** with comments such as:

I think if you take it away I could be living in my flat dead for weeks To someone of my age the community alarm system is invaluable. To take it away would be to take away that feeling of security. And knowing that help is at hand.

The third comment emerging was would **reluctantly agree to pay** with comments such as:

I do not in principal agree to make any payment but would reluctantly pay the amount stated above if push comes to shove. I am entitled to any aids that assist me and my health and welfare, and I would agree to a means tested assessment if it should become necessary.

I would pay but being on old age pension my only income I would be struggling but would willingly pay for my reassurance.

The final theme emerging was **don't agree with charges** with comments such as:

If I have to pay for it you can fetch it back.

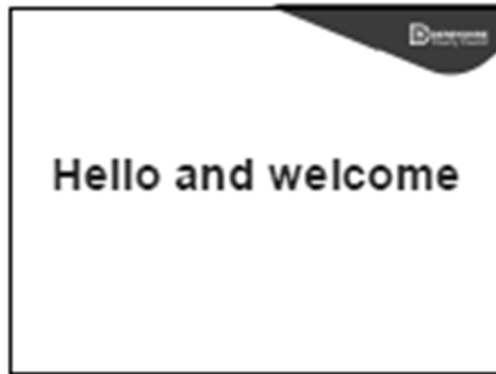
Should be provided free.

Qualitative feedback from other correspondence

Seven emails were received as part of the consultation feedback which included two comprehensive letters from current providers, Chesterfield Borough Council and South Derbyshire District Council which highlighted the possible impact should the proposals be approved and a request for more in-depth data on potential client groups.

Two letters were received as part of the consultation feedback. One from a current client of the community alarm service and the other from MP Ruth George. Both letters illustrated what might happen and how they would feel if the proposals went ahead and the possible impact on vulnerable people.

Consultation meeting slides





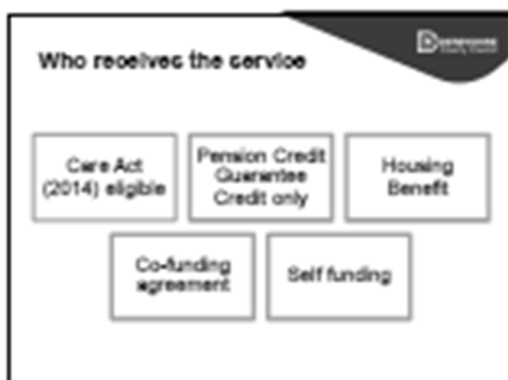
Why do we fund this service?

<p>Care Act 2014 – particularly in relation to equipment provision and charging</p>	<p>Prevention – reduce need for care and support</p>
<p>People have told us technology is important and want to consider it as part of their care and support</p>	<p>It allows individuals to live more independently and have choice and control</p>



Why are we looking at this service?

- Our ageing population
- Demand for services is growing
- Ongoing savings and reduced budgets
We need to make sure services are fit for purpose
- Service model is varied across Derbyshire
- Technology is changing



- How do we currently fund this service?**
- The council currently subsidises this service for some clients.
 - On average, Derbyshire County Council currently pays an average of £2.50 per client, per week to provide this service.
 - The proposal means that for some people this subsidy would no longer continue.
 - It is also possible that charges may rise in the future.

The consultation proposal

- Provision of equipment**
- Continue to provide community alarm and telecare equipment free of charge but service monitoring and maintenance charges may be paid for by the client following a financial assessment.

- Who receives the service**
- Change the criteria so that only those people who are assessed as being eligible to receive services under the Care Act 2014 receive community alarms and telecare services for free.
 - People who currently receive housing benefit or pension credit may remain eligible to receive community alarms and telecare services for free but only if they meet Care Act 2014 criteria. Following the assessment there may be a requirement for them to pay towards these services.

- Contribution to monitoring charges**
- People will be assessed to see if they need to contribute towards on-going monitoring and maintenance costs. Some people may be able to use their personal budget to pay for the service.

Derbyshire County Council

Equality Impact Analysis Record Form 2012

Department	Adult Care
Service Area	Commissioning
Title of policy/ practice/ service of function	Telecare and Community alarms eligibility criteria
Chair of Analysis Team	Ellen Langton

Stage 1. Prioritising what is being analysed

- a. Why has the policy, practice, service or function been chosen?
- b. What if any proposals have been made to alter the policy, service or function?

Derbyshire County Council currently funds a number of community alarms services that provide 24 hours a day seven days a week alarms monitoring provision for individuals across the county. Community alarms systems incorporate a pendant or wristband worn by an individual which connects to a telephone line through a base unit. If required, individuals can summon assistance by triggering an alert and once the person is connected to an operator at a monitoring centre they can assess how to support an individual's needs at that time.

Additional items of equipment can be added to the basic community alarm system, as part of the Derbyshire Adult Care telecare offer, for example:

- Motion sensors can reduce the likelihood of accidents and falls occurring by automatically switching on a light when the individual gets out of bed.
- Sensors placed in a person's bed can alert staff if the person is having an epileptic fit.
- Gas and water sensors can be used to alert if a person has not turned off the tap or cooker.
- Sensors can be placed on a front door to alert a carer if a client has left home without anyone knowing.

Currently, there are a range of different alarms monitoring arrangements in place across the county based on each district authority area.

Over the next few years Adult Care will have to make further budget savings and this means that Adult Care need to review service design and eligibility to ensure service effectiveness and value for money. Other authorities have already revised their telecare and community alarms offer and following consultation they have implemented a standard charge for non-Care Act eligible clients or asked all people who use telecare services to make a contribution to the service.

Adult Care is seeking to manage demand pressures on services due to demographic growth and an ageing population. Derbyshire's ageing population will result in the number of people aged 65 and over increasing by 58.5% by 2039. In the same period the number of people aged 90 and over will treble. Nationally and locally life expectancy is increasing and that means that individuals are living for longer with more complex needs.

Adult Care needs to consider how it develops and transforms its business processes and approach to effectively manage this demand for services. Due to demand and funding pressures Adult Care funded services need to focus to support clients with eligible needs under the Care Act (2014) to remain as independent as possible and preventing or delaying their care and support needs from increasing.

An eligible Care Act (2014) need is stated in legislation as:

(a) the adult's needs arise from or are related to a physical or mental impairment or illness;

(b) as a result of the adult's needs the adult is unable to achieve two or more of the outcomes specified below:

- managing and maintaining nutrition;
- maintaining personal hygiene;
- managing toilet needs;
- being appropriately clothed;
- being able to make use of the adult's home safely;
- maintaining a habitable home environment;
- developing and maintaining family or other personal relationships;
- accessing and engaging in work, training, education or volunteering;
- making use of necessary facilities or services in the local community including public transport, and recreational facilities or services; and
- carrying out any caring responsibilities the adult has for a child.

For the purposes of this regulation an adult is to be regarded as being unable to achieve an outcome if the adult—

- is unable to achieve it without assistance;
- is able to achieve it without assistance but doing so causes the adult significant pain, distress or anxiety;
- is able to achieve it without assistance but doing so endangers or is likely to endanger the health or safety of the adult, or of others; or

- is able to achieve it without assistance but takes significantly longer than would normally be expected.

The Care Act also notes that carer's are eligible for support and therefore some telecare and community alarms can help support an individual with a caring responsibility.

The current offer of community alarms and telecare is more focused on supporting older people, a smaller percentage of working-age adults also receive the service. It is therefore important to ensure that any future offer of community alarm and telecare is designed to support all adults and that adult care also explores opportunities to maximise the use of technology to support people to live as independently as possible.

Following approval by Cabinet on 8 November 2018 a ten week consultation has taken place to consider the following proposals:

- Service eligibility to access Derbyshire County Council funded community alarm and telecare services is changed to solely focus on providing equipment and monitoring to Care Act (2014) eligible clients who have an eligible health or social care need.
- Individuals who currently access the service as they are in receipt of Housing Benefit or Pension Credit (Guarantee Credit only) will no longer receive a subsidised service and if required be assessed to see if they have an eligible need as defined by the Care Act (2014).
- Individuals, irrespective of eligibility, would be provided (where need is identified) with a community alarms base unit and telecare equipment free of charge, via the statutory requirement to provide minor aids and equipment. Once the equipment is identified as being no longer required it will be removed by the provider.
- The ongoing monitoring and maintenance costs associated with telecare and community alarms for Derbyshire Care Act (2014) eligible clients will be assessed under the appropriate charging regulations and the individual's personal budget will reflect this.
- Self-funding clients, who are not eligible to receive financial support under the Care Act (2014) guidance, would have to pay monitoring and maintenance costs at full cost.
- Should a self-funding client become eligible for financial support under the Care Act 2014 following a period of time and a subsequent financial assessment, they will be able to access a personal budget to allow them to access telecare and community alarms provision.
- That community alarms and telecare is provided free (to include provision of equipment and monitoring charge) as part of a six week reablement offer. Non-Care Act eligible clients who choose to retain the service after the end of the reablement period would be required to pay to receive the service. Or, if following full assessment, they are identified as Care Act

eligible they would continue to receive the service a Personal Budget or Direct Payment as per the proposals outlined above.

This Equality Analysis considers the potential implications of these proposals in order to assess whether any changes or mitigation needs to be put in place if these proposals were to be implemented by Derbyshire County Council.

c. What is the purpose of the policy, practice, service or function?

Community alarms and telecare services are part of the preventative strengths based approach offered by Adult Care that enable individuals to remain independent and living in their own home. Community alarms and telecare can help provide reassurance to individuals who are at risk of falling or concerned about their safety. Equipment can also support carers to support individuals and individuals can summon support or emergency response if required.

Community alarms and telecare provision supports the wellbeing principle within the Care Act (2014), which highlights the importance of preventative services, within the community and enhancing individuals control over their own lives. Preventative interventions can reduce the need for care and support. Home adaptations, falls prevention, handy van services and telecare are cited within the Care Act guidance as examples of targeted interventions aimed at individuals who have an increased risk of developing needs.

Stage 2. The team carrying out the analysis

Name	Area of expertise/ role
Ellen Langton	Service Manager – Commissioning.
Olu Ogunbuyide	Service Manager – Commissioning
David Allen	Project Officer
David Arkle	Housing Manager – Amber Valley – Critical Friend
Assistive Technology - Operational Group Steve Ball, Ian Gregory, Colin Selbie	To review the Equality Analysis and provide operational insight from a service planning and contract management perspective
Assistive Technology Board Julie Vollar, Colin Selbie, Jane Hawley, Teresa Gerrard, Bev Capel	To review and formally sign off the Equality Analysis prior to inclusion with the Cabinet Report.

Stage 3. The scope of the analysis – what it covers

This Equality Analysis considers the proposed impact from an equality perspective of implementing a number of changes to the eligibility criteria for

community alarms and telecare services that are currently subsidised by Derbyshire County Council (DCC), as outlined in stage 1. The proposal is considered a significant change to the service.

In addition to the DCC subsidised community alarms and telecare service, there is an established self-pay market with both national and locally based providers offering a range of services. Individuals can choose to use these services without referral from Derbyshire County Council Adult Care or a NHS agency for example and can be an entirely private arrangement. Therefore, the broader market is not covered by this Equality Analysis. Similarly, standalone telecare equipment which is not connected to a monitoring service is not covered.

The proposals are in relation to adults only and the authority is aware that a small number of children and their families may access telecare services via Children's Services.

Telecare and community alarms available in Extra Care settings that are operated by Derbyshire County Council or a registered social landlord. Telecare and community alarms in these settings forms parts of a generic wellbeing service and this is not within scope.

Telecare is also provided in Adult Care Direct Care establishments, such as the Community Care Centres, which utilise telecare support in both the communal spaces and individual rooms that is locally monitored in the establishment and again this is not within the scope of the proposals or this Equality Impact Assessment.

The analysis will consider current users of the DCC subsidised service and the wider population who may choose to access the service as their health or social needs change over time. The analysis will inform a further report to Cabinet so that both equality implications and consultation feedback can be considered before any decision is made.

Many of the same cohort of older people who receive the funded community alarms and telecare service also often receive the Older People's Floating Support Service – around 3,000 people. In many cases both the telecare and community alarms and the council-funded Older People's Floating Support Service are delivered by the same commissioned provider. Therefore, in terms of impact it is important to note that a person centred support service will continue to support individuals with basic household tasks to enable them to maintain their tenancy and independent living. The proposed changes to the eligibility criteria for community alarms and telecare do not affect the Older People's Floating Support Service.

The Equality Analysis was initially opened in August 2018 when scoping work was taking place in terms of the development of the consultation proposals by

Cabinet. The Equality Analysis will be further refined in November 2018 prior to the launch of the consultation and again following the completion of the consultation. Different data and analysis will be added and reviewed at each stage to form a complete picture.

The Equality Analysis will consider whether the proposed changes to community alarms and telecare service could have potential adverse impacts on people who currently use the service and the wider community. It will consider whether any additional actions need to be taken to help manage or mitigate against any equality impacts of the consultation proposals. The Equality Analysis will aid service planning and will understand customers, communities and their needs.

Stage 4. Data and consultation feedback

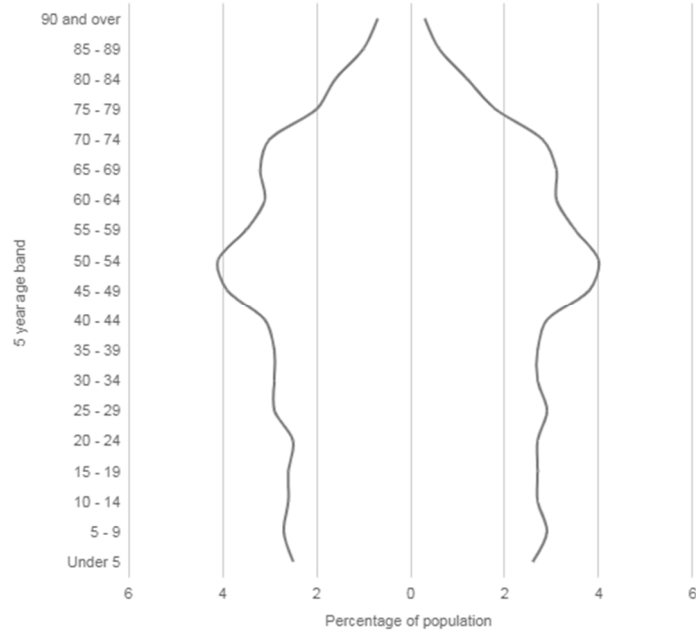
a. Sources of data and consultation used

Source	Reason for using
Service user data from provider monitoring information	To provide a snapshot of current users of the community alarms and telecare service which is funded by Derbyshire County Council.
DCC Adult Care management information system analysis	To provide a snapshot of current users of the community alarms and telecare service which is funded by Derbyshire County Council.
Census 2011 data, Office of National Statistics, (hosted on the Derbyshire Observatory).	To provide broader population information around the potential and future users of the service.
Mid-Year Population Estimates 2017, Office of National Statistics, (hosted on the Derbyshire Observatory).	To provide broader population information around the potential and future users of the service.
Department of Work and Pensions official statistics for housing benefit claimants and Pension Credit claimants	This will provide an overview of the number of people who could potentially access the service via this eligibility criteria.
POPPI and PANSI data sets	To provide broader population information around the potential and future users of the service.
Public Health England Fingertips tool	Various health statistics at both county and district level.
Consultation feedback and analysis	To provide more detailed insight around the potential impact of proposed changes to the eligibility criteria.

Stage 5. Analysing the impact or effects

a. What does the data tell you?

Protected Group	Findings																																																												
Age	<p>The current users of the community alarms and telecare service are predominantly people aged 65 and over. Analysis of users by age band is summarised below:</p> <p>Table 1</p> <table border="1"> <thead> <tr> <th>Age Band</th> <th>Telecare</th> <th>Community Alarms</th> </tr> </thead> <tbody> <tr><td>Under 18</td><td>3</td><td>19</td></tr> <tr><td>20-24</td><td>0</td><td>1</td></tr> <tr><td>25-29</td><td>1</td><td>14</td></tr> <tr><td>30-34</td><td>0</td><td>13</td></tr> <tr><td>35-39</td><td>0</td><td>19</td></tr> <tr><td>40-44</td><td>0</td><td>20</td></tr> <tr><td>45-49</td><td>0</td><td>68</td></tr> <tr><td>50-54</td><td>3</td><td>120</td></tr> <tr><td>55-59</td><td>4</td><td>221</td></tr> <tr><td>60-64</td><td>6</td><td>411</td></tr> <tr><td>65-69</td><td>15</td><td>605</td></tr> <tr><td>70-74</td><td>35</td><td>822</td></tr> <tr><td>75-79</td><td>52</td><td>844</td></tr> <tr><td>80-84</td><td>115</td><td>667</td></tr> <tr><td>85-89</td><td>149</td><td>595</td></tr> <tr><td>90-94</td><td>117</td><td>367</td></tr> <tr><td>95-99</td><td>23</td><td>114</td></tr> <tr><td>100+</td><td>2</td><td>13</td></tr> <tr> <td>Total</td> <td>525</td> <td>4,933</td> </tr> </tbody> </table> <p>Source: DCC Adult Care management information, December 2018</p> <p>The profile of current recipients of the service shows that 4,535 people or 83.1% of the users are aged over 65 or over, 3,058 people or 56.0% of the users are aged 75 or over and 1,380 people or 25.3% of users are aged 85 or over. Therefore, older people are the main users of this service .</p> <p>The service user structure reflects Derbyshire's ageing population despite the eligibility for the service being any adult aged 18 and over. Below is a population pyramid for Derbyshire which shows the county's older age profile.</p>	Age Band	Telecare	Community Alarms	Under 18	3	19	20-24	0	1	25-29	1	14	30-34	0	13	35-39	0	19	40-44	0	20	45-49	0	68	50-54	3	120	55-59	4	221	60-64	6	411	65-69	15	605	70-74	35	822	75-79	52	844	80-84	115	667	85-89	149	595	90-94	117	367	95-99	23	114	100+	2	13	Total	525	4,933
Age Band	Telecare	Community Alarms																																																											
Under 18	3	19																																																											
20-24	0	1																																																											
25-29	1	14																																																											
30-34	0	13																																																											
35-39	0	19																																																											
40-44	0	20																																																											
45-49	0	68																																																											
50-54	3	120																																																											
55-59	4	221																																																											
60-64	6	411																																																											
65-69	15	605																																																											
70-74	35	822																																																											
75-79	52	844																																																											
80-84	115	667																																																											
85-89	149	595																																																											
90-94	117	367																																																											
95-99	23	114																																																											
100+	2	13																																																											
Total	525	4,933																																																											



Source: Derbyshire Observatory,

Further analysis by district or borough local authority area indicates that the population of people aged 18 and over is fairly evenly distributed across the county. Therefore, there is no particular impact identified in any particular geographic area (see Table 2 below).

Table 2

Population aged 18 and over	Number of people	Percentage of total population
Amber Valley	102,000	81.0%
Bolsover	63,367	81.1%
Chesterfield	84,769	82.5%
Derbyshire Dales	59,259	80.0%
Erewash	92,245	80.0%
High Peak	74,398	80.8%
North East Derbyshire	82,317	81.7%
South Derbyshire	80,254	78.6%
DERBYSHIRE	638,867	80.7%

Source: Mid Year Population Estimates 2017, Office of National Statistics (accessed via NOMIS 12/11/2018).

As the the analysis earlier in table 1 demonstrates the current users of the service are predominantly aged 65 and over. A district-by-district analysis shows the potential percentage of the population who may choose to access the community alarm or telecare service via either a self-pay option or utilisation of a personal budget and this is detailed in Table 3 below.

Table 3

Population aged 65+	Number of people	Percentage of population
Amber Valley	27,422	21.8%
Bolsover	15,687	19.8%
Chesterfield	21,713	20.8%
Derbyshire Dales	19,023	26.5%
Erewash	23,104	20.0%
High Peak	18,927	20.6%
North East Derbyshire	24,461	24.2%
South Derbyshire	18,370	17.9%
DERBYSHIRE	168,662	20.1%

Source: Mid Year Population Estimates 2017, Office of National Statistics (accessed via NOMIS 12/11/2018).

In relation to the population aged 65 and over there is variation across the county, with areas such as Derbyshire Dales and North East Derbyshire having a larger percentage of older people. Potential mitigation will need to be considered in relation to this.

As well as age, life expectancy is a factor that can indicate how services will be used in the future. Life Expectancy in Derbyshire for males is 79.3 years and for females is 82.8 years. Therefore services need to be planned and designed to support individuals who may live for longer with a long-term health condition, health or social care need.

(Source: [PHE Fingertips](#)).

Conclusion: Community alarms and telecare supports an older population profile to live independently in their own home and in the next few years there will be an increase in the numbers of people potentially seeking to access this service.

Disability

Analysis of the current users of the community alarms and telecare service from Adult Care Management Information suggest that individuals have a range of primary support reasons, and these are summarised in the table on the next page:

Table 4

Primary Support Reason	Telecare	Community Alarms
Absent parenting	0	1
Abuse or Neglect	0	1
Carer	5	42
PSR Learning Disability Support	1	78
PSR Mental Health Support	8	98
PSR Non-PSR	2	2,015
PSR Physical Support	473	2,435
PSR Sensory Support	18	139
PSR Social Support	7	84
PSR Support with Memory & Cognition	8	33
Unknown	3	7
Total	525	4,933

Note: A PSR or primary support reason shows the main reason for which individuals received care and support, however it is important to note that individuals may have more than one reason they need to access care and support services.

Source: DCC Adult Care management information, December 2018

The majority of individuals who access a subsidised community alarm or telecare service have a physical support need, this may be a long term health condition or a disability and it does not necessarily mean that individuals are formally registered as disabled. There are 79 individuals with a learning disability that access a community alarm or telecare service (DCC Adult Care Management Information, December 2018).

2,015 people are not recorded as having a primary support reason and this may mean they are accessing the service for a preventative reason and do not have an identified social care need.

More broadly, statistical modelling can be used to project current and potential health future needs for services in relation to population health need. The following have been considered.

- **Falls:** According to POPPI statistics in 2017 there are estimated to be 44,425 who are predicted to have a fall.
- **Long-term health conditions:** According to POPPI statistics in 2017 there are estimated to be 44,646 people aged 65 and over with a limiting long-term illness whose day-to-day activities are limited a little and a further 43,346 who consider their day to day activities limited a lot.
- **Learning Disability:** According to PANSI statistics there are 3,538 people who have a learning disability aged 65

and over and 11,296 people who have a learning disability aged 18 to 64 years.

- **Physical disability** – there are 38,854 people in Derbyshire aged 18 to 64 years who have a moderate physical disability according to PANSI statistics. There are 11,799 people who have a serious physical disability aged 18-64 according to PANSI stats

Source: POPPI and PANSI statistics

Community alarms and telecare services provide a range of equipment which can help a person who considers themselves to be disabled to live more independently and to manage their social care need.

Conclusion: Community alarms and telecare supports a range of people with health needs, some of which may be considered a disability. In general older people are more likely to be affected by age related impairments and long term conditions.

Gender (Sex)

Analysis of the current users of the community alarms and telecare service from Adult Care Management Information suggests that both males and females use the service and details of this are summarised in Table 5 below.

Table 5

Gender	Telecare	Community Alarms
Female	363	3,068
Male	158	1,842
Unknown	4	23
Total	525	4,933

Source: DCC Adult Care management information, December 2018

3,431 people or 62.8% of current DCC subsidised community alarm and telecare users are female and 2,000 or 36.7% are male. If this is compared to the Derbyshire population, the 2017 mid-year population estimates indicate that the population is 49% male and 51% female. In relation to the over 65 population the 2017 mid-year estimates indicate that 53.9% of the population are female and 46.1% are male.

The analysis shows there are more users of the service who are female, this may be because women have a slightly longer life expectancy than males. Females may also value the reassurance and support a community alarm provides. Women are likely to have lower incomes than men in older life due to working patterns when they were younger and therefore

	<p>may be accessing the DCC subsidised service due to a lower income level.</p> <p>The service is offered to all people irrespective of gender. There is no evidence to suggest that people would be adversely impacted as a result of this protected characteristic. Within standard contract terms and condition providers are asked to adhere to relevant equality legislation.</p>
Gender reassignment	<p>This is not a significant consideration for the analysis as the service is offered to all people irrespective of gender. There is no evidence to suggest that people would be adversely impacted as a result of this protected characteristic. Within standard contract terms and condition providers are asked to adhere to relevant equality legislation.</p>
Marriage and civil partnership	<p>This is not a significant consideration for the analysis as the service is offered to all people irrespective of marital status. In Derbyshire, according to 2011 Census data, 29.3% of people are single, 50.5% are married, 0.29% are in same sex civil partnerships, 2.4% are separated, 9.9% are divorced and 7.7% are widowed. Due to the older age profile of people who access the service it is likely that more people will be married than in a civil partnership and it is also likely that some of the people who currently use the service may be widowed and therefore living alone. A community alarm and telecare service may provide reassurance and support to individuals who are recently bereaved and now living alone.</p> <p>Equality Analysis requirements state that marital status only needs be considered in relation to unlawful prohibited conduct and is not a consideration within this analysis.</p>
Pregnancy and maternity	<p>As outlined above the service is predominantly focused at older people. However, it may be that people of a younger age may access community alarm and telecare equipment whilst pregnant. Within standard contract terms and condition providers are asked to adhere to relevant equality legislation so any adverse impacts can be monitored and challenged if any issues arise.</p>
Race	<p>Analysis of the current users of the community alarms and telecare service from Adult Care Management Information suggests that people from a range of ethnic backgrounds currently access the service and is summarised on the next page.</p>

Ethnicity	Telecare	Community Alarms
Asian or Asian British	1	5
Black or African or Caribbean or Black British	2	6
Mixed or Multiple		3
Not Stated	5	41
Other Ethnic Group	2	
Unknown	81	1,138
White	434	3,740
Total	525	4,933

Source: DCC Adult Care management information, December 2018

In Derbyshire 95.8% of the population are White and 4.2% from a Black or Minority Ethnic (BME) background and the users of the community alarm and telecare service broadly meet this profile. Across Derbyshire some districts have a higher than average BME population, for example Chesterfield at 5.1% and Erewash at 4.8% and this needs to be considered in terms of communicating any potential changes regarding service change or re-design as English may not be a first language in these communities.

Further work needs to take place to understand more about Gypsy and Traveller community use of a community alarm or telecare offer, particularly those elements which do not have access to a landline phone.

In terms of accessing the service the above analysis does suggest that there are lower numbers of people from BME communities utilising the current service provision, this may be due to housing tenure as individuals are more likely to own their own home and therefore may not meet eligibility criteria. It is also possible that the service has not been sufficiently promoted within specific communities and BME networks and this could be considered in terms of implementing the revised eligibility criteria.

Religion and belief including non-belief	In Derbyshire, according to 2011 Census data, 63.6% of people are Christian, 0.2% are Buddhist, 0.2% are Hindu, 0.0% are Jewish, 0.3% are Muslim, 0.3% are Sikh, 0.4% are of other religion, 28.8% of people have no religion and 7% have not stated their religion. This is not a significant consideration for the analysis as the service is offered to all people irrespective of religious choice. Within standard contract terms and condition providers are asked to adhere to relevant equality legislation and ensure that service provision respects any particular cultural or religious beliefs.
--	--

Sexual orientation	This is not a significant consideration for the analysis as the service is offered to all people irrespective of sexual orientation. There is no evidence to suggest that people would be adversely impacted as a result of this protected characteristic. Within standard contract terms and condition providers are asked to adhere to relevant equality legislation.
--------------------	---

Non-statutory

Socio-economic	<p>Analysis of current service user postcodes against the latest Index of Multiple Deprivation (2015) (IMD) is summarised below. The IMD is a national dataset which can be utilised to show how relatively deprived particular areas of Derbyshire are and whilst there can be variation within the areas it is a good statistical tool to consider whether socio-economic factors need to be considered as part of this analysis.</p> <table border="1" data-bbox="488 860 1366 1352"> <thead> <tr> <th data-bbox="488 860 948 898">IMD Decile</th> <th data-bbox="948 860 1366 898">% of people</th> </tr> </thead> <tbody> <tr> <td data-bbox="488 898 948 943">Most deprived - 1</td> <td data-bbox="948 898 1366 943">10.3%</td> </tr> <tr> <td data-bbox="488 943 948 987">2</td> <td data-bbox="948 943 1366 987">18.6%</td> </tr> <tr> <td data-bbox="488 987 948 1032">3</td> <td data-bbox="948 987 1366 1032">19.7%</td> </tr> <tr> <td data-bbox="488 1032 948 1077">4</td> <td data-bbox="948 1032 1366 1077">13.7%</td> </tr> <tr> <td data-bbox="488 1077 948 1122">5</td> <td data-bbox="948 1077 1366 1122">9.5%</td> </tr> <tr> <td data-bbox="488 1122 948 1167">6</td> <td data-bbox="948 1122 1366 1167">9.4%</td> </tr> <tr> <td data-bbox="488 1167 948 1211">7</td> <td data-bbox="948 1167 1366 1211">8.4%</td> </tr> <tr> <td data-bbox="488 1211 948 1256">8</td> <td data-bbox="948 1211 1366 1256">5.9%</td> </tr> <tr> <td data-bbox="488 1256 948 1301">9</td> <td data-bbox="948 1256 1366 1301">3.2%</td> </tr> <tr> <td data-bbox="488 1301 948 1346">Least Deprived - 10</td> <td data-bbox="948 1301 1366 1346">1.1%</td> </tr> <tr> <td data-bbox="488 1346 948 1391">No information</td> <td data-bbox="948 1346 1366 1391">0.2%</td> </tr> </tbody> </table> <p data-bbox="488 1352 1461 1413">Source: Index of Multiple Deprivation, 2015 and DCC Adult Care Management Information accessed December 2018.</p> <p data-bbox="488 1413 1461 1563">The above analysis suggests that 48.5% of people who use the community alarm and telecare service reside in an area which is in the top three deciles of the IMD, suggesting that users of the service live in the more deprived areas of Derbyshire.</p> <p data-bbox="488 1603 1461 1995">Therefore, affordability and ability to pay for a paid for community alarm and telecare service needs to be considered carefully. The removal of the subsidised service targeted at individuals in receipt of Pension Credit or Housing Benefit who do not meet Care Act eligibility criteria may result in individuals deciding to cancel the community alarms and therefore be at risk of isolation and an increased risk of falls for example. If individuals choose to pay for a community alarms or telecare service they may have to make difficult decisions about other expenditure which could adversely</p>	IMD Decile	% of people	Most deprived - 1	10.3%	2	18.6%	3	19.7%	4	13.7%	5	9.5%	6	9.4%	7	8.4%	8	5.9%	9	3.2%	Least Deprived - 10	1.1%	No information	0.2%
IMD Decile	% of people																								
Most deprived - 1	10.3%																								
2	18.6%																								
3	19.7%																								
4	13.7%																								
5	9.5%																								
6	9.4%																								
7	8.4%																								
8	5.9%																								
9	3.2%																								
Least Deprived - 10	1.1%																								
No information	0.2%																								

impact on their health and wellbeing. Mitigation may need to be explored in this area.

Users of the subsidised community alarms and telecare service qualify via receipt of certain benefits.

Pension Credit (Guarantee Credit) supports pensioners on low incomes. It is designed to ensure that help is still directed at pensioners at the lower end of the income scale and, in addition, to reward those people who have made modest provision for their retirement. Pension Credit guarantees that no-one aged 60 and over need live on an income of less than a guaranteed amount. The age in which you qualify for Pension Credit is gradually increasing from 60 to 65 between April 2010 and April 2020 in line with the female State Pension age. According to the latest quarterly benefit statistics, there are 7,943 individuals in receipt of Pension Credit Guarantee Credit in Derbyshire. Analysis by district is summarised below:

Local authority area	Number of people
Amber Valley	1,258
Bolsover	941
Chesterfield	1,289
Derbyshire Dales	583
Erewash	1,154
High Peak	873
North East Derbyshire	1,138
South Derbyshire	706
DERBYSHIRE	7,943

Source: Pension Credit Quarterly Statistics, DWP Stat Xplore, May 2018.

Individuals who are under state pension age can also access the community alarm and telecare service via an eligibility relating to Housing Benefit. Housing Benefit helps individuals to pay their rent if they are on a low income. Housing Benefit can pay for part or all of a person's rent. How much individuals receive depends on their income and circumstances. This benefit is part of the Universal Credit reforms and therefore future eligibility needs to reflect the changes in welfare provision that is being led nationally. A summary is provided on the next page:

Local authority area	Number of people aged 16-64	Number of people aged 65 and over	Total number of claimants
Amber Valley	4,339	2,267	6,605
Bolsover	3,141	1,872	5,010
Chesterfield	5,061	2,557	7,614
Derbyshire Dales	1,733	1,203	2,930
Erewash	3,417	2,011	5,423
High Peak	3,292	1,544	4,843
North East Derbyshire	3,306	2,348	5,650
South Derbyshire	2,856	1,211	4,061
DERBYSHIRE	27,145	15,013	42136

Source: Pension Credit Quarterly Statistics, DWP Stat Xplore, May 2018.

Since the consultation was launched in November 2018, the Government has announced that as part of its programme of welfare reform that for couples where one person is of retirement age, but a partner or spouse is of working age the couple will access support through the working age benefit regime. This replaces the previous system whereby the household could access either Pension Credit or pension age Housing Benefit, or working-age benefits. The Government state that Pension Credit is designed to provide long-term support for pensioner households who are no longer economically active. It is not designed to support working age claimants. The Government suggest that this change will ensure that the same work incentives apply to the younger partner as apply to other people of the same age, and taxpayer support is directed where it is needed most.

The Government announced in December 2018 that this change will be introduced from 15th May 2019. Couples with one partner under State Pension age who are already in receipt of Pension Credit or pension-age Housing Benefit at the point of change will be unaffected while they remain entitled to either benefit.

This change may have a particular impact on the cohort of people who access the subsidised community alarm and telecare service in Derbyshire.

Rural	<p>Analysis of people who receive the service by rurality indicates a mixed picture. A large percentage of current users of the service live in social housing schemes and this is often located in market towns or larger villages. However, there will be some individuals who access the community alarms service in rural locations. Analysis by service user postcode using the Office of National Statistics Rural Urban classification suggests that the majority of users live in an Urban environment, but that 933 users do live in a town and fringe rural environment. Therefore mitigation may need to be considered in relation to this as social isolation and ability to get help and support in a timely manner may be more challenging in these areas.</p> <table border="1" data-bbox="488 734 1366 1084"> <thead> <tr> <th data-bbox="488 734 1043 797">Rural Urban classification</th> <th data-bbox="1043 734 1366 797">% of community alarm users</th> </tr> </thead> <tbody> <tr> <td data-bbox="488 797 1043 842">A1 – Major conurbation – Urban</td> <td data-bbox="1043 797 1366 842">3.41%</td> </tr> <tr> <td data-bbox="488 842 1043 887">B1 – Minor conurbation – Urban</td> <td data-bbox="1043 842 1366 887">26.0%</td> </tr> <tr> <td data-bbox="488 887 1043 931">C1- City and town – Urban</td> <td data-bbox="1043 887 1366 931">47.9%</td> </tr> <tr> <td data-bbox="488 931 1043 976">D1 – Town and Fringe – Rural</td> <td data-bbox="1043 931 1366 976">17.4%</td> </tr> <tr> <td data-bbox="488 976 1043 1021">E1 – Village – Rural</td> <td data-bbox="1043 976 1366 1021">4.7%</td> </tr> <tr> <td data-bbox="488 1021 1043 1066">F1 – Hamlets and Isolated Dwellings - Rural</td> <td data-bbox="1043 1021 1366 1066">0.5%</td> </tr> <tr> <td data-bbox="488 1066 1043 1084">No information</td> <td data-bbox="1043 1066 1366 1084">0.2%</td> </tr> </tbody> </table>	Rural Urban classification	% of community alarm users	A1 – Major conurbation – Urban	3.41%	B1 – Minor conurbation – Urban	26.0%	C1- City and town – Urban	47.9%	D1 – Town and Fringe – Rural	17.4%	E1 – Village – Rural	4.7%	F1 – Hamlets and Isolated Dwellings - Rural	0.5%	No information	0.2%
Rural Urban classification	% of community alarm users																
A1 – Major conurbation – Urban	3.41%																
B1 – Minor conurbation – Urban	26.0%																
C1- City and town – Urban	47.9%																
D1 – Town and Fringe – Rural	17.4%																
E1 – Village – Rural	4.7%																
F1 – Hamlets and Isolated Dwellings - Rural	0.5%																
No information	0.2%																

b. What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the policy, practice, service or function on the protected characteristic groups?

Protected Group	Findings
Age	<p>Respondents to the consultation questionnaire were asked their age. Analysis of the results reflect similar trends to that outlined in the analysis detailed in the previous section. Of the 1,530 consultation responses that provided information about their age 405 respondents were aged 65 to 74 years, 509 respondents were aged 75 to 84 years, 362 were aged 85 to 84 years and 51 were aged 95 years and over. 249 people of working age (18 to 64 years) responded to the survey. It is clear from the analysis above that predominantly older people utilise this service. Individuals within the consultation response were concerns that older vulnerable adults would have to potentially pay to receive the service.</p>
Disability	<p>Respondents to the questionnaire have been asked whether they considered themselves to have a disability. The consultation response provided a much higher percentage of people who considered themselves to have a disability as this was a self-reported measure, rather than a measure</p>

based off professional assessment (as per the Adult Care Management Information analysis referenced in the section above) or via an official statistical dataset or source (such as entitlement to Personal Independence Payment or Disability Living Allowance, for example). It may also suggest that some information on the Adult Care management system has not been recently reviewed. A number of people who receive the community alarms and telecare service have used the service for a number of years and it could be in that time their health condition has deteriorated so that they now considered themselves to be disabled. In relation to this question 1,576 people provided information and 1,156 respondents considered themselves to have a disability. This is 73% of respondents. Only 420 respondents did not consider themselves to have a disability and 277 people chose not to provide any information in relation to this question. As the self-reported disability levels are significantly higher than the Adult Care Management Information further work will need to be undertaken to assess individuals who may be affected by any proposed service change within the Cabinet Report.

The consultation questionnaire also asked respondents further information about their disability. 1,142 people considered themselves to have a disability which affected their mobility. 813 people considered themselves to have a disability which affected their hearing or vision (sensory impairment). These type of conditions reflect the older age profile of the service and may be associated with limited mobility, frailty and hearing or vision loss associated with older age. Therefore careful consideration needs to be undertaken as to whether these people would be able to access other forms of support that enable them to feel safe and well in their own home.

125 respondents to the consultation considered themselves to have a learning disability and again this reflects the analysis undertaken by the Adult Care Management Information Team.

211 individuals considered themselves to have a mental health issue and 264 people considered themselves to have other types of disability or long-term health condition.

In the consultation survey individuals could select more than one category and the high response rate suggests that

	<p>individuals with more than one disability or long-term health condition took part in the consultation and may be individuals who are on the edge of eligibility for formal health and social care services.</p> <p>The survey response reflects around a fifth of all people who live in Derbyshire and access the service. Therefore it may be that these individuals feel very strongly about the benefits of community alarms and telecare services and therefore chose to take part. However, what is unknown is whether the same prevalence of self-reported disability status would be reflected across the service if 100% response rate was achieved.</p> <p>As the Equality Act (2010) also refers to association with a disabled person, consideration of specific implications for carers is considered in part (c) below.</p>
Gender (Sex)	<p>Respondents to the questionnaire have been asked their gender. As per the analysis above, slightly more females chose to take part in the consultation. We received responses from 705 males and 1,069 females. This may also reflect the fact that some carers and professionals chose to take part in the consultation, reflecting the fact that social care and health professions have a higher percentage of women in them. Carers also tend to be female.</p>
Gender reassignment	<p>This was not asked in the consultation questionnaire and after reviewing the qualitative data provided within the survey response and the feedback from consultation events there were no issues in relation to the equality category in relation to the service and the eligibility for it.</p>
Marriage and civil partnership	<p>Marital status was not specifically asked in the consultation survey. However, we did ask whether individuals lived alone and due to the age profile of the people who access this service, it was found that a higher proportion did live on their own perhaps due to the fact they were widowed. 79% of respondents stated that they lived alone and therefore potentially have a more limited network of support around them. Therefore the community alarm or telecare equipment may play a key role in enabling an individual to seek help and assistance if they fall ill, have an accident or have concerns about their personal safety or wellbeing. Qualitative data made reference to the importance of technology supporting people who lived alone to do so safely/</p>

Pregnancy and maternity	This was not asked in the consultation questionnaire and after reviewing the qualitative data provided within the survey response and the feedback from consultation events there were no issues in relation to the equality category in relation to the service and the eligibility for it.
Race	Respondents to the questionnaire have been asked their racial origin and as per the analysis above the majority of individuals consider themselves to be White British. Analysis of the qualitative data provided throughout the consultation suggests there are no particular issues in relation to this equality category and the eligibility for the service. The BME Forum were informed of the launch of the consultation and participation in the consultation was encouraged and therefore it would be anticipated that any key issues raised by the BME population in Derbyshire would be reflected within the consultation analysis.
Religion and belief including non-belief	This was not asked in the consultation questionnaire and after reviewing the qualitative data provided within the survey response and the feedback from consultation events there were no issues in relation to the equality category in relation to the service and the eligibility for it.
Sexual orientation	This was not asked in the consultation questionnaire and after reviewing the qualitative data provided within the survey response and the feedback from consultation events there were no issues in relation to the equality category in relation to the service and the eligibility for it.

Non-statutory

Socio-economic	Affordability and ability to pay for the service was a key theme which was reflected throughout the consultation, especially in the qualitative analysis. Both professionals who work with people who receive the service, providers of the service and other community champions, including a local MP, expressed concerns regarding the introduction of a monitoring charge payment to those people who have received the subsidised service for a number of years and are of older age and have a low income. It was clear throughout the consultation that the change in eligibility criteria would result in more people being asked to pay for the service and that may not be feasible, resulting in people choosing to no longer receive the community alarm and telecare service. Providers and professionals expressed concern that if individuals chose to
----------------	---

end the service due to the fact they were unable to afford it, it may in fact have an adverse impact on the health and social care system with individuals accessing services following a fall, or being unable to manage independently at home with the support of a community alarm and as a result being admitted to hospital or a residential care placement. For example one consultation respondent said:

“I’m also a concerned citizen who believes that the number of service users who will have to go into care without this service, or without being able to afford this service will greatly outstrip any savings, as in my understanding having merely 3 to 4 people having to go into full time care costs a great deal more than the savings from 500 or more proposed people who will lose the service.”

“We were given this service free of charge, so feel it is unfair to take this away from myself and others on a low income and no savings. Having to pay for my own safety at an elderly age/ disabled is not supporting us”.

And

“My Mum used to have this and it gave great peace of mind, plus saved her going in a home, which would have cost more than the cost of an alarm”.

Some individuals, who felt it was important that some sort of service continued, understood that a small contribution to a monitoring charge may have to be introduced and many people acknowledged that local government finance meant that they understood why the county council was having to consider such proposals.

The consultation made clear that an appropriate equilibrium between the council having enough income and funding to the maintain the service had to be balanced against an individual’s ability to pay for the service if they were not Care Act eligible and in receipt of publicly funded services.

As per the general user analysis above, analysis of consultation responses by postcodes and the Index of Deprivation (IMD) indicates that a higher proportion of the individuals who access the community alarms or telecare service generally living in the more deprived parts of the county. This is summarized on the table on the next page.

IMD Decile	Count
1	131
2	261
3	295
4	198
5	141
6	138
7	163
8	125
9	52
10	21
No postcode provided	328

Rural	<p>Postcode analysis of the consultation response suggests that there is a slightly lower number of people using the service in the more rural areas of Derbyshire and is summarised in the table on the next page.</p>																																			
	<table border="1"> <thead> <tr> <th>District</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Amber Valley</td> <td>281</td> </tr> <tr> <td>Bolsover</td> <td>203</td> </tr> <tr> <td>Chesterfield</td> <td>257</td> </tr> <tr> <td>Derbyshire Dales</td> <td>82</td> </tr> <tr> <td>Erewash</td> <td>164</td> </tr> <tr> <td>High Peak</td> <td>178</td> </tr> <tr> <td>North East Derbyshire</td> <td>196</td> </tr> <tr> <td>South Derbyshire</td> <td>159</td> </tr> <tr> <td>No postcode provided</td> <td>328</td> </tr> </tbody> </table> <p>The provider of the service in South Derbyshire provided detailed feedback to the consultation and they expressed concern that individuals who lived in more rural parts of the district may feel more isolated if they no longer received the community alarms and telecare service.</p> <table border="1"> <thead> <tr> <th>Rural Urban classification</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>A1 – Major conurbation – Urban</td> <td>41</td> </tr> <tr> <td>B1 – Minor conurbation – Urban</td> <td>422</td> </tr> <tr> <td>C1- City and town – Urban</td> <td>730</td> </tr> <tr> <td>D1 – Town and Fringe – Rural</td> <td>246</td> </tr> <tr> <td>E1 – Village – Rural</td> <td>68</td> </tr> <tr> <td>F1 – Hamlets and Isolated Dwellings - Rural</td> <td>18</td> </tr> <tr> <td>No postcode provided</td> <td>328</td> </tr> </tbody> </table>	District	Count	Amber Valley	281	Bolsover	203	Chesterfield	257	Derbyshire Dales	82	Erewash	164	High Peak	178	North East Derbyshire	196	South Derbyshire	159	No postcode provided	328	Rural Urban classification	Count	A1 – Major conurbation – Urban	41	B1 – Minor conurbation – Urban	422	C1- City and town – Urban	730	D1 – Town and Fringe – Rural	246	E1 – Village – Rural	68	F1 – Hamlets and Isolated Dwellings - Rural	18	No postcode provided
District	Count																																			
Amber Valley	281																																			
Bolsover	203																																			
Chesterfield	257																																			
Derbyshire Dales	82																																			
Erewash	164																																			
High Peak	178																																			
North East Derbyshire	196																																			
South Derbyshire	159																																			
No postcode provided	328																																			
Rural Urban classification	Count																																			
A1 – Major conurbation – Urban	41																																			
B1 – Minor conurbation – Urban	422																																			
C1- City and town – Urban	730																																			
D1 – Town and Fringe – Rural	246																																			
E1 – Village – Rural	68																																			
F1 – Hamlets and Isolated Dwellings - Rural	18																																			
No postcode provided	328																																			

- c. Are there any other groups of people who may experience an adverse impact because of the proposals to change a policy or service who are not listed above?

Community alarms and telecare can often be used to provide support to carers and provide reassurance that someone they are caring for is safe and well. This can be someone who is living in the same property as the carer, but also some distance away. Carers can often act as the first contact when an alarm is triggered to provide a response to an individual. Carers who support people with a disability are also considered as part of the Equality Act (2010) legislation in relation to provision regarding 'association with a disabled person'. Therefore an understanding of this population within Derbyshire needs to be considered. According to the 2011 Census there are 92,634 people who consider themselves to be a carer. Many carers responded to the consultation, either individually or on behalf of someone currently receiving the funded community alarms and telecare service. They detailed the value of the service, for example:

Before her death, I was caring for my mother. The use of an alarm system gave me confidence that she would be safe on the occasions where she had to be left alone.

Mum used her alarm on Saturday night after she felt frightened after having an unfamiliar carer put her to bed. I was able to reassure her and comfort her over the phone.

My mother, now deceased, who I was the main carer for, used DCC telecare equipment, enabling her to stay at home until a few weeks before her death.

- d. Gaps in data

What are your main gaps in information and understanding of the impact of your policy and services? Please indicate whether you have identified ways of filling these gaps.

Gaps in data	Action to deal with this
Sexual Orientation status Gender Reassignment status Married/Civil Partnership status Pregnancy and Maternity status Religion and Belief status	Will review whether this is a key factor during the consultation and consultation feedback analysis. As noted above the consultation analysis did not highlight any key themes in relation to these known gaps in the data which require further consideration.

Limited service information about current utilisation and monitoring of people who use the service from an Equalities perspective. Reliant on information which has been shared with DCC Adult Care when an individual signs up to the service	Consultation questionnaire has recognised and acknowledged this and has asked questions to inform the EIA. This additional monitoring information has been detailed in the section above and informed the development of the Equality Analysis.
--	---

Stage 6. Ways of mitigating unlawful prohibited conduct or unwanted adverse impact, or to promote improved equality of opportunity or good relations

<p>A range of actions to help mitigate the issues highlighted in the sections above, include:</p> <ul style="list-style-type: none"> • Providers and Adult Care will be able to refer to income maximisation resources to support people who may be asked to contribute to charges for a telecare or community alarm service. • Ensure that information about changes to the service are communicated clearly, noting that an older age group use the service as well as people with a learning disability, sensory impairment or cognitive impairment. • Individuals identified as having no primary support reason logged will be reviewed by social care staff or staff from a provider organisation to ensure that the information we hold is accurate and up to date. • Individuals who live alone will be signposted and linked to a range of other locally available community based activity who may be able to provide a network of support. • Promote any service changes via the BME Forum so that the network of voluntary sector organisations that support communities across Derbyshire can clearly communicate any service change. • Work with providers in rural areas to mitigate any geographically specific issues that arise through change in eligibility criteria utilising other services and support available from Derbyshire County Council and partners. <p>Impact will be monitored through the Assistive Technology Board.</p>
--

Stage 7. Do stakeholders agree with your findings and proposed response?

<p>As part of the development of this Equality Analysis a ‘critical friend’ was appointed to review and check the analysis to ensure that there were no gaps in analysis or evaluation of any potential equality implications. David Arkle, Housing Manager from Amber Valley Borough Council was asked to review the document and he provided the following feedback in March 2019:</p> <p><i>As a critical friend I have read through the report carefully. The assessment is clear that there will be a negative impact on some clients but the assessment is</i></p>
--

open and transparent about the impact and the steps that the County Council will introduce to try and minimise the impact’.

David Arkle, Housing Manager , Amber Valley Borough Council

Stage 8. Main conclusions

Following analysis of consultation data and the information contained within this Equality Analysis it is concluded that the proposals will have an adverse impact. However, subject to Cabinet approval, it is recommended to continue with some but not all changes to the eligibility criteria for this service. It is proposed that the following proposals will be adopted with no change:

- Service eligibility to access Derbyshire County Council funded community alarm and telecare services is changed to solely focus on providing equipment and monitoring to Care Act (2014) eligible clients who have an eligible health or social care need.
- The ongoing monitoring and maintenance costs associated with telecare and community alarms for Derbyshire Care Act (2014) eligible clients will be assessed under the appropriate charging regulations and the individual's social care personal budget will reflect this.
- Should a self-funding client subsequently become eligible for financial support under the Care Act 2014 following assessment they will be able to access a social care personal budget that could be used to pay for a community alarms or telecare service.
- Self-funding clients, who are not eligible to receive financial support under the Care Act (2014), would have to pay monitoring and maintenance costs at full cost if they decide they receive the service.
- As part of the six-week reablement service, community alarms and telecare equipment and monitoring is provided free. Following the end of the six week period Non-Care Act eligible clients who choose to retain the service after the end of the reablement period would be required to pay to continue to receive the service. Or, if following full assessment, they are identified as Care Act eligible they would continue to receive the service via a Personal Budget

It is proposed that two of the proposals are refined as the Equality Analysis has demonstrated that people who currently access the subsidised service have often utilised a community alarm or telecare equipment for a period of time and consider it a key part of their day-to-day life and supports their wellbeing and ability to live independently. An introduction of a monitoring charge for these individuals could be prohibitive and result in individuals choosing to no longer utilise community alarm and telecare provision (see section above regarding socio-economic status). In light of this it is proposed that:

- The current users of the community alarms service continue to receive a subsidised service whilst they remain living in their current property. Should

an individual move house through choice or a change in personal circumstances they will be reassessed for community alarm or telecare equipment in line with the Care Act eligibility criteria outlined above.

Equipment is currently provided free of charge to anyone seeking to access community alarms or telecare services via Derbyshire County Council. However, telecare equipment is considered separately to the offer of community equipment and there are potential benefits to the individual and to the council if the provision of equipment, technology and other support is considered in a co-ordinated way to ensure that the package of support meets the identified needs of an individual.

Therefore, it is proposed that:

- Telecare and community alarms equipment is incorporated into the wider community equipment offer and issued in line with other operational arrangements where there is a clear preventative health or social care need for non-eligible Care Act clients. Once the equipment is identified as being no longer required it will be removed by the provider.

Stage 9. Objectives setting/ implementation

<i>Objective</i>	<i>Planned action</i>	<i>Who</i>	<i>When</i>	<i>How will this be monitored?</i>
New eligibility will have a lead in time so that changes and outcome of the consultation can be communicated to people who use the service, the general public, providers and professionals	Changes to the service will take place from 1 April so that appropriate provider and Adult Care operational arrangements can be put in place. Public facing and internal communications will take place to outline the revised eligibility criteria	Adult Care, communications	June to November 2019	Project Implementation Document will be developed and monitored by the Assistive Technology Board, which oversees this programme of work.
Providers and Adult Care will be able to refer to income maximisation resources to support new clients who may be asked to contribute to charges for a telecare or community alarm service.	Liaise with Welfare Rights to arrange for targeted support to be offered to people accessing the service who may want to check whether they are benefiting from a full range of benefits.	Adult Care, district and borough councils	Summer and autumn 2019	Number of individuals referred to Welfare Rights Service as a result of changes to community alarm and telecare provision Evidence of income maximisation activity that results in individuals choosing to retain their community alarm or telecare service
Ensure that information about changes to the service are communicated clearly, noting that an older age group use the service as well as people with a	Ensure that communications material is produced in a variety of formats and where appropriate is tailored to meet an individual's need. Information will also be	Adult Care Stakeholder Engagement Team, Communications Team	Summer and autumn 2019	Evidence that information regarding service change has been provided in a number of formats

learning disability, sensory impairment or cognitive impairment.	developed to be shared with carer's regarding changes to the service			suitable for the client base. Evidence that individuals with a particular support need have understood the changes to the service and any implications this may have for them.
Individuals identified as having no primary support reason logged will be reviewed by social care staff or staff from a provider organisation to see if they have a primary support reason	Adult Care and providers of community alarms and telecare identified group and undertake a risk stratification process to identify individuals who may benefit from a full social care assessment.	Adult Care, providers	Summer and Autumn	Evidence that individuals currently logged on the DCC Adult Care Management Information as having 'Non-PSR' are reviewed and are identified as having a PSR. Evidence that people currently considered to be not eligible for services under the Care Act are identified as eligible.
Individuals identified as having no primary support reason logged will be reviewed by social care staff or staff from a provider	Within the change of service information we will provide information about other forms of local support should an individual who lives alone	Adult Care, providers, Place Alliance members	Summer and autumn 2019	Number of individuals referred to other community support services as a result of changes to

organisation to ensure that the information we hold is accurate and up to date	require other forms of support.			community alarm and telecare provision. Follow up activity with people accessing the service to demonstrate impact of being linked to other forms of community support
Promote any service changes to the BME forum so that the network of voluntary sector organisations that support communities across Derbyshire can clearly communicate any service change.	Ensure that as part of the service change planning a members of staff from Adult Care attends the Derbyshire BME Forum to outline the proposed changes. Provide BME Forum members with suitably tailored information to cascade to various BME groups and organisations across Derbyshire.	Adult Care Commissioning and Stakeholder Engagement Team	Summer 2019	Information provided to the BME Forum Information packs available for cascade to BME organisations and networks in Derbyshire. Evidence that individuals from a BME community who access community alarms and telecare services are aware of the implications for them of service change.
Work with providers in rural areas to mitigate any geographically specific issues that arise through change in eligibility criteria utilising other services and	Have specific discussions with providers in relation to people who live in more rural locations and currently use the service. A case by case approach will be taken to see	Adult Care, providers, Place Alliances	Summer and autumn 2019	Specific needs for people living in more rural locations are identified and where appropriate addressed through a

support available from Derbyshire County Council and partners.	if there are any additional mitigating actions which can be put in place to support the individual.			range of local approaches and services.
Consider service charges as part of re-commissioning of the service over the next two year to ensure it remains affordable and work with partners to develop an equitable pricing structure	Learning from consultation and Equality Analysis will inform planned re-commissioning of the service	Adult Care	2019/20	Review of service specification by Assistive Technology Board.

Stage 10. Monitoring and review/ mainstreaming into business plans

Please indicate whether any of your objectives have been added to service or business plans and your arrangements for monitoring and reviewing progress/ future impact?

The learning from this consultation and Equality Analysis will inform future commissioning intentions, so that services can be appropriately tailored to take into account any particular equality considerations. Socio-economic status of individuals and the mixed geography of Derbyshire will be considered when the service specification for community alarms, telecare and other assistive technology services are considered. Through contract monitoring with current providers and following the re-commissioning of the services scheduled for 2019/20 there will be ongoing monitoring and review of equality data to ensure that the services remain fit for purpose and ensure they meet the needs of Derbyshire's varied population.

In 2021 a data analysis exercise will take place to track the impact of the changes in service eligibility by identifying self-funders from lower income households who access the service and seeking to engage with them to understand any potential unforeseen positive or adverse impact of these changes.

Stage 11. Agreeing and publishing the completed analysis

Completed analysis approved by Service Director Julie Vollar, on 8 April 2019.

Where and when published?

Attached to Cabinet Paper (6 June 2019) and published on Derbyshire County Council website

Decision-making processes

Where linked to decision on proposals to change, reduce or withdraw service/ financial decisions/ large-scale staffing restructures

Attached to report (title): OUTCOME OF THE CONSULTATION ON ELIGIBILITY CRITERIA FOR COMMUNITY ALARMS AND TELECARE SERVICES

Date of report: 6 June 2019

Author of report: Ellen Langton

Audience for report e.g. Cabinet/ date: Cabinet 6 June 2019

Web location of report: to be confirmed

Outcome from report being considered

That Cabinet:

- i. Notes the outcomes of the consultation and Equality Analysis outlined in section 2 of the Cabinet report and the attached appendices.
- ii. Agrees to implement a new eligibility criteria for Derbyshire County Council funded community alarms and telecare services from 1 November 2019 to focus on supporting adults with an identified health and social care need in accordance with the duties of the Care Act (2014) as outlined in section 4 of this report.
- iii. Agrees that the Derbyshire community alarms and telecare offer is simplified to focus on a core offer of community alarm and telecare equipment and monitoring as described in section 5 of the report.
- iv. Notes that changes to the eligibility criteria for community alarms and telecare will be widely communicated to people who use the service, the general public, key groups such as the BME Forum, providers and health and social care professionals
- v. Agrees that Adult Care works with providers via a proactive contract management approach to ensure that the service demonstrates value for money and is sufficiently targeted at those individuals with a health or social care need.
- vi. Notes that as other forms of new technology is utilised across Adult Care specific or bespoke eligibility criteria may need to be developed.

Details of follow-up action or monitoring of actions/ decision undertaken

--

Updated by:

Date:

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Executive Director for Adult Social Care and Health

**OUTCOMES FROM THE CONSULTATION ON
RESHAPING THE COUNCILS DAY CARE OFFER
FOR PEOPLE WHO HAVE A LEARNING DISABILITY AND/OR AUTISM**

ADULT SOCIAL CARE

1. Purpose of the Report

- To inform Cabinet of the outcomes from the 2019 My Life My Way consultation.
- To seek Cabinet approval to implement the proposals to reshape the Council's day care offer for people who have a learning disability and/or Autism.

2. Information and analysis

2.1 Introduction

The report presents data, analysis and feedback from our consultation in relation to the future delivery of day opportunities for people with a learning disability and/or Autism in Derbyshire.

The challenging national agenda of change and the estimated growth in the number of young people with complex needs, alongside an ageing learning disabled population, means we have to ensure that resources available are used efficiently.

Future service provision must meet individuals' needs and promote independence, not dependence. To do this we need to recognise people's abilities, not disabilities, and recognise that everyone with a learning disability and/or Autism can make a positive contribution to the community in which they live.

The vision remains as set out in Valuing People (2001) and Valuing People Now (2009): that all people with a learning disability are people first with the right to lead

their lives like any others, with the same aspirations, opportunities and responsibilities, and to be treated with the same dignity and respect.

The Council Plan 2019-2021 sets out clear ambitions for Derbyshire to be an efficient and high performing Council, delivering value for money services as part of the Enterprising Council approach. The approach includes exploring creative ways to deliver better services for less, either in-house or in partnership with other organisations, and ensuring that the Council's operating model is fit for purpose.

The Adult Care Learning Disability Programme Plan sets out how Derbyshire County Council will meet these obligations in learning disability services. The programme is based upon the progression model, a person centred development approach for people with learning disabilities and/or Autism where support is designed to enable people do as much as they possibly can for themselves. This includes developing an employment first approach to promote and support people with a learning disability and/or Autism into meaningful employment opportunities wherever possible. The Derbyshire County Council Disability Employment Strategy 2017-2022 also supports this ambition.

This change requires a shift away from merely providing 'services' that are one-size-fits-all solutions. Instead we need to be more innovative and flexible to move from delivering traditional building based activities, to developing local community based solutions. The main focus of transformation will be to develop the market and support people towards services and support which promote greater independence and community engagement.

2.2 Current Provision

Derbyshire's current in-house day service offer for adults with a learning disability and/or Autism is primarily building based and follows a traditional day centre model, focusing on activities such as crafts (pottery, artwork, etc.), horticulture, music, drama, exercise, computer based activities, daily living skills, etc.

Derbyshire has fifteen services across the county, which are accessed by 561 people. This number represents 63% of all the people with a learning disability and/or Autism who attend day opportunities in Derbyshire (N=891), the remainder access services in the independent or voluntary sector. People currently attending in-house services may also access an independent/voluntary service. The table below provides more detail of where people are accessing in-house services.

Centre	Location	No. of attendees
Ashbourne Day Services	Ashbourne	16
Alderbrook Centre	Buxton	82
Bolsover Day Services	Bolsover	14
Bolsover Woodland Enterprises Ltd*	Bolsover	33
Carter Lane	Shirebrook	24
Coal Aston Day Services	Coal Aston	18
Markham Vale Land Services	Duckmanton	24
Newhall Centre	Swadlincote	63
No Limits	Chesterfield	10
Outlook	Long Eaton	83
Parkwood Centre	Alfreton	89
Renishaw Day Services	Renishaw	15
Whitemoor	Belper	63
Whitwell & Clowne	Whitwell	20
Wirksworth Day Services	Wirksworth	7
Total		561
<p><i>* BWE Ltd are working towards being a self-sustaining social enterprise but are included as an existing service because they remain in receipt of DCC grant funding until 31 March 2020.</i></p>		

The majority of the services listed above continue to offer a segregated building based maintenance model. However, services such as No Limits, Bolsover Woodlands Enterprise, Parkwood Car Wash and Markham Vale Land Services operate a community based model of support which promotes individual strengths and assets, encourages innovation and builds social capital.

Individuals attending in-house services are supported to access community opportunities outside the base but this is often limited by staff availability and the number of clients attending the centre who have more complex needs. The latter cohort often spend the majority of the day supported within buildings and have limited community presence.

The majority of services operate over five days a week, 9:00am until 4:00pm Monday to Friday. People using the service will usually attend from 9:30 or 10:00am until 3:00pm or 3:30pm; this day time structure is inflexible and largely relates to the availability of arranged transport which the majority of clients use.

There are a number of different transport arrangements for day opportunities across the County. In relation to Direct Care operated services, some services have their own minibuses and others have a contract with independent operators to support people to attend. Transport provision can be costly and inflexible due to the distances some people travel to and from services. In addition, the complex needs

of some people using services require them to have passenger assistants working alongside drivers.

Some transport is provided to clients according to the DCC's Transport Policy. However this policy has not been applied consistently and some people have been provided with transport they would not be entitled to, had the policy been applied more systematically.

The introduction of Direct Payments has provided people with greater choice and control over how they meet their outcomes. For example, by employing personal assistants, people can choose to be supported to access community groups and education classes rather than attend traditional day services.

As a direct consequence of the personalisation agenda, the number of people accessing in-house day service provision has steadily fallen, this is particularly noticeable with younger people who are choosing non-traditional services and support. As a result, Derbyshire's Direct Care learning disability day services are experiencing an average underutilisation of 36%.

Derbyshire introduced the Day Care and Support Service Framework in April 2016. The framework was designed to develop and shape the independent market for day time support for a range of clients, to ensure a variety of different providers and different types of services. Registered providers include independent sector, voluntary and community based organisations, including user-led organisations, mutual and small businesses. However, the framework remains under developed and underutilised, which is a major risk to the market, with some organisations struggling and at risk of closure. This framework will be reviewed and re-procured during 2019-2020.

Most other local authorities have already, or are in the process of transforming their day time support offer to people with a learning disability and/or Autism. In these areas, there has been a significant shift from the reliance on building based day services towards more personalised community based day opportunities in settings such as workplaces, colleges, sports/leisure centres and community centres or local hubs. This has been supported by investment alongside the independent and third sector to create partnerships and an employment first approach.

Research and best practice shows that having a job is likely to significantly improve the life chances and independence of people with a learning disability and/or Autism, offering independence and choice over future outcomes. Therefore, these proposals reflect a move towards this approach and to support better outcomes for people accessing Adult Care services.

3 Consultation on proposed changes to reshape the Council's day care offer for people who have a learning disability

On 20 December 2018 Cabinet approved (minute number 309/18) a twelve week consultation on proposals to change the way people with learning disabilities and/or Autism are supported to lead fulfilling lives. The consultation was designed to seek people's views on the following proposals and associated statements, outlined in the Cabinet paper, as follows:

Proposal A - DCC start the transition to refocus the service model to deliver specialist building based day services to people with Profound and Multiple Learning Disability (PMLD) and complex support needs (see Appendix 1 for definition).

- *People assessed as having the most complex needs would be able to use day centres but the activities and location may change.*
- *People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.*
- *People who already use day services can still go to those day services if they want to.*
- *In future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.*
- *To support voluntary and independent organisations to set up more things to do in the community.*

Proposal B - Transformation of Work based day services operated by Direct Care.

- *To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.*

The consultation commenced on 2 January 2019 and ended on 31 March 2019, during its twelve week duration consultation events were held in nineteen venues across Derbyshire, as outlined below.

Venue	Date
Whitemoor	28/01/19
Coal Aston	01/02/19
No Limits	04/02/19
Outlook	06/02/19
Parkwood	11/02/19
Newhall	14/02/19
Whitwell	15/02/19
Alderbrook	21/02/19
St Thomas Centre	25/02/19
Shirebrook	06/03/19
Ashbourne	11/03/19
Bolsover	13/03/19
Markham Vale	15/03/19
The Arena, Ilkeston	20/03/19
Bolsover Woodlands Enterprise Ltd.	27/03/19
Total	15

People wishing to contribute to the process were invited to attend one of the events which included a presentation (Appendix 2), question and answer sessions and table discussions to enable people to fully respond to the proposals in person. People could also complete a paper or online questionnaire and the Stakeholder Engagement and Consultation Team (SECT) provided additional support when requested, to assist people with queries and completion of questionnaires.

A total of 5,373 paper questionnaires were posted to people with pre-paid return envelopes, as detailed below:

	Easy Read Version	Standard Version
People currently accessing a day centre	543	-
Carers of the above	-	416
People aged 14-21 in transition	696	-
Carers of the above	-	312
Stakeholders	2,073	-
Carers of the above	-	1,333
Totals	3312	2061

The questionnaires were designed to elicit both quantitative and qualitative responses to the proposals. People were given the opportunity to record their opinions about the proposals and also provide more detailed or personal information about how the proposals might impact upon them if they were put in place.

4 Outcomes from the Consultation

A total of 694 responses were received, comprising 536 postal and 158 online questionnaires. In addition, 523 people attended a consultation event, comprising 189 people currently accessing a day service, 270 carers, 51 staff and 13 others including Councillors and MPs. Twenty phone calls, four letters and five emails were also received by SECT.

- Respondents to the questionnaire were from the following groups:
 - Person with a learning disability – 34.5%
 - Employee of DCC – 4%
 - Member of the public – 3%
 - Carer/relative – 49%
 - Other – 4%

Responses to the individual proposals are detailed below, with our comments.

4.1 People assessed as having the most complex needs would be able to use day centres but the activities and location may change.

Consultation responses

253 people, or 38% of respondents agreed with the statement that people assessed as having the most complex needs would be able to use day centres but the activities and location may change. Of those agreeing, 50% were carers and 32% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of carers agreeing reduces to 37% but increases slightly to 34% for people with a learning disability and/or Autism. The reduced percentage amongst carers is likely to be in response to the suggestion that service locations may change, rather than not wanting people to be able to access a day centre.

The majority of respondents who commented agreed with this proposal but expressed concern about the potential for a change of service location and not knowing where the new locations might be.

Carers and people accessing the services spoke of the negative impact of any changes on people with a learning disability and/or Autism and how they would react, particularly considering many people have been attending the same centre

for several years. It was felt that any changes to venues or existing arrangements would negatively impact on people's relationships, quality of support, mental health and behaviour. The latter aspect could also potentially impact on people's home life and carers' ability to continue supporting them at home.

Carers also commented on the impact of travelling longer distances, on the person they support, and how it could negatively affect existing health issues or medication and personal care routines. Where carers transport people to centres, concern was expressed about the additional time and cost implications if the location was further away.

Concern was also expressed about the consultation merely being the precursor for centre closures and some people complained about the lack of detail in the various statements, suggesting they were unable to comment without more information about where services would be located.

Our responses

The future Care Act assessments will include discussions around the potentially adverse impacts of the proposals and how they might affect individuals, plus the identification of ways to mitigate any adverse effects as part of designing appropriate support. In addition, one of the proposals includes people having the option to remain in the day service if they choose to do so.

When asked about centre closures people were reassured the consultation was not designed to close services and any future plans to do so would require additional consultations to be conducted.

The positive impact of this proposal will be the development of a more specialised and focused service for people with a learning disability and/or Autism, which is delivered in buildings that are suitably equipped and staffed to meet the needs of the people attending. People who choose to leave the centres and seek more local activities would be supported to do so, thereby improving their independence and presence in the community.

4.2 People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.

Consultation responses

352 people, or 54% of respondents agreed with the statement that people new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area. Of those agreeing, 47% were carers and 36% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of people in agreement increases to 48% and 53% respectively, confirming that over

half of respondents who have a learning disability and/or Autism agreed with the proposal.

The majority of respondents thought that having access to more community based opportunities, including employment, was a good idea. Whilst concern was expressed about the current lack of placements or jobs in the community it was acknowledged that having a community presence is important and this proposal could create more things to do.

However, people also commented that there are particular risks for people who have a learning disability and/or Autism when working in the community and others commented on the long term viability of community projects.

Our Responses

Care Act assessments will be completed with a view to identifying and agreeing suitable support and activities with people; risk taking is often part of people's development but any risks agreed to be unacceptable would be discussed and mitigated against as part of the ensuring the future plans are safe.

Part of the overall mitigation to reduce the risks in communities will involve the Council continuing to work with statutory agencies such as the Police and other organisations supporting people with a learning disability and/or Autism, to ensure providers have the relevant information, training and safeguards in place to keep people safe. This will include raising awareness of Hate/Mate Crime and expansion of programmes such as Community Connectors and Safe Places.

Respondents were concerned about the amount of support available to people who could be more engaged with their local community in future, and how long the support would be available for. One of the proposals (number 5 below) includes shaping the market by working with communities, providers, the Disability Employment Service and DACES to develop employment, volunteering and training opportunities.

The proposed changes to in-house day services have the potential to contribute to tackling the exclusion of people with learning disabilities of all ages from the labour market. Younger people have already told us they do not wish to access day services and are seeking more community based activities and employment opportunities – people who are eligible for a Personal Budget will benefit from the autonomy created by being able to choose their service provider and manage their own support.

4.3 People who already use day services can still go to those day services if they want to.

Consultation responses

599 people, or 89% of respondents agreed with the statement that people who already use day services can still go to those day services if they want to. Of those agreeing, 51% were carers and 33% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of people expressing their agreement increases to 89% and 83% respectively. These figures are significant when considering how many people may wish to maintain their existing day service provision.

The majority of respondents agreed with being able to stay in day services if they wanted to and that they valued the day service they (or the person they support) attends. However, some people commented that there wasn't enough to do and activities were often cancelled due to staff shortages. Some people said they would welcome better day centre buildings and others wanted to move from where they are because the building is not suitable.

Our Responses

The proposals in this report will improve Adult Care's day opportunities offer to people who have a learning disability and/or Autism, and include ensuring buildings are properly equipped and staffed to support people with more complex needs to lead a fulfilling life.

4.4 In future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.

Consultation responses

283 people, or 43% of respondents did not agree and only 28% agreed with the statement that everyone will be assessed against Derbyshire County Council's Transport Policy in future and some people may have to make and pay for their own travel arrangements to and from the day centre. Of those disagreeing, 49% were carers and 37% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of people who did not agree changes to 41% and 44% respectively.

The majority of respondents who commented did not agree with the proposal and expressed concern about the potential financial impact of paying for transport which is currently provided free of charge, particularly where people live in rural areas and

public transport is poor, or they don't have access to personal/mobility vehicles. People said they would not be able to afford additional transport costs on top of their existing co-funding arrangements or already being in receipt of a low income.

An increased financial burden on low income families would negatively impact on other aspects of their life and the person they support. People expressed concern that they would have to stop attending the centre if the travel costs were unaffordable, some added that they have already reduced the number of days attended which in turn could negatively impact on family carers through a reduction in respite and increase in care and support responsibilities.

Our Responses

People attending in-house day services would only have to pay for transport if it was decided they are not eligible to access Adult Care's transport without charge. The decision will have been arrived at after a full and detailed assessment of their needs under The Care Act 2014 and the Care and Support (Eligibility Criteria) Regulations 2015, and their financial situation (including a welfare benefits check if required, to maximise people's income and support with mitigating any negative financial impact).

Whilst many people were unhappy about this proposal, others confirmed that application of the existing Transport Policy has worked for them, or they are already making their own travel arrangements. Other respondents were unhappy that the Transport Policy had not been applied universally, which was perceived as unfair, adding that they had been paying for some time but were aware of other situations where the Policy had not been applied. Whilst the Transport Policy was agreed by Cabinet in 2014 (revised 2018 and due for review in 2019) its implementation has been patchy. The proposal is intended to ensure equitable application of the policy and fair access to DCC's transport.

The Transport Policy provides more detail of eligibility and can be found online at: <https://www.derbyshire.gov.uk/site-elements/documents/pdf/social-health/adult-care-and-wellbeing/getting-out-and-about/adult-care-transport-policy.pdf>

4.5 To support voluntary and independent organisations to set up more things to do in the community.

Consultation responses

434 people, or 65% of respondents agreed with the statement that DCC will support voluntary and independent organisations to set up more things to do in the community. Of those agreeing, 51% were carers and 34% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of

people who were in agreement increases to 64% and 62% respectively, confirming that many people who access services are keen to engage in community activities.

The majority of respondents who commented agreed with this proposal and no adverse impacts were identified, although concerns were expressed about the current lack of opportunities in some areas and longevity of support.

Similarly, there was concern that Personal Budgets aren't sufficient to fund the same number of days' support as currently received from centres. In these situations people are forced to reduce their attendance or fund additional days themselves.

Our Responses

The proposed market shaping and co-production with communities is designed to create more diverse, local, person centred and appropriate activities for people to access in future.

If the proposals are agreed by Cabinet everyone currently accessing in-house service will be offered a Care Act assessment which will consider their personal circumstances and may result in a Personal Budget or adjustment to the existing budget. In addition, one of the proposals confirms people can continue to access their existing service if they wish.

4.6 To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.

Consultation responses

293 people, or 45% of respondents agreed with the statement that DCC will change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs so more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to. Of those agreeing, 51% were carers and 34% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentages of people who agreed decreases to 39% for carers but increases to 46% people with a learning disability and/or Autism, indicating that the potential to access training hubs is appealing to respondents.

The majority of respondents who commented agreed with this proposal but some people already attending the type of services outlined expressed concerned that

the proposal means they will have to move on to other employment or work related activities.

Concern was also expressed about the availability and longevity of activities and providers, unwillingness of employers to accommodate people with a learning disability and/or Autism, the daily challenges facing people and their vulnerability in the community and mainstream employment.

People also added that some people with a learning disability and/or Autism have difficulty learning skills or retaining knowledge and need a longer timeframe in which to become employment ready and prevent them from being “forced” out of services and into unsuitable employment.

Some concern was expressed by respondents about the potential impact of the proposals on their finances, suggesting benefit restrictions or sanctions could result in people being worse off if they participate in work related activities.

There were also some negative comments about the proposal, one person suggested it was a “crack pot scheme” because some people are too disabled to work whilst another suggested DCC should lead the way and employ more people with a learning disability and/or Autism in our workforce.

Our responses

People with a learning disability and/or Autism are all individuals with their own skills and assets; it is understood that some people may require longer training periods but it is essential that people are appropriately placed from the outset, in a service which meets their needs – this discussion will be part of a Care Act assessment.

The proposal to develop the market and create capacity will assist with providing a greater range of opportunities to meet the needs of a wide range of people. People will be able to access support to access opportunities and (subject to eligibility) a Personal budget to fund one to one support to attend their chosen activity.

We will ensure services are managed properly and effectively deliver employment based activities in partnership with the people accessing those services in order to reduce the likelihood of them being in situations where they may be vulnerable. We will also ensure support staff are properly trained to work with people who have a learning disability and/or Autism, and recognise the signs of abuse from accessing regular safeguarding training.

Advice and input would be sought from the Welfare Rights Service on an individual basis to ensure people have appropriate information when making employment related decisions which may impact on their benefit entitlements.

Whilst the intention is for people to progress into employment wherever possible or desired, the proposals are also clear that people currently accessing a service can continue to do so if they wish.

The latter point about the number of people with a learning disability and/or Autism employed by DCC is acknowledged and Adult Care, with the Disability Employment Service, will work to create additional employment opportunities within DCC and the wider community.

Bolsover Woodlands Enterprise is mentioned in this report and the Equalities Impact Analysis as an example of a successful employment related initiative but it is important to note that this proposal does not directly relate to the service, which is seeking to be financially independent of DCC in future. However, it is recommended that BWE actively supports people to progress into employment wherever possible, to enhance people's independence and place in the community, thereby creating capacity for other people to benefit from the valuable employment related experiences and training provided.

It is concluded that whilst the proposals could have an adverse impact for some people, particularly with regards to their ability to manage change and potential financial implication of paying for transport costs, there are sufficient measures in place to mitigate the impact of the proposals. These include people already in receipt of the service being able to choose where they receive support (including their existing service) and the offer of a comprehensive Care Act assessment to identify support needs and ways to mitigate any negative impacts from changes to provision.

More positively, there will be significant benefits for some people currently accessing services and those people who may need support from social care in the future, who will benefit from better equipped and more specialised facilities, a wider variety and range of services and the possibility of pursuing more community based activities or work related opportunities.

The full consultation report and examples of comments received can be found at Appendix 3.

5 Proposed changes to Derbyshire's day opportunities offer

After considering the Equality Impact Analysis (Appendix 4) and feedback provided throughout the consultation, both at events and via the questionnaire, it can be concluded that the proposals may have an adverse impact for some people (as described in section 4) and particularly those who may choose attend a different centre in future, have support needs which require a specialised in-house service, or those who will have to pay to travel to a service. It is worth noting at this point that the proposed changes in this report do not involve the closure of in-house

services and any such plans in future would necessitate further consultation with stakeholders.

Where adverse impacts are identified, efforts will be made to mitigate them wherever possible by signposting for additional support or designing support to reduce or negate the identified impact.

However, the proposed changes to the Derbyshire day care offer will also benefit people now and in future by developing a variety and range of alternatives to existing services, whilst also ensuring that services for people with profound and complex needs are delivered in suitable buildings with sufficient numbers of staff to enable individuals to have more of a presence in their local communities.

It is vital that the future provision of day opportunities for people with a learning disability and/or Autism is underpinned by the principles of “progression”, as outlined in Derbyshire’s Learning Disability programme Plan, enabling individuals to be as independent as possible in their own communities. It is intended that this will be achieved by focusing on people’s strengths and the roll out of a more empowering, personalised and asset based approach across all communities.

The ambition is to ensure there is a diverse range of care and support provision, continuously improving quality and choice, and delivering outcomes that promote the wellbeing of people who have care and support needs.

Therefore, subject to Cabinet approval, it is proposed that Adult Care implement the following proposals:

- Adult Care will only accept new referrals to Day Services which meet the access criteria relating to people with Profound and Multiple Learning Disability (PMLD) and complex support needs.
- People who currently attend Direct Care day services but do not meet the criteria, will have the option to receive a Direct Payment, engage with Community Connectors to pursue alternative day time options, or should they choose to do so continue to receive a Direct Care Day Service. The offer for the latter group will be more focused on a progression model, supporting individuals to be less reliant on the service and seek alternative day time options in their local communities.
- People with complex needs and PMLD meeting the criteria for DCC day opportunities, will also have choice to be supported to find other alternative services and support if this is their preference.
- New referrals for people not meeting the access criteria will, where appropriate, be referred to the Community Connector Service or employment training options. If these options are not appropriate, eligible people will be provided with a personal budget or direct payment and supported to purchase their services/support from independent providers that can meet their outcomes.

- Commissioners will work in partnership with independent day service providers in order to stimulate growth in the independent market and design service specifications which are based on the progression model of support.
- Adult Care will develop the Shared Lives service offer, expanding its capacity to provide alternative day time support options.
- Adult Care will further develop the Community Connector service to focus on supporting people to access work or voluntary opportunities and become less reliant on building based day services.
- Adult Care will work to understand how many people intend to take up alternatives to their existing day time support in order to review staffing structures as necessary. The review should make the most of the existing staff teams' considerable skills, knowledge and experience, and create opportunities for staff to develop specialist knowledge and practice, to reflect the emphasis on meeting individual need and providing practical support to promote independence.
- Adult Care will re-model current work based services to become employment skills and training hubs, offering people with a learning disability and/or Autism the opportunity to receive 'time limited' work based training to become work ready and move on into paid employment (excluding Bolsover Woodlands Enterprise Limited, subject to achieving financial independence from the Council. On 26 July 2018 Cabinet approved additional grant funding for one year, until 31 March 2020 – minute number 187/18).
- Adult Care will work closely with DACES (Adult Education) to link workplace training with classroom training to ensure people are enabled to be work ready.
- Adult Care will work alongside the Disability Employment Service to support people currently accessing work based services to seek opportunities for paid employment, utilising the skills already developed. Where this is not immediately possible, enable individuals to continue to attend the service as volunteers who can mentor and support other trainees as they progress through the training pathway.
- The Derbyshire County Council Transport policy will be applied for all people with a learning disability and/or Autism. This means that in future some people will have to pay to access their existing transport or arrange their own transport to and from services.

6 Implementation

If the proposals are agreed by Cabinet, it is expected that work to implement the proposals will commence from 1 July 2019, earlier than outlined in the indicative timeline presented in the Cabinet report of 20 December 2018.

The Learning Disability Programme board will agree a work programme to achieve the above goals and there will be a requirement to develop new ways of delivering support and for greater integration of service provision between local and mainstream community services.

This is likely to require:

- Improved assessment and care and support planning, delivering person-centred, creative plans that drive change by better identifying positive outcomes rather than just focussing on a referral to services.
- Work to address barriers to accessing community facilities, both in terms of physical environment and of changing attitudes to people with learning disabilities, encouraging a more inclusive approach.
- Challenging limitations imposed, either overtly or inadvertently, by traditional service models, including shift patterns, use of buildings, transport arrangements and a reliance on group activities.
- Far greater use of mainstream community options (e.g. dance classes, rather than dance sessions in day centres) in order to maximise inclusion and to address the concerns over the lives of people with learning disabilities being determined by the availability of staff.
- Creative use of resources, particularly staffing based around shared interests of people supported, rather than around location and level of need.
- A fundamental change of approach in services towards work, volunteering and contributing to the community.
- Exploration of asset based community support, embracing ideas like 'Circles of Support' and the role of volunteering in meeting outcomes, which underpin the Progression Model.
- Maximising the use of existing buildings and resources, particularly in terms of opportunities for people to work, participate and help, for example, the preparation of food and maintenance of the building or grounds.

It is recognised that people with complex needs and PMLD sometimes require well equipped and supportive environments, however, if they choose to access activities in their local community, the right levels of support should be available.

We recognise that every individual will need to be supported to manage change and are committed to working with people, providing the appropriate level of support and effecting individual changes at a reasonable and manageable pace.

This work will require ongoing engagement with the community and other stakeholders to develop opportunities and resilience so that individuals can access a wide range of community led services independently.

7 Financial Considerations

The annual spend on learning disability day services is currently £5.927m (including transport costs) which is met from existing Adult Care budgets and there are no direct savings targets allocated to the proposed reorganisation of in-house services contained in this report.

8 Legal Considerations

Proposals such as these, which may change service provision significantly require consultation with those affected, including service users, staff and carers. In assessing these proposals, the Council should also have regard to the following statutory duties under the Care Act (2014).

- The duties of local authorities to promote health and wellbeing, and to act to prevent or delay the onset of the need for support. People requiring support must be able to access a range of information and advice to enable them to remain independent members of their local communities wherever possible.
- The duties on local authorities to assess people's needs for social care support, and if they are eligible, to develop a support plan with individuals that promotes the use of personal budgets, direct payments and maintaining options and choices for individuals through effective commissioning and the provision of information and advice on possible services.
- The requirement for local authorities to help develop a market that delivers a wide range of sustainable high-quality care and support services that will be available to their communities. When buying and arranging services, local authorities must consider how they might affect an individual's wellbeing. This makes it clear that local authorities should think about whether their approaches to buying and arranging services support and promote the wellbeing of people receiving those services.
- The requirement for local authorities to make information and advice available for all people, and put in place universal services which are aimed at preventing, reducing or delaying care and support needs in the context of community wellbeing and social inclusion.

The Council must also comply with the Equality Act 2010 and in particular the Public Sector Equality Duty. This ensures that the Council considers the needs of all individuals in shaping policy and delivering services and seeks to ensure that the Council does not disadvantage protected individuals or groups.

In order to discharge this duty, Cabinet Members are asked to read and give careful consideration to what is said in the report and the attached Equalities Impact Analysis of the potential adverse impacts of the proposed changes. Members should also consider for themselves the types of adverse impacts that could result from the proposed changes to DCC's day opportunities.

A formal consultation exercise and Equalities Impact Analysis have been completed and the respective reports are appended to this report. After due consideration of the findings of both documents, it is proposed that Cabinet approve the proposals outlined in this report.

9 Human Resources Considerations

Subject to approval of this report, any staffing structure changes arising from the proposed reorganisation of services will be the subject of a further report to Cabinet and consultation with employees and trade unions.

10 Equality and Diversity Considerations

Insofar as the Equality Act 2010 is concerned, Cabinet Members are reminded that they are under a personal duty, when considering a decision, to have due regard to the need to protect and promote the interests of persons with protected characteristics (e.g. people who are vulnerable on account of age, gender reassignment, pregnancy or maternity, race, disability, religion or belief, gender, sexual orientation or gender reassignment).

- **Age:** There are 2,132 people with a learning disability known to Adult Care, however only 561 currently access a DCC day service. This cohort consists of people from all ages (18+), but the predominant range is 26-65 (86%), therefore it is concluded the proposals will not impact upon a particular age range. However, older people who have been attending centres for some time may be less inclined to countenance any changes and are more likely to choose to stay in their current service whilst younger people may choose to access more community based or employment related activities.
- **Disability:** Everyone who accesses a DCC day centre to receive support has a learning disability and/or Autism and may also have a physical disability, ongoing health or mental health problem. Information about physical disabilities within this cohort is not available, but data from Mosaic suggests 55% of centre attendees have one or more health condition. Therefore we can suggest the proposals may adversely impact on some people with a disability but this will vary from person to person and some people feel the proposed changes will be advantageous to them. The proposals are designed to improve services for everyone currently attending a service, and people who may request a service in future.
- **Gender:** More men than women access DCC's in-house services, 59% to 41% respectively. Therefore the proposals will affect more men than women as a consequence of their greater number but the analysis concluded there would not be a specific impact based upon gender.
- **Race:** There are just seven people (1.4%) from Black or Minority Ethnic Community currently accessing DCC day services, much lower than the general population of Derbyshire (4.2%). The equality analysis suggests people from this group will not be more adversely impacted by the proposals than their peers, however any particular cultural or religious needs will need to be considered during any future transition. The analysis also suggested that some of the

proposed changes, such as having a personal budget, could enable people from BME communities to access more culturally relevant activities.

- **Socio-economic:** Affordability and ability to pay for any future changes brought about by the equitable implementation of the Transport Policy was a key theme reflected throughout the consultation. It is clear that the potential for changes in people's eligibility to access DCC's free transport will result in more people being asked to pay for the service. We have been informed by some people that this will result in them (or their carer) choosing not to receive the service in future. This in turn may have an impact on people's home situations as a result of increasing demands on carers and subsequent negative impact their personal/work time, ongoing health and ability to maintain their role as a carer.
- **Rurality:** The majority of people accessing DCC's in-house provision live in urban areas (75%) where their community and transport networks are more readily accessible, however this is not always the case for people living in more rural areas. The impact of moving people to another centre, particularly if it was some distance from their existing centre, was also a frequent theme in responses throughout the consultation. It was reported the impacts could include not being able to access appropriate transport, not being able to afford to travel further (in terms of time and cost), spending longer on transport, worrying about people being unable to cope with extended journey times, and the potentially negative impacts on medical conditions, access to medication when needed (e.g. epilepsy) and extended personal care intervals.

A copy of the Equality Analysis is attached as Appendix 4.

11 Other Considerations

In preparing this report the relevance of the following factors have been considered: human resources, health, environmental, transport and property considerations.

12 Background Papers

Cabinet paper - Reshaping the Learning Disability Day Care offer and Commencing Consultation on the Future Service Model for all other Services for People with a Learning Disability - 20 December 2019 (minute number 309/18)

Cabinet paper – Bolsover Woodlands Enterprise Request for Extension of Grant Funding – 26 July 2018 (minute number 187/18)

Cabinet paper – Day Care and Support Service Framework - 15 December 2015 (minute number 448/15)

Cabinet paper - Timescale for the Change in Client Contributions and the Introduction of Transport Charges – 15 July 2014 (minute number 244/14)

PUBLIC

Cabinet paper - Proposed Changes to Adult Care Policies on Transport, Client Contributions and the Eligibility Threshold – 17 June 2014 (minute number 214/14)

13 Key Decision

Yes

14 Is it required that the Call-in period be waived in respect of the decisions being proposed within this report?

No

15 Officer's Recommendation

That Cabinet:

- Notes the outcomes from the 2019 My Life My Way consultation.
- Notes the content of the attached Equalities Impact Analysis.
- Approves the implementation of the proposals to reshape the Council's day care offer for people who have a learning disability and/or Autism.

Simon Stevens
Executive Director – Adult Social Care and Health
County Hall
MATLOCK

Appendix 1: Eligibility definition for Direct Care provided Day Services

The Council proposes to provide services that support people with the most complex needs, often termed Profound and Multiple Learning Disabilities. In order to ensure that the right level of support is provided by the Council to this cohort of the population, we need to develop a definition of what is meant by this term.

By Profound and Multiple Learning Disabilities (PMLD) the Council is referring to:

- People with profound and multiple learning disabilities (PMLD) are among the people with the highest care and support needs in our community.
- They have a profound learning disability which means that they have severely limited understanding.
- In addition, they have multiple disabilities, which may include impairments of vision, hearing and movement as well as other challenges such as epilepsy and Autism.
- Most people in this group are unable to walk unaided and many people have complex physical health needs requiring extensive help and support to enable them to meet their daily living needs.
- Most people with profound and multiple learning disabilities have great difficulty communicating; they typically have very limited understanding and express themselves through non-verbal means, or at most through using a few words or symbols.
- Some people need support with behaviour that is seen as challenging, such as self-injury.
- People with profound and multiple learning disabilities need high levels of support with most aspects of daily living: help to eat, to wash, to dress, to use the toilet, to move about and participate in any aspect of everyday life, including identifying and managing everyday risks.

Despite such serious impairments it is very important to say that people with profound and multiple learning disabilities can form relationships, make choices and enjoy community activities, and should be supported to do this as often as possible.

Appendix 2 – Consultation Presentation



**My Life My Way
Reshaping Learning Disability
Day Opportunities in Derbyshire**

Hello and welcome



Housekeeping

	Fire alarm
	Fire exits
	Toilets

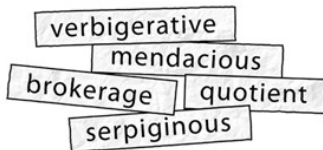
Ground Rules



Listen and give people chance to speak



Make sure your phone is turned off or on silent



Don't use jargon and you should say things in full

What will we discuss today?



Consultation means formally asking people what they think about our ideas



We want to talk about and get your views on a number of consultation proposals about how learning disability services could be changed



These proposals have been detailed in a report to Cabinet on 20 December 2018

Have your say





We want you to be involved in designing the services we offer in the future which is why we are asking you what you think.

We know this may worry you, but no changes will be made until we have heard what you think about the changes.



Why are we looking at day services?



In 2018 during the My Life My Way engagement where we spoke with people with a learning disability and or autism. People who took part told us:

- They want to live fulfilling lives – meeting friends, volunteering or getting a job
- Less people want to attend day centres as they are choosing to do other things
- People with learning disabilities and/or autism want to be supported to be part of their community, meeting friends, getting a job and volunteering

The proposals are about:

- Derbyshire County Council run day services for people with a learning disability and /or autism
- **Not** services run by other organisations



The proposals




People new to services who are assessed as having the most complex needs would be able to use day centres but the activities and location may change

The proposals



People new to services who are not assessed as having complex needs would not be able to use day services but would be offered one-to-one support to find activities, work or volunteering opportunities in their local area

The proposals



Day Centre

People who already use day services can still go to those day services if they want to

The proposals



Everyone will be assessed against Derbyshire County Councils Transport Policy and some people may have to make and pay for their own travel arrangements to and from day centres

Proposals



To support voluntary and independent organisations to set up more things to do in the community



The proposals




DERBYSHIRE
County Council

Change work based day services run by Derbyshire County Councils Direct Care so they become employment skills and training hubs

This means more people with a learning disability and/or autism will be able to do work based training to become ready for work or volunteering

What happens next



DERBYSHIRE
County Council

The consultation runs until 31 March 2019.

We will look at all the information, views and opinions you have shared with us. This will help us write another report to Cabinet.

Cabinet will then take the final decision to agree what happens next.

Today

- Everyone learns about the proposals
- Everyone gets a chance to ask questions
- Everyone feels listened to
- Everyone's views gets recorded
- Everyone's views are valid

Appendix 3 - Consultation report on 'My Life My Way' consultation. Analysis of proposals to re-shape the learning disability day care offer and the future service model for all other services for people with learning disability and/or Autism.

1. Introduction

On 20 December 2018 Cabinet approved a 12 week consultation on proposals to change the way people with learning disabilities and/or Autism are supported to lead fulfilling lives. This consultation was referred to and promoted as 'My Life My Way' and built from engagement activity that took place in 2018 under the same title and informed the development of these subsequent consultation proposals. This report explains the details of the consultation methodology and the views and options submitted during the consultation proposals.

2. Methodology

The 'My Life My Way' consultation took place for 12 weeks between 2 January 2019 and 31 March 2019. The consultation used a mixed method approach using both qualitative and quantitative techniques to gather people's views about the proposed changes. The Stakeholder Engagement and Consultation Team (SECT) sought to maximise peoples opportunities to participate by offering different formats, including:

- Offering the questionnaire in different formats – such as other languages or larger print if this was more appropriate.
- Co-ordinating a range of ways in which people could choose to share their views

People were able to give feedback in a variety of ways, including:

- Sending in comments using either the easy read or standard postal questionnaire.
- Offering the questionnaire in different formats, such as other languages or larger print if this was more appropriate.
- Completing the questionnaire online via the page on the Derbyshire County Council website.
- Inviting people with a learning disability and/or Autism, their families and carers to consultation meetings.
- Providing an opportunity to write in to the Council via a letter or dedicated email address.
- Facilitating telephone interviews for people having difficulty completing the questionnaire.
- Signposting to further information on the Derbyshire County Council website www.derbyshire.gov.uk/MyLifeMyWay, which gave an outline of the proposals, an electronic copy of the Cabinet report and the Transport Policy.

- Issuing media releases which were issued at the start of the consultation and news releases were published on the Derbyshire County Council website.
- Including advertisements in the 'Our Derbyshire' magazine, which is distributed to every household across Derbyshire.

3. Analysis of consultation responses and stakeholder feedback

The consultation as an opportunity for the residents of Derbyshire to register their views about a number of important proposals. All responses were collated by the Adult Care Stakeholder Engagement Team and a thorough analysis was made of the material. The analysis is based on two approaches, quantitative and qualitative and these are reported alongside each other.

Quantitative feedback includes the data generated from the tick box questions from the postal and online questionnaires were analysed using Snap, an online survey tool, and then exported into Microsoft Excel for detailed analysis. The questions gave people an opportunity to indicate whether or not they agreed with the different proposals and the resultant data shows the number of people who were in agreement or disagreement with each proposal.

Qualitative feedback, including open text data collected from people's responses and comments in the questionnaires, from the consultation meetings and letters/emails received was analysed and sorted into themes. This process gave an opportunity to widen understanding of the views given about the proposals, and indicate some of the reasons behind people's opinions.

4. Consultation response rate

In total 5,373 paper questionnaires were sent out. They consisted of 3,312 **easy read information packs**, which contained details of the proposed changes, alongside an introductory easy read letter, an easy read postal questionnaire with a pre-paid envelope. These packs were distributed as follows:

Category	Number of easy read information packs
Current Direct Care Day Services clients	543
Stakeholders who have had contact with Adult Care services within the last two years.	2,073
Clients aged between 14 and 21 years old who are preparing for adulthood	696

A further 2,061 **standard information packs** were sent out, which contained details of the proposed changes, alongside an introductory letter, a postal questionnaire with a pre-paid envelope and a copy of the Transport Policy. These packs were distributed as follows:

Category	Number of standard information packs
Carers of people who attend Direct Care Day Services	416
Carers of stakeholders who have had contact with Adult Care services within the last two years.	1,333
Carers of clients aged between 14 and 21 years old who are preparing for adulthood	312

In addition, fifteen meetings for Direct Care learning disability day services' clients, people with a learning disability and/or Autism, their family and carers were arranged with specialist facilitation support from SECT. The meetings took place at a range of venues and included twelve Direct Care day centres, two community venues and one, following a specific request, at Bolsover Woodlands Enterprise Ltd.

Questions about the proposed changes were answered by Direct Care Group Managers and Prevention and Personalisation staff at these meetings, allowing those who attended to gain a better understanding of the proposals. The PowerPoint presentation and agenda used to support the consultation meetings are included in appendix 2.

Individuals were also able to contact the Stakeholder Engagement and Consultation Team directly throughout the consultation period via letter, email or telephone.

As a result of the mixed approach a good response level was achieved and can be summarised as:

- 536 completed postal questionnaires were received.
- 158 questionnaires were completed online via Derbyshire County Council's website.
- 523 people attended the fifteen meetings, consisting of 189 clients, 270 Carers, 51 members of staff from Adult Care (excluding facilitators) and 13 people from other stakeholder groups, which included councillors, and Members of Parliament.
- 20 telephone enquiries were received with most calls seeking reassurance that individuals had understood the proposals correctly, were seeking clarification on the details of the proposal, or requested assistance to complete the questionnaire which SECT did on their behalf using the online questionnaire with them during the call.
- Four letters and five emails were received concerning the consultation of which eight were from carers and one was a response from a local councillor.

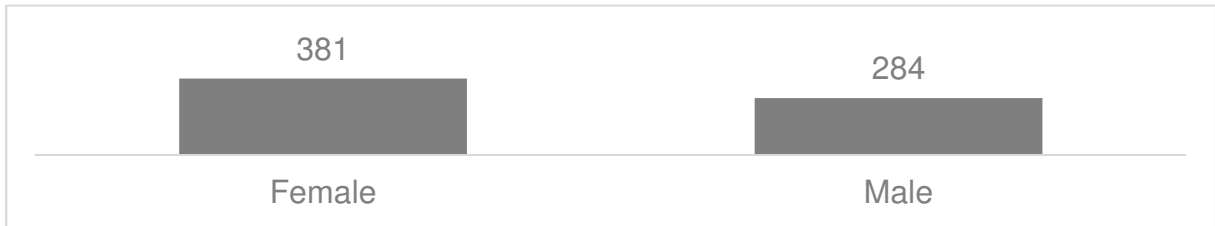
It is very difficult to give a return rate in percentage terms as a variety of ways of contacting people were utilised. Some of the ways individuals were contacted are quantifiable, for example it is known how many consultation information packs were

sent out in total. However, it is very difficult to estimate how many people may have received information about the consultation from other sources as it was widely promoted throughout a range of networks. For this reason the quantified percentage rate is not shown.

5. Demographic profile of people who responded to the consultation

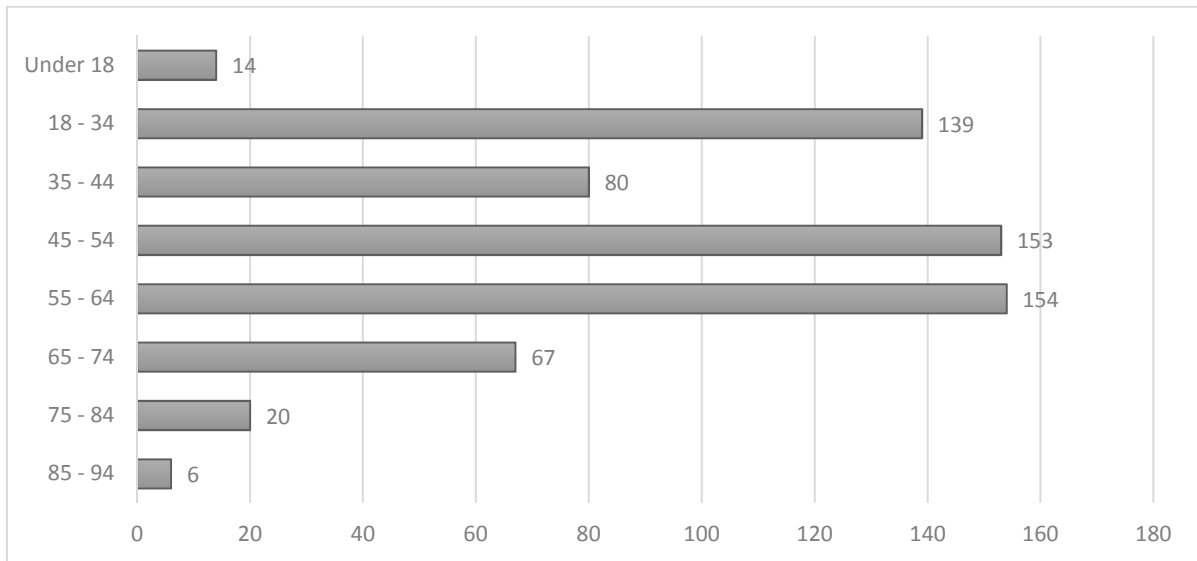
A summary of the demographic profile of consultation respondents is provided below.

a) Gender



The majority of respondents to the questionnaire were female (381 people) with 284 males answering the questionnaire and 29 people chose to leave this field blank.

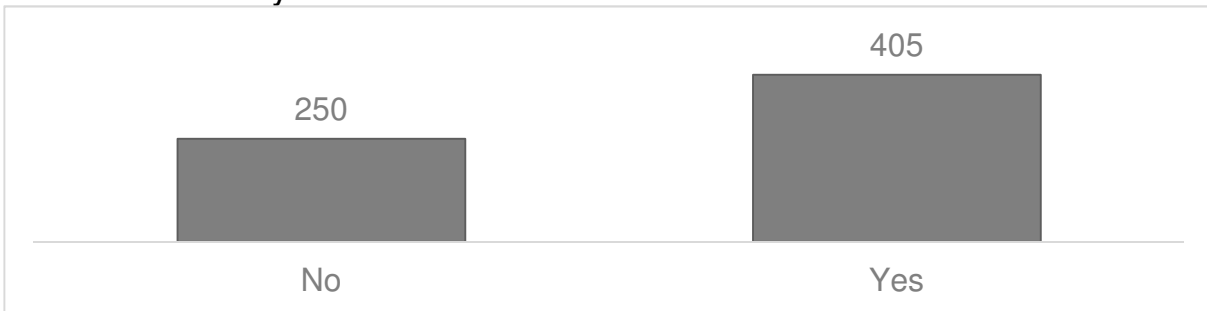
b) Age profile



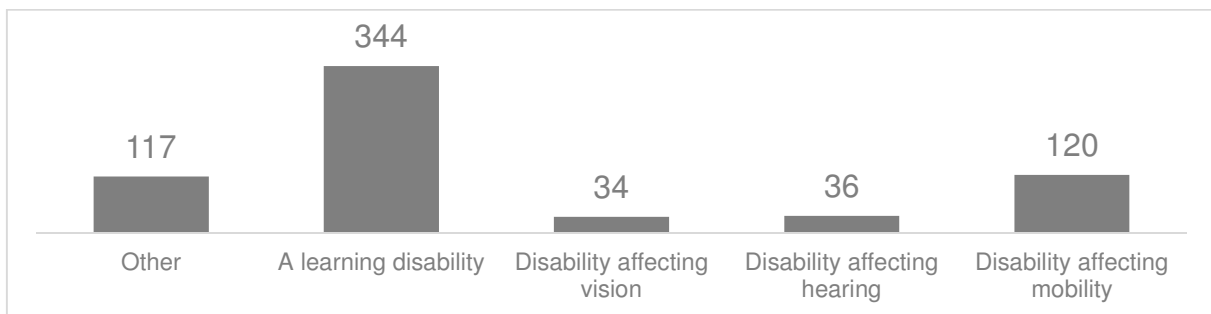
44% of respondents to the questionnaire were in the 45-54 and 55-64 age ranges, the next largest group of respondents were aged 18-34 (20%) and 61 people chose to leave this field blank.

c) **Disability**

People who completed the survey were asked whether they considered themselves to have a disability:

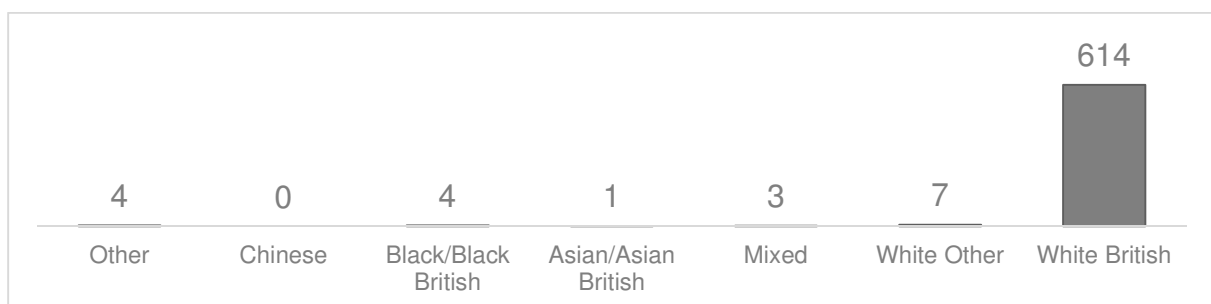


People who indicated they have a disability were then asked to select all of the disabilities that apply to them, from the following categories, to provide more detail about their disability:



Some respondents indicated that they had more than one disability and this is reflected in the graph above. 344 respondents to this question stated they have a learning disability which is 85% of all those who stated they have a disability, therefore many respondents will also have one or more of the other disabilities listed.

d) **Ethnicity**

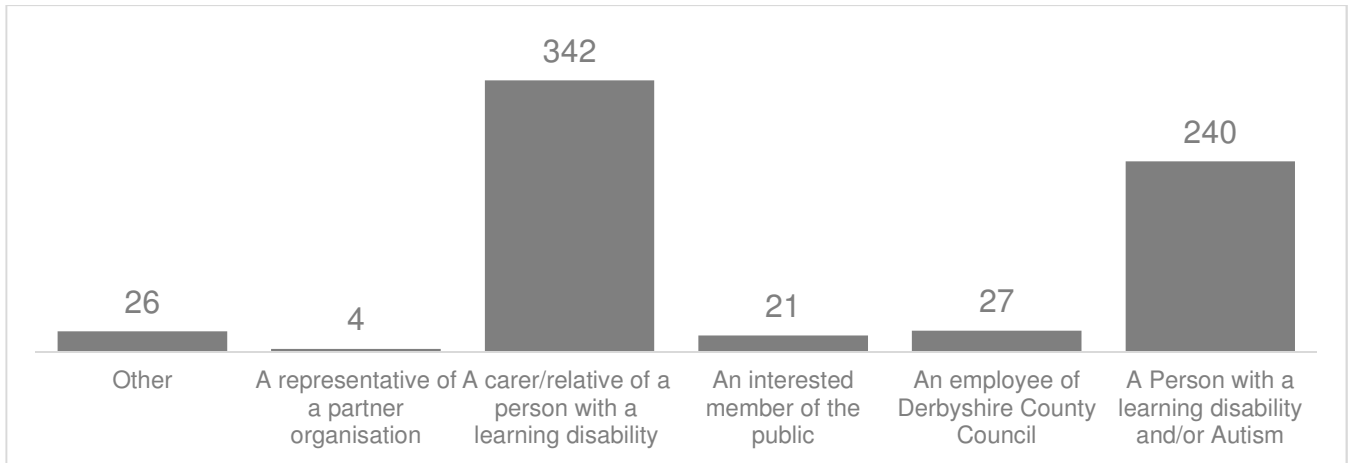


The majority of respondents to the questionnaire (614 people) selected 'White British' and this reflects the current ethnicity profile of inhabitants of Derbyshire.

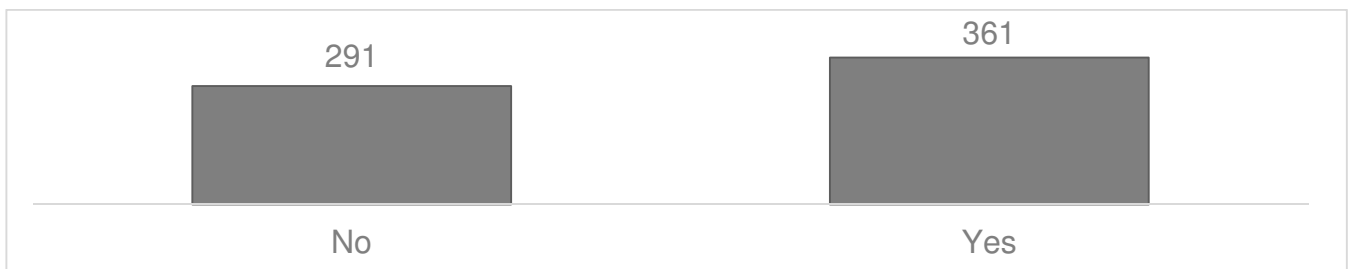
6. What people told us during the consultation?

A summary of the consultation question responses is provided below:

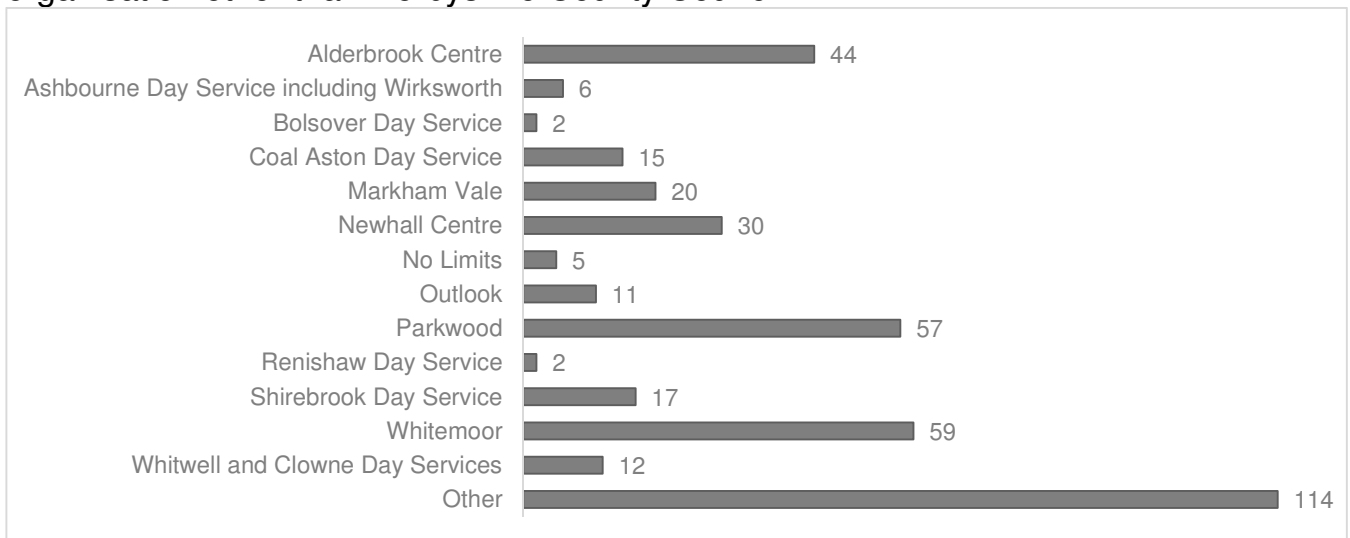
Q1. In which role are you responding to this consultation?



Q2. Do you, or the person you care for, use a Day Service at the moment?



Q3. For the people who stated they or the person they support used a Day Service, they were asked to tell us which one or whether it was a service provided by an organisation other than Derbyshire County Council:



Of the 397 people who answered this question, some people stated that they attend more than one day centre. 71% of respondents to this question told us that they attend a Direct Care Day Centre and 29% told us that they attend other services not provided by Derbyshire County Council.

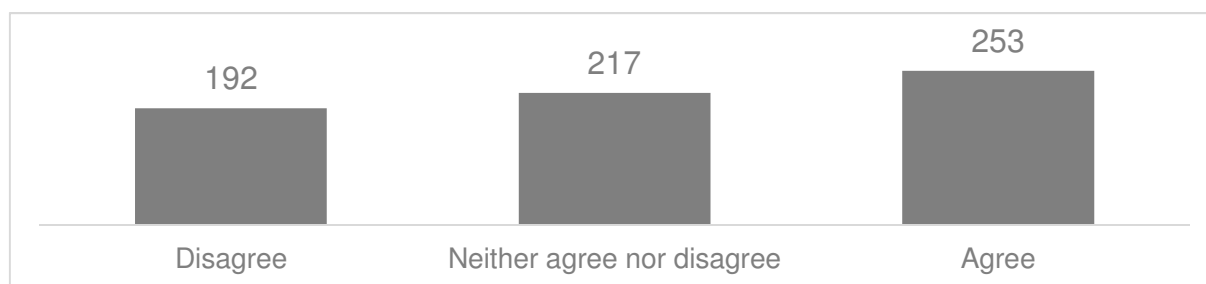
Views on the consultation proposals

Individuals who responded to the consultation questionnaire were asked to comment on the specific consultation proposals, some of which had additional statements linked to them. The proposals and associated statements are detailed below in bordered text boxes. Responses to these questions are summarised below.

Proposal A: Derbyshire County Council start the transition to refocus the service model to deliver specialist building based day services to people with Profound and Multiple Learning Disability (PMLD) and complex support needs.

Statement 1: People assessed as having the most complex needs would be able to use day centres but the activities and location may change.

Q4. Do you agree or disagree with the statement ‘people assessed as having the most complex needs would be able to use day centres but the activities and location may change’?



Of the 662 people who answered this question, 38% stated they agreed with the proposal, 33% neither agreed nor disagreed with the proposal, and 29% disagreed with the proposal.

Of the 253, people who agreed, 50% were carers and 32% were people with a learning disability and/or Autism.

Of the 192, people who disagreed, 52% were carers and 30% were people with a learning disability and/or Autism.

Q5. If Derbyshire County Council chose proposal A statement 1 ‘people assessed as having the most complex needs would be able to use day centres but the activities and location may change’, how would it affect you?

There were 717 comments gathered for this question and the top five themes are:

1. Consequence of change - 212 comments
2. Impact of location change - 140 comments
3. Not affected by statement - 75 comments
4. Quality of care - 59 comments
5. Clarity needed – 51 comments

Examples of comments and queries in relation to the top theme, **consequence of change** include:

My daughter does not like change. Even people and faces need to be constant, she really likes coming here.

Change always affects people with complex needs the most, stability is essential for them, change can be damaging to them.

Any change in routine has a detrimental effect for my service user. Familiarity and structure are important for his feelings of safety and wellbeing. Adjusting to change is a long and difficult process for him.

Likes stability. Happy in current situation.

I would like it to be the same as now because he now knows the staff and other people that attend the day centre. He also gets to do various activities that he would not be able to do if he wasn't attending the day centre.

Examples of the comments and queries regarding the second theme, **impact on location change** include:

Has a relationship with area and community.

We love that he mixes with people more able than himself.

It's okay as long as adequate transportation is provided.

Our son has complex needs. I take and fetch our son to the day centre at the moment so my concern is, where the location would be if any change?

Distance of travel, people might have to travel much more distance. Consideration is needed about how much time is spent on transport.

Examples of the comments and queries from the third theme, **not affected by statement**, include:

It wouldn't affect me.

*I feel this wouldn't have any effect on my needs.
Not affected at all.*

Example of comments and queries for the fourth theme, **quality of care** include:

A better centre would be fine if the staff came too. It would be detrimental to my son's needs if the staff weren't able to look after him.

Regular care with people that we trust and know, that know the people they care for and their needs.

I would not want to explain my daughter's needs to a different person each week if she was on a 1-2-1, the staff know her here.

Example of comments and queries for the fifth theme, **clarity needed** include:

Are you saying those with complex needs will have to go elsewhere?

The proposal on how and where activities would change is not helpful for us to comment on as it is open ended.

Need to define 'complex needs', people have different opinions on what this means.

Other comments were also categorised against a number of themes and can be summarised as:

- Appreciation of the service - 44 comments
- Suggested improvements - 30 comments
- The future viability of day services - 24 comments
- Agree with statement - 21
- Impact on carers - 11
- Disagree with statement - 16 comments
- There were 34 other comments that did not fit into a theme.

Statement 2: People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.

Q6. Do you agree or disagree with proposal A statement 2 'people new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area'?



Of the 648 people who answered this question, 54% agree, 29% neither agree nor disagree, and 17% disagree.

Of the 352 people who agreed, 47% were carers and 36% were people with a learning disability and/or Autism.

Of the 106 people who disagreed, 53% were carers and 30% were people with a

learning disability and/or Autism.

Q7. If Derbyshire County Council chose proposal A statement 2 'people new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area', how would it affect you?

There were 867 comments gathered for this question and the top five themes are:

1. Support - 145 Comments
2. Not affected by statement - 143 Comments
3. Choice - 118 Comments
4. Agree with statement - 103 Comments
5. Suitability of work or volunteering opportunities - 59 Comments

Examples of the comments are queries regarding the top theme, **support** include:

Anyone offered new activities would need detailed benefits advice to make sure they are not worse off.

A lot of people wouldn't have the ability to cope once the 1-1 support stops, so the placement would fail. Who would support her once she is in the community?

How long would the one-to-one support be for this? The time should be personalised to that person.

It depends what form the one-to-one support takes and how long it lasts. For example would the new client have to accept what was offered or get a choice? How many choices? What would happen if/when the activity came to an end? Would the support be continuing?

This sounds an ideal solution but can easily lead to boredom and social exclusion. With all of perceived faults of day centres they provide a structured environment and opportunities for social intercourse.

Examples of the comments are queries regarding the second theme, **not affected by statement** include:

I am not new to services.

It would not affect me at the moment.

It would not affect me directly.

It would not affect me but I understand the benefit.

It may not affect me I already have support.

Examples of the comments are queries regarding the third most common theme, **choice** include:

An option of a day centre should still be on the cards to give them choice.

Should be more places to work.

People should be given choice and new experiences.

Examples of the comments are queries regarding the fourth most common theme, **agree with statement** include:

I like the idea of being empowered and assisted to take control of my own service. I can direct people to my likings rather than this being prescribed to me.

I want my son to do more than just go to a day centre.

I would love it as I like to work and be busy and do a good job.

Examples of the comments are queries regarding the fifth most common theme, **suitability of work or volunteering opportunities**, include:

They only give us rubbish jobs.

Providing the right type of environment to support and motivate people with a learning disability and adequate monitoring of this, and where do they go for this support?

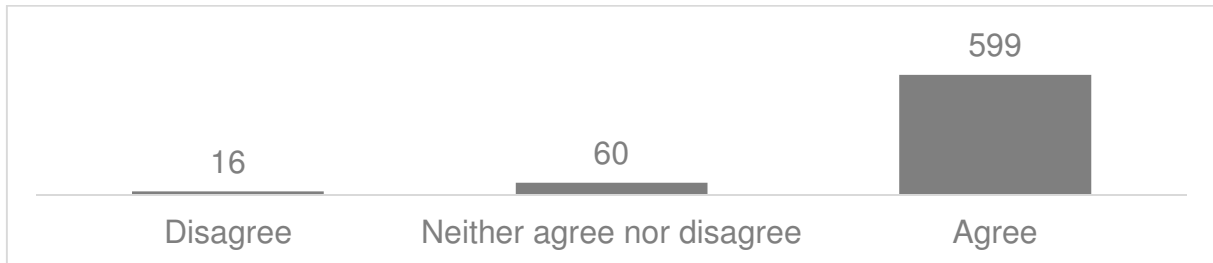
But only if consistent and long term.

Other comments were also categorised against a number of themes and can be summarised as:

- Consequence of change - 49 comments
- Assessment quality - 49 comments
- Financial sustainability - 35 comments
- Community cohesion - 30 comments
- Suggested activities - 28
- Clarity needed - 25 comments
- Disagree with statement - 22 comments
- Preparing for adulthood - 22 comments
- Adequate monitoring of future services - 18 comments
- There were 21 other comments that did not fit into a theme.

Statement 3: People who already use day services can still go to those day services if they want to.

Q8. Do you agree or disagree with proposal A statement 3 'people who already use day services can still go to those day services if they want to'?



Of the 675 people who answered this question, 89% agree, 9% neither agree nor disagree, and 2% disagree.

Of the 599 people who agreed, 51% were carers and 33% were people with a learning disability and/or Autism.

Of the 16 people who disagreed, 6% were carers and 69% were people with a learning disability and/or Autism.

Q9. If Derbyshire County Council chose proposal A statement 3 'people who already use day services can still go to those day services if they want to', how would it affect you?

There were 917 comments gathered for this question and the top five themes are:

1. Agree with statement - 350 comments
2. Appreciation for service - 130 comments
3. Not affected by statement - 129 comments
4. Consequence of change - 81 comments
5. Suggested improvements - 65 Comments

Examples of the comments are queries regarding the top theme **agree with statement** include:

I have been at my day centre for 30 years and I wish to stay there.

Many people who go to day centres really enjoy going, not everyone fits into the same box, if someone is happy there and it meets their needs, it surely is in their best interests to let them stay.

That's wonderful, please stick to your word.

My brother could continue to attend the day service he is familiar with. He would be supported by staff that know him and understand his needs and moods. He feels safe in this environment and with the staff who know and support him.

Absolutely, people want the choice to be able to stay.

Examples of the comments are queries regarding the second most common theme **appreciation for service** include:

I love it to bits here it's a good place.

Day services are still a very much needed facility, to provide support and group activities for people with a learning disability. The community is not ready for these young people to access anything. They also need support and group meets ups. My son would be isolated if he wasn't able to access the centre support.

I'd like to come into the day centre every day.

Feel safe with people we trust and know.

Staff get to know clients and get to know their needs and can see signs if there is something wrong this is important if people can't speak.

Examples of the comments are queries regarding the third most common theme **not affected by statement** include:

It wouldn't, I don't use day services.

It would not affect us because we don't currently use them.

It would be different for me because I haven't been to a day centre before.

Examples of the comments are queries regarding the fourth most common theme **consequence of change** include:

Asking the older generation to change at this point in their lives would be unfair.

Consistency and not changing things is so important to us.

If things change it will have a big impact on clients and carers.

Examples of the comments are queries regarding the fifth most common theme **suggested improvements** include:

Could centres be used at night and hired to the community for groups and classes, youth clubs. DCC could raise some money doing this. Our people could then stay on and help out in the evening.

Do the hubs here and fund them properly rather than try and do it elsewhere on the cheap.

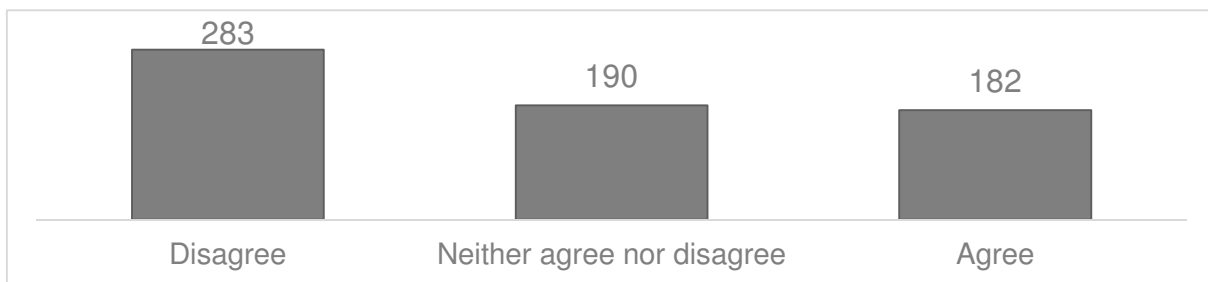
You want them to do more, I have been around long enough. In the centres years ago you used to pay dinner money and have a discussion what was happening for lunch. You would then have a job to do i.e. go out and buy the ingredients for lunch, then prepare the veg etc. which gave the clients daily living skills. These skills have now been taken away from them and they are now sat all morning just waiting for lunch which is often a sandwich that has been bought in for them.

Other comments were also categorised against a number of themes and can be summarised as:

- Friendship groups - 39 comments
- Future sustainability - 39 comments
- Impact on carers - 17 comments
- There were 67 other comments that did not fit into a theme.

Statement 4: In future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.

Q10. Do you agree or disagree with proposal A statement 4 'in future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre'?



Of the 655 people who answered this question, 28% agree, 29% neither agree nor disagree, and 43% disagree.

Of the 182, people who agreed, 47% were carers and 35% were people with a learning disability and/or Autism.

Of the 283 people who disagreed, 49% were carers and 37% were people with a learning disability and/or Autism.

Q11. If Derbyshire County Council chose proposal A statement 4 'in future everyone will be assessed against Derbyshire County Council's Transport Policy

and some people may have to make and pay for their own travel arrangements to and from the day centre', how would it affect you?

There were 884 comments gathered for this question and the top five themes are:

1. Financial impact - 154 comments
2. Not affected by statement - 121 comments
3. Agree with statement - 90 comments
4. Impact on carers - 77 comments
5. Risks - 66 comments

Examples of the comments are queries regarding the top theme **financial impact** include:

A taxi would be a £30 round trip.

Co-funding has already gone up is this just another way of getting more money from us when we can't afford it and our people with a learning disability are going to be left without any spare cash at all.

The cost of transport is escalating all the time and eating into their benefits, this can be just attending hospital appointments.

It may initially stop some people attending the centre due to their affordability and their personal budget.

Cost too much money in taxi fares, so will and already has caused a reduction in my day centre attendance.

Examples of the comments are queries regarding the second most common theme **not affected by statement** include:

My brother has already been assessed and the current transport services are working perfectly. He is incapable of making his own travel arrangements.

I already have been transporting my daughter for 7 years. I have a disability car so she is not eligible for the bus.

My cared for person is taken to the day centre by staff from his supported living facility and this proposal will not affect him. I would say though that anyone who can afford to pay should contribute. It should also be noted that there could be problems for people living in inaccessible areas of the county.

XX walks in with a support worker.

We don't currently use the day services.

Examples of the comments are queries regarding the third most common theme **agree with statement** include:

Why are some people having to pay, and some aren't?

Some of us wouldn't mind paying a reasonable amount for transport if it meant that we were getting transport that we can trust and rely on and the support is good for our sons and daughters.

I feel that making your own travel arrangements is empowering and whilst I would object to those who are at considerable risk, from exploitation or road safety, should be assisted and provided with this service I would imagine most will take comfort knowing they are in control from start to finish and using public amenities like everyone else.

Examples of the comments are queries regarding the fourth most common theme **impact on carers** include:

I would have to take my daughter to and from day centre five days a week, morning and afternoon. This would increase her dependence on me and take away her chance to be with others who know her. It would decrease my much needed respite time and lessen the short time I have currently to see friends.

I already take my son to his support services or pay expenses directly to them on days where we meet half way, as a lone, working (part-time) parent, this puts considerable strain in an emotional and financial way on our life.

I am in my 70s and won't be able to transport them forever.

Examples of the comments are queries regarding the fifth most common theme **risks** include:

Our daughter has no understanding of transport, roads, money.

Within the company that I work, we do not have a staff car and only some staff members use their own cars. So a reduction in DCC transport would mean that service users wouldn't be able to get to day service.

What happens when people need support for travelling?

Other comments were also categorised against a number of themes and can be summarised as:

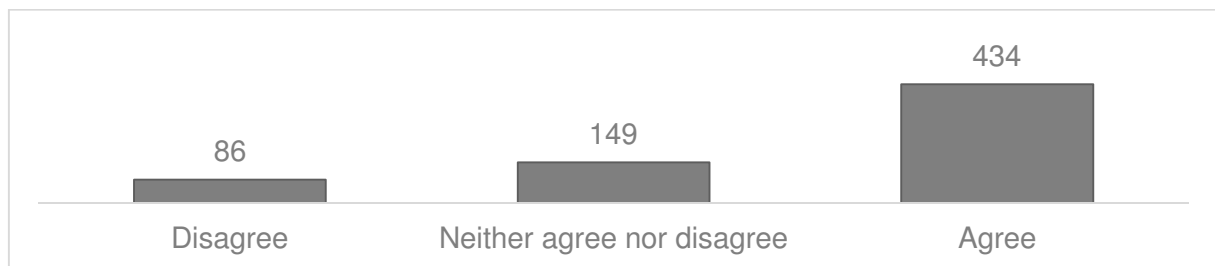
- Support - 59 comments
- Assessment quality - 56 comments
- Appreciation for the day centre bus service/community transport - 45 comments

PUBLIC

- Already contribute - 42 comments
- Lack of public transport - 37
- Greatly affected - 34 comments
- Travel pass restrictions - 16 comments
- There were 87 other comments that did not fit into a theme.

Statement 5: To support voluntary and independent organisations to set up more things to do in the community.

Q12. Do you agree or disagree with proposal A statement 5 'to support voluntary and independent organisations to set up more things to do in the community?'



Of the 669 people who answered this question, 65% agree, 22% neither agree nor disagree, and 13% disagree.

Of the 434 people who agreed, 51% were carers and 34% were people with a learning disability and/or Autism.

Of the 86 people who disagreed, 49% were carers and 30% were people with a learning disability and/or Autism.

Q13. If Derbyshire County Council chose proposal A statement 5 'to support voluntary and independent organisations to set up more things to do in the community', how would it affect you?

There were 888 comments gathered for this question and the top five themes are:

1. Agree with statement - 333 comments
2. Risks - 131 comments
3. Future viability - 112 comments
4. Consequence of change - 77 comments
5. Suggested opportunities - 71 comments

Examples of the comments are queries regarding the top theme **agree with statement** include:

This would provide more things to do for people with disabilities which is sadly lacking in Derbyshire. Lovely for the person I work with xx.

As long as they were supported. Individuals should be in the public so hopefully there is more acceptance.

More would be available for my son to choose what to do. That would mean he may be able to leave the house more and reduce my worries.

Everyone's different and to have the opportunity to be in the community is important.

I would really enjoy this and it would make a positive impact on my life.

Examples of the comments are queries regarding the second most common theme **risks** include:

Monitoring of the services needs to be robust and this needs to be done by carers and people with a LD themselves.

Concerns about isolation for people with a learning disability, you need to closely monitor what services are provided.

Fear of cheap employment.

The safety net of reassurance and checking that they are still ok still needs to be in place.

12 weeks for the community connector can result in failure as motivation is not always there for them for that short time for them to be motivated to continue once the one on one support has ended.

Examples of the comments are queries regarding the third most common theme **future viability** include:

Five days for care in our Personal Budget's doesn't cover care from private companies, they are charging more per day/hour than our Personal Budget's allow. Over a week we are more than 3 hours short so that comes out of my pocket.

At the moment we are seeing a lot of the Voluntary Sector losing their funding. Projects that have been running for years and doing a grand job are going to the wall. I am not really in favour of the Private Sector taking on any contracts to provide services for people with a learning disability, they can just walk away if they don't make a profit and that is not good.

I am a member of two voluntary organisations which were helping in just the way proposed by Proposal A, but had their DCC funding cut or terminated. I view this proposal with scepticism although, naturally, I am in favour of it. If DCC continues to cut grants to voluntary organisations in the way it is doing at present then they will cease to exist and not be available to help in the future.

Examples of the comments are queries regarding the fourth most common theme **consequence of change** include:

XXX needs the stability of the day centre. She needs to know where she will be and who she will be with this would be too uncertain for her.

I do not think a voluntary organisation could have the knowledge or experience to look after my daughter with her complex needs. I would therefore have no confidence in any voluntary or independent organisation to safely look after my daughter. This would cause me constant stress and worry.

I wouldn't change what we have now.

Examples of the comments are queries regarding the fifth most common theme **suggested opportunities** include:

Buddying scheme to help people enjoy an activity with someone who enjoys it e.g. football match.

Need to educate organisations that already exist and making them accessible to people with learning disabilities and Autism.

Support us to have our own voluntary groups here we can support other people and run our own group with support.

Other comments were also categorised against a number of themes and can be summarised as:

- Not affected by statement - 38 comments
- Support - 36 comments
- Ensuring adequate facilities are available - 30 comments
- The possible impact on Direct Care day centres - 19 comments
- There were 41 other comments that did not fit into a theme.

Q14. This question was people's opportunity to make **further comments on proposal A** overall. From analysis of the feedback it was evident that as well as using this opportunity to comment further on proposal A, consultation respondents also used the open text box to express their opinions on their service overall.

There were 205 comments gathered for this question and the top five themes are:

1. Comments relating to statement three - 38 comments
2. Council finances - 26 comments
3. Person centred approach - 23 comments
4. Impact on carers - 15 comments
5. Comments relating to statement four - 14 comments

Examples of the comments are queries regarding the top theme **comments relating to statement three** include:

The day service makes me happy I enjoy it very much and I love spending time with my friends doing gardening and litter picking. I smile and laugh a lot since I have been going there and I would be very sad if I could not go there.

The day centre provides such a homely, accepting centre for adults with learning difficulties to be. If this is taken from them, their lives will be impoverished.

I have everything I need at the day centre. I have a lot of friends and the staff are also my friends. I have plenty of activities to do there and do not wish to change anything. I feel safe and well looked after by familiar people.

I enjoy the day centre it's a safe place and enjoy seeing friends love the activities it gives me something to look forward to.

We would welcome the news that our son could still be able to attend the day centre as this is truly a life line for all of our family.

Examples of the comments are queries regarding the second most common theme **council finances** include:

I am not convinced that the proposal will provide the targeted savings, one to one provision must be a more expensive option if done properly.

I suspect that funding will be an issue and, therefore, little will appear and/or be short lived.

Support for people with learning difficulties is more expensive in rural areas because of lack of economies of scale and transport costs. This should be acknowledged by differential spending formulae.

I think this a good idea, but you need to work together, and have proper money to do it. Or people like me will be isolated more than ever.

Everything is always about money with you, there's nothing for people that have a disability, and it's always them that have to miss out on things.

Examples of the comments are queries regarding the third most common theme **person centred approach** include:

Whatever proposal is agreed it still must recognise that not one service fits all needs.

People with learning disabilities have told us they want to be involved in their local community, going out with friends, learning new skills or getting a job.

Instead of trying to fit people in to services we have available, we are keen to make sure our support focuses on an individual's strengths to help them achieve personal goals.

Our main concern in all the proposals is the inclusion of all individuals with learning disabilities, not just those who are able to work and those with PMLD.

Examples of the comments are queries regarding the fourth most common theme **impact on carers** include:

At our ages of 80 and 78 it is becoming increasingly difficult to provide the quality of life our son deserves and we are unsure how long we can continue doing this. Any reduction in services (which have so far been good) will be detrimental to him and to us full time carers.

Any changes to the current arrangements would seriously affect our ability to continue as family carers. Things are not perfect as they are and these proposals are not going to improve them.

Why change what is not broken. You only put more stress on already stressed carers.

Examples of the comments are queries regarding the fifth most common theme **comments relating to statement four** include:

People wouldn't go to day care if they had to pay and then become lonely. They could share transport to make it cheaper.

I have worked in Health & Social Care for over 25 years and I believe in people remaining independent and to have the choice in their lives. But I am well aware that lots of these people receive adequate benefits to pay for some things, i.e. transport.

Although I get mobility payment this would not cover the full cost of travel to and from the day centre.

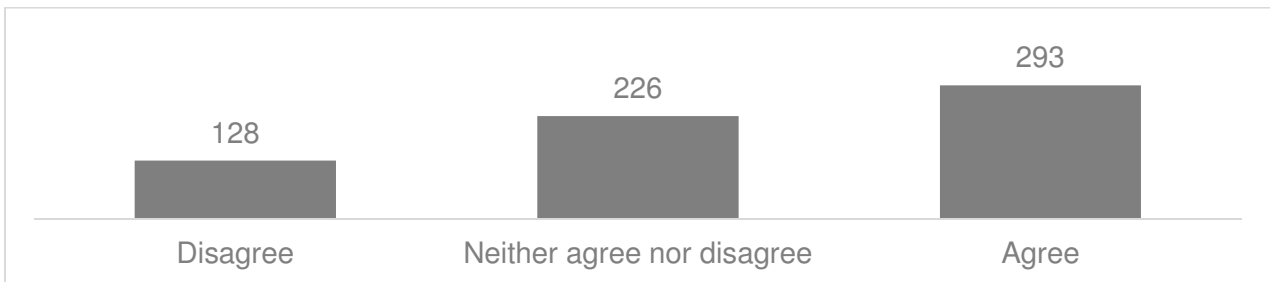
Other comments were also categorised against a number of themes and can be summarised as:

- Comments relating to statement five - 13 comments
- Suggestions - 13 comments
- Sustainability - 11 comments
- Support - 10 comments
- Consequence of change - 10 comments
- Appreciation of service - 8 comments
- Transition - 6 comments
- Consultation methods - 6 comments

- Comments relating to statement six - 5 comments
- Comments relating to statement two - 5 comments
- Comments relating to statement one - 2 comments

Proposal B: To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.

Q15. Do you agree or disagree with proposal B 'to change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to?'



Of the 647 people who answered this question, 45% agree, 35% neither agree nor disagree, and 20% disagree.

Of the 293 people who agreed, 45% were carers and 38% were people with a learning disability and/or Autism.

Of the 128 people who disagreed, 48% were carers and 37% were people with a learning disability and/or Autism.

Q16. If Derbyshire County Council chose proposal B 'to change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or autism will be able to do work based training to support more people to become ready for work or volunteering if they want to', how would it affect you?

There were 884 comments gathered for this question and the top five themes are:

1. Agree with proposal - 283 comments
2. Aspirations and capability match - 212 comments
3. Disagree with proposal - 104 comments
4. Support - 76 comments
5. Progression route - 58 comments

Examples of the comments are queries regarding the top theme **agree with proposal** include:

It would be great.

It will make it easier for me, I'm scared about doing work experience.

My daughter has greatly benefitted from a scheme similar to this is now employed part time.

It would give me more purposeful ways of using my time.

This would help me a great deal in preparing me for work and a more meaningful future.

Examples of the comments are queries regarding the second most common theme **aspirations and capability match** include:

As long as these places are genuine and do not revert to being places that do crafts and the like. Make them proper places of work so they can learn REAL skills.

Depends on help, I struggle with more or less everything.

I have impaired mobility, so I wouldn't be able to work regularly. I'd like to work, it's a good idea.

Matching the right skill set from the individual to the opportunity.

What about those who are unable to go, need to be able to have choice to access same things as everyone else but allow for different outcomes i.e. not going to be able to work and existing service is there to return to concerns about shrinkage and remaining service and impact on choice for those still attending.

Examples of the comments are queries regarding the third most common theme **disagree with proposal** include:

Crack pot scheme all around as some people are too disabled to do any sort of work.

I would not like to volunteer or work.

I like it how it is.

Examples of the comments are queries regarding the fourth most common theme **support** include:

It's the lasting support that is needed in volunteering and jobs.

Need more personal assistants, maybe a pool of staff employed by the council.

People would need to understand what our support needs are.

Examples of the comments are queries regarding the fifth most common theme **progression route** include:

Jobs and voluntary opportunities need to be found for us to move onto.

We would be worried that there would be no jobs for them to move on to.

A progression model needs to be in place for appropriate people if they wish to have more options available for them in the future.

Other comments were also categorised against a number of themes and can be summarised as:

- Not affected by the proposal - 42 comments
- Risks - 38 comments
- Suggested activities - 24 comments
- There were 47 other comments that did not fit into a theme.

Q17. This question was people's opportunity to make any further comments on proposal B. However it was evident that as well as using this opportunity to comment further on proposal B, people had also used the open text box to express their opinions on their service overall.

There were 124 comments gathered for this question and the top five themes are:

1. Choice - 23 comments
2. Suggestions - 22 comments
3. Agree with proposal B - 15 comments
4. Support - 12 comments
5. Clarity needed - 11 comments

Examples of the comments are queries regarding the top theme **choice** include:

Each service user has their own special needs for their particular circumstances. Any service provided must meet the needs of the individual service user.

I find it very disrespectful that you think that after over forty years of attending my day centre that I am suddenly able to work in the community or become a volunteer and I am not able to be in paid work.

So long as services for other users who are not able to benefit from this new service are not left high and dry. Unless support is available to employers and ongoing expert advice available to maintain employment this will be unsustainable.

Everything is about personal choice!!

This sounds good if there are plenty of places available.

Examples of the comments are queries regarding the second most common theme **suggestions** include:

It is important to ensure people who cannot work are not forced into work.

Please have more ambition than volunteering. How many people with learning disabilities do DCC employ? Maybe you should start leading by example. Provide paid employment for LD in the visitor centres and tourist attractions for a start.

A work strand of groups/activities could be developed as part of the service. I would not support narrowing the focus down to employment skills or work related only or time-limiting the service.

Employment skills and training hubs should be available locally such as in the library.

Staff were trained to run Ordinary National Certificate courses with our clients but this was stopped. It could be something that could be started again?

Examples of the comments are queries regarding the third most common theme **agree with proposal B** include:

Any venture which will encourage people with a learning disability and/or autism to prepare them for work if they are capable is certainly the way forward.

It's a good idea for people with moderate learning disability.

I believe this is a really good idea and will help empower the people it supports.

Examples of the comments are queries regarding the fourth most common theme **support** include:

I believe that everyone should be helped to work if possible. Parents are the ones who need support to allow it to happen and to let go.

Some of the people I support have told me that they would like to volunteer in a charity shop, & with support, I believe they would be fine.

I believe most people with a learning disability and/or autism would be unable to work/volunteer without adequate one to one support.

Examples of the comments are queries regarding the fifth most common theme **clarity needed** include:

Requires more specific detail on intentions and long term objectives.

Yet again, more detailed plans are required before one can agree or disagree with your proposals.

What does this actually mean? Will a person's attendance be time limited, such as at a college course?

Other comments were also categorised against a number of themes and can be summarised as:

- Consequence of change - 9 comments
- Negative previous experience - 9 comments
- Transition - 4 comments
- Raising awareness about people with learning disabilities and/or Autism - 3 comments
- There were 16 other comments that did not fit into a theme.

Appendix 4 – Equalities Impact Analysis



Derbyshire County Council Equality Impact Analysis Record Form 2018

Department	Adult Care
Service Area	Learning Disability/Autism
Title of policy/ practice/ service of function	Transformation of Learning Disability Day Opportunities
Chair of Analysis Team	Steve Ball

Stage 1. Prioritising what is being analysed

- Why has the policy, practice, service or function been chosen? (rationale)
- What if any proposals have been made to alter the policy, service or function?

The National Context

- There is a challenging national agenda of change and the estimated growth in the number of young people with complex needs alongside an ageing learning disabled population means we have to ensure the resources available are used efficiently. Services need to meet individuals' needs and promote independence not dependence. To do this we need to recognise people's abilities, not disabilities, we need to recognise everyone with a learning disability and/or Autism can make a positive contribution to the community in which they live.
- The vision remains as set out in Valuing People (2001) and Valuing People Now (2009): that all people with a learning disability and/or Autism are people first with the right to lead their lives like any others, with the same opportunities and responsibilities, and to be treated with the same dignity and respect. They and their families and carers are entitled to the same aspirations and life chances as other citizens.

- The Care Act (2014) promotes the adoption of strength based approaches to assessment and Care and support planning which first seeks to mobilise an individual's strengths, resources, networks and communities as a means of supporting personal outcomes. Where local authority resources are utilised to meet eligible outcomes these should focus on supporting people to engage with their local communities.
- Places duties on local authorities to assess people's needs for social care support, and if they are eligible, to develop a support plan with individuals that promotes the use of personal budgets, direct payments and maintaining options and choices for individuals through effective commissioning and the provision of information and advice on possible services.
- Requires local authorities to help develop a market that delivers a wide range of sustainable high-quality care and support services that will be available to their communities. When buying and arranging services, local authorities must consider how they might affect an individual's wellbeing. This makes it clear that local authorities should think about whether their approaches to buying and arranging services and support and promote the wellbeing of people receiving those services.
- Requires local authorities to make information and advice available for all people, and put in place universal services which are aimed at preventing, reducing or delaying care and support needs in the context of community wellbeing and social inclusion. Preventative approaches foster a holistic approach that includes accessing universal services, early intervention, promoting choice and control, and the development of social capital. The provision of information and advice, and access to services that do not require a test of eligibility should be part of a 'universal offer'.

The Local Strategic Context

- The Council Plan 2019-2021 sets out clear ambitions to be an efficient and high performing council delivering value for money services. Exploring creative ways to deliver better services for less and ensuring that the Council's operating model is fit for purpose is critical to the Council achieving its ambitions and addressing the challenges that lie ahead.
- Derbyshire County Council (DCC) is an Enterprising Council, this approach will result in wide reaching and long lasting culture change within the Council and see a move away from more traditional and paternalistic approaches to service delivery together with fundamental changes to relationships with local people, communities and employees.
- Our current day service offer for people with a learning disability and/or Autism is primarily building based and follows a traditional "day centre" model that provides services for adults.

- DCC (Adult Care) has consulted with people who have a learning disability and/or Autism on a number of proposals to change the way day services are delivered in future. The proposals, if implemented, would mean that the Council will commence the transition to becoming a specialist provider of day time support to people with complex needs; whilst also supporting the independent and voluntary sector to develop alternative support and services to meet the needs of other people with less complex needs.
- The vision is to provide services and support that promotes independence, choice, control and individual progression whilst supporting more people into employment.
- The proposals were developed after a period of formal engagement with people with a learning disability and/or Autism, and their carers.

The Proposals are that:

1 - DCC start the transition to refocus the service model to deliver specialist building based day services to people with Profound and Multiple Learning Disability (PMLD) and complex support needs.

It is proposed that this will be achieved by:

- Direct Care will only accept new referrals to Day Services which meet the access criteria relating to people with Profound and Multiple Learning Disability (PMLD) and complex support needs. The eligibility criteria is presented below:
 - People with profound and multiple learning disabilities (PMLD) are among the people with the highest care and support needs in our community.
 - They have a profound learning disability which means that they have severely limited understanding.
 - In addition, they have multiple disabilities, which may include impairments of vision, hearing and movement as well as other challenges such as epilepsy and Autism.
 - Most people in this group are unable to walk unaided and many people have complex physical health needs requiring extensive help and support to enable them to meet their daily living needs.
 - Most people with profound and multiple learning disabilities have great difficulty communicating; they typically have very limited understanding and express themselves through non-verbal means, or at most through using a few words or symbols.
 - Some people need support with behaviour that is seen as challenging, such as self-injury.
 - People with profound and multiple learning disabilities need high levels of support with most aspects of daily living: help to eat, to wash, to dress, to use the toilet, to move about and participate in any aspect of everyday life, including identifying and managing everyday risks.
- People who currently attend Direct Care day services, but do not meet the new access criteria, will have the following options:

- to receive a Personal Budget or a Direct Payment to fund alternative day time options
- to engage with Community Connectors to pursue alternative day time options
- to continue receiving a Direct Care Day Service
- It is intended that the new offer for the latter group of people will be more focussed on a progression model, supporting individuals to be less reliant on the service and to seek alternative day time options in their local communities.
- It is also intended that the DCC Transport Policy will be consistently applied for all people with a learning disability and/or Autism in the future and that as a result some of the individuals in this group may not be eligible for free transport to and from services. This will result in some people having to arrange their own transport to and from services. It is expected that this cohort of people will reduce over time.
- All new referrals for people not meeting the new access criteria will initially be screened for referral to the community Connector Service or employment training opportunities. If these options are not appropriate, eligible people will be provided with a personal budget or direct payment and supported to purchase their services and support from independent providers that can meet their outcomes.
- Commissioners will work in partnership with independent providers in order to stimulate growth in the independent market and design service specifications which are based on the progression model of support.
- Direct Care will seek to further develop the Shared Lives service offer, expanding its capacity to provide alternative day time support options.
- Direct Care will enhance, grow and further develop the Community Connector service to be able to focus on supporting people to access work opportunities and pro-actively work with existing client's to support them to become less reliant on building based day services.
- People with complex needs and PMLD meeting the criteria for DCC day opportunities, will also have the option to be supported to find alternative services and support if this is their preference.
- Subject to approval of the proposals, Direct Care will work to understand how many people intend to take up alternatives to their existing day time support in order to review staffing structures as necessary to reflect the emphasis on meeting individual need, and providing practical support to promote independence. We need to make the most of the existing staff teams considerable skills, knowledge and experience, and create opportunities for staff to develop specialist knowledge and practice in several identified areas.

2 - Transformation of current work-based day services operated by Direct Care

It is proposed that this will be achieved by:

- Re-modelling current services to become employment skills and training hubs equipped to offer people with a learning disability and/or Autism the opportunity to receive 'time- limited' work based training options designed to support more people to become work ready and move into paid employment.
- Working closely with DACES (Adult Education) to link work place training with classroom training to ensure people are enabled to be work ready.
- Work alongside the Disability Employment Service to support current service users in these settings to seek opportunities for paid employment, utilising the skills already developed. Where this is not immediately possible, enable individuals to continue to attend the service as volunteers to mentor and support other people as they progress through the training pathway.

2 What is the purpose of the policy, practice, service or function?

DCC are currently the main provider of day time support to people with learning disability and/or Autism in Derbyshire. The majority of people attend large building based day centres which support a range of people with different support needs, from those individuals requiring minimal support, through to individuals with profound and multiple learning disability and behavioural support needs.

63% of people receive a service which is provided by DCC (Direct Care) whilst the independent and voluntary sector support approximately 37% of the people receiving a service.

There are currently fifteen DCC operated building based day services operating across the County. The five largest day centres have between 60 and 100 people attending each centre per week. There are also seven smaller centres which have 20 or fewer people attending each centre per week.

There are currently a total of twenty-four day service providers registered on DCC's Day Service Framework who offer learning disability specific day services and support. People can use either personal budgets or direct payments to purchase the support which best meets their needs. However, there remains a lack of consistency of provision across the County and over the last twelve months a number of providers have ceased to offer a number of support options due to a lack of take up. In this respect the Independent market remains under developed and underutilised. Commissioners will consider the EIA content and conclusions when reviewing and reprocurring the Framework during 2019-2020.

Day Services should support people with a learning disability and/or Autism in the following areas (O'Brien and Tyne's, Five Service Accomplishments, 1981):

Community Presence – ensuring that people are present in the community by supporting their presence as ordinary citizens in neighbourhoods, schools, workplaces, shops, recreation facilities and churches.

Community participation – ensuring that service users participate in the life of the community by supporting people’s natural relationships with their families, neighbours and co-workers and, when necessary, widening each individual’s network of personal relationships to include an increasing number of people.

Choice – ensuring that people are supported in making choices about their lives, the options they have and to act in their own best interests with regard to everyday matters and more important issues such as who to live with and what type of work to do.

Competence – developing the competence of service users by developing meaningful skills for use in community environments and relationships, i.e. those which significantly decrease a person’s dependency on others, reduces the risk of harm or develop personal characteristics that other people value.

Respect – enhancing the respect afforded to service users by developing and maintaining a positive reputation for people who use the service by ensuring that the choice of activities, locations, and forms of dress and use of language promote a positive perception of people with disabilities.

Stage 2. The team carrying out the analysis

Name	Area of expertise/ role
Steve Ball (Chair)	Adult Care Commissioning Manager
Angela Pownall	Direct Care Service Manager
Dominic Sullivan	Group Manager Prevention and Personalisation
Sue Whetton	Group Manager Adult Care Commissioning
Peter Dawson	Derbyshire Carers Association
Pam Samuel	Manager, Outlook Day Centre
Rachel Walsh	Project Manager, Disability Direct, Derby

Stage 3. The scope of the analysis – what it covers

The analysis investigates the likely impact on implementing the set of proposals highlighted in Stage 1 section (B)

Beneficiaries of activity:

The beneficiaries of learning disability day services are the people who attend, for whom the purpose is to provide activities, interaction, skills building and fulfilment. The people who support and care for them at other times benefit from the day service provision through the provision of daily respite.

Protected equality groups:

The primary group protected are Adults who have a Learning Disability and/or Autism:-

- Adults with profound and multiple levels of disability (physical and Learning Disability) and complex needs
- Adults with a moderate Learning Disability and/or Autism

The proposals could also be relevant to a number of protected groups i.e. age , disability, race, religion or belief, sex (gender) and people who have multiple protected characteristics. The activity may also be relevant to people at risk of socioeconomic disadvantage.

Relevance: This activity has a direct and significant impact on people; therefore an Equality Impact Assessment (EIA) of this activity is required.

Explanation: The proposed transformation has the potential to negatively impact on a number of people who use the service and their carers.

General Equality Duties: DCC operated and accredited day services contribute towards the Council’s equality duties in providing equal opportunity to adults with a learning disability and/or Autism to participate in day opportunities. Services are accessed following the Councils eligibility Criteria being met, and when the person has an identified and assessed need.

Stage 4. Data and consultation feedback

a. Sources of data and consultation used

Source	Reason for using
Current operating model analysis	Provides information and data relating to current services.
Mosaic report analysis	Provides information on the people who access the existing DCC services.
The Council Plan 2019-2021	Sets out the Council’s ambitions to be an efficient and high performing council delivering value for money services and support.
Adult Care Learning Disability Programme Plan 2017	Sets out how DCC will roll out the progression model of assessment. This supports market development, rolling out a community based model of services and support that promotes individual, choice, control and supports people to be as

Source	Reason for using
	independent as possible within the communities in which they live.
The Learning Disability Needs Assessment 2013	Provides relevant data to the population of people with a learning disability and/or Autism living within Derbyshire.
Valuing People 2001	Plan to improve the lives of people with learning disabilities and their families. It covers all aspects of life, including health, housing, getting a paid job.
Valuing People Now 2009	Government priorities aimed at improving outcomes for people with learning disabilities.
The Care Act 2014	Outlines Local Authority responsibilities for assessment and safeguarding.
The Derbyshire Day Service Framework Agreement 2016	List of accredited day service providers and quality standards/monitoring arrangements.
The Derbyshire County Council Disability Employment Strategy 2017-2022	Derbyshire County Council's strategy to support people with disabilities into employment.
Day Services Consultation 2019	Consultation on the proposals with people who receive the service and carers.

Stage 5. Analysing the impact or effects

a. What does the data tell you?

Protected Group	Findings
Age	<p>There are reported to be 1.2 million people with a learning disability in England (Mencap 2019), this figure equates to 2.16% of the adult population and 2.5% of children. The Derbyshire adult population consists of 638,687 people (2017 figures) and statistics from PANSI suggests there are 14,835 people with a learning disability in Derbyshire.</p> <p>However, there are just 2,132 people with a learning disability known to Adult Care, which equates to just 0.3% of the population. When considering the people currently accessing Direct Care's services,</p>

who may be affected by the proposals, the number reduces to 561 - as detailed in the tables below:

Age range and number of people known to ASC and attending Day Services

Age Bands	Known to ASC	Accessing in-house provision
18-25	366	47
26-35	457	111
36-45	304	105
46-55	406	161
56-65	348	108
66+	251	29
Totals	2132	561

Source: Derbyshire County Council MIT

The information above can be broken down further, to detail the age ranges within each centre, as shown in the table below:

Number of people accessing Day Centres by age range

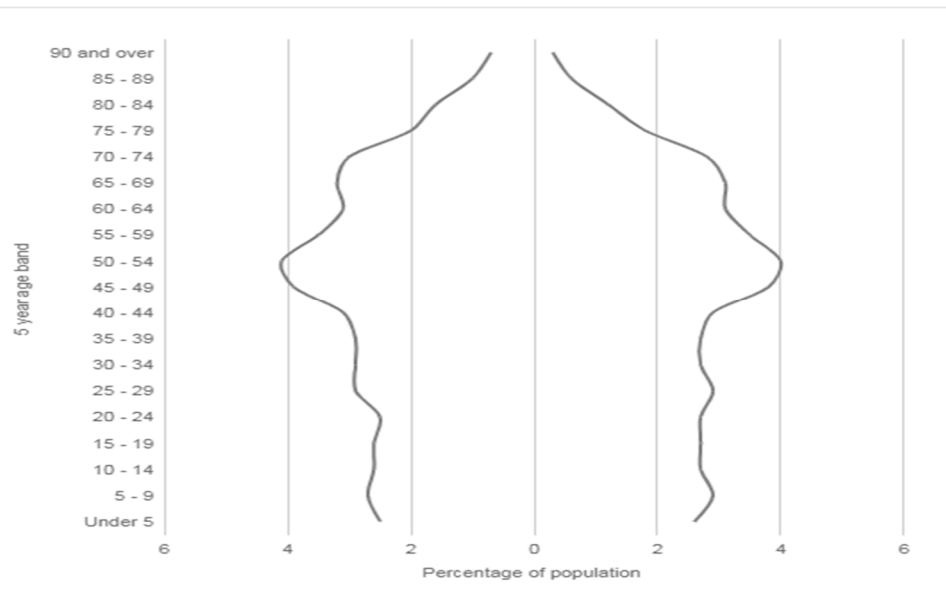
Service	Ages Bands						Total
	18-25	26-35	36-45	46-55	56-65	66+	
Alderbrook	4	23	13	24	15	3	82
Bolsover	1	2	4	4	2	1	14
Bolsover WE*	5	7	7	9	4	1	33
Coal Aston	0	1	1	10	5	1	18
Markham Vale	4	9	5	5	1	0	24
Newhall	6	15	10	18	13	1	63
No Limits	1	3	4	2	0	0	10
Outlook	10	15	13	22	16	7	83
Parkwood	10	13	11	27	21	7	89
Renishaw	0	1	4	5	3	2	15
Shirebrook	0	2	8	5	6	3	24
Ashbourne	0	2	3	7	4	0	16
Whitemoor	6	12	16	15	11	3	63
Whitwell & Clowne	0	5	5	6	4	0	20
Wirksworth	0	1	1	2	3	0	7
Totals	47	111	105	161	108	29	561

Source: Derbyshire County Council MIT

* Bolsover WE are included for information only, they are currently working to be independent from DCC.

The above tables for people with a learning disability and/or Autism, share similar age profiles to the graph below which details the percentage variance in age ranges for the general population across Derbyshire. The graph shows that the various ages are evenly

represented, with a difference of just 3% across the range, but peaking at 50-54 years old. Carers of people of this age are likely to be in their 70s and look to services to support their caring role.



Source: Derbyshire Observatory

Further analysis by district or borough local authority indicates that the population of people aged 18 and over varies from 9% to 16% by area, a difference of just over 40,000 people. Using the percentage figure of 2.16% of people with a learning disability in the general population, the variation could be as many as 864 more people with a learning disability living in Amber Valley, compared to Derbyshire Dales.

Population by Area

Population aged 18 and over	Number of people	% of Derbyshire population
Amber Valley	102,000	16%
Bolsover	63,367	10%
Chesterfield	84,769	13%
Derbyshire Dales	59,259	9%
Erewash	92,245	14%
High Peak	74,398	12%
North East Derbyshire	82,317	13%
South Derbyshire	80,254	13%
DERBYSHIRE	638,867	

Source: Mid Year Population Estimates 2017, Office of National Statistics

In addition to age, life expectancy is a factor that can indicate how services will be accessed in the future. Life Expectancy in Derbyshire has increased to 79.3 years for males and 82.8 years for females. Therefore services need to be planned and designed to support

individuals who are living longer and possibly with a long-term health condition or social care need.

An integral part of the ongoing support many people receive is from their parent carers, many of whom are elderly, any changes to daytime activities which places additional burden on carers and may impact adversely upon their caring role. 169 people (30%), from the following age ranges, are recorded as still living with their parents.

Age and number of people accessing in-house day centres who live with carers

Age	Number living with Carers
18-25	4
26-35	48
36-45	35
46-55	54
56-65	23
66+	5

Source: Derbyshire County Council MIT

Conclusions

The majority of people (86%) accessing in-house day services who may be affected by the proposals are in the 26-65 range, the largest range consisting of people aged 46-55. The low number of younger people currently accessing the services (8%) reinforces conversations held during the My Life My Way engagement exercise, where young people stated they wished to pursue more community and work based activities, in preference to attending day centres.

People in the older age ranges may have been attending their centre for a significant amount of time and be reluctant to experience changes to a familiar environment, with familiar activities which have taken some time to learn. Additionally, any challenges people face as part of any change process may have an impact on their carers or home situation and will need to be considered as part of any future Care Act assessment or transition.

Older adults with learning disabilities can find it challenging to participate in activities which match their interests due the inflexible arrangements of some existing day services. The provision of individualised support can lead to better matching of staff skills and service users. It can challenge staff to think about age specific and relevant opportunities for individual service users.

In addition, the transformation may provide younger people the opportunity to try different meaningful activities, for example, going to college, taking on employment and getting involved in leisure activities.

	<p>The proposed service model should ensure that older people using day services have alternatives to traditional day service provision, which includes opportunities for meaningful work, should they choose this. But is it acknowledged that people who have been accessing services for significant periods of time are more likely to want to retain those familiar services.</p> <p>Overall, the data shows that the proposed changes will affect people of all ages, but the most numerous ages are between 40 and 55. There is insufficient data to understand the impact of the proposals with regard to carers' ages, although the majority will be over the state retirement age and therefore affected by any disruption or change to services experienced by their son/daughter.</p>																								
<p>Disability</p>	<p>In order to access one of the fifteen Adult Care learning disability day services, people should have been assessed as having a learning disability and/or Autism – this is often completed by either a Psychologist, Social Worker or other experienced professional – therefore everyone who accesses any of the in-house day centres can be considered to have a disability.</p> <p>The table below shows how many people with a learning disability are known to Adult Social Care, and how many of the cohort access in-house services:</p> <table border="1" data-bbox="604 1115 1254 1496"> <thead> <tr> <th>Age Bands</th> <th>Known to ASC</th> <th>Accessing in-house provision</th> </tr> </thead> <tbody> <tr> <td>18-25</td> <td>366</td> <td>47</td> </tr> <tr> <td>26-35</td> <td>457</td> <td>111</td> </tr> <tr> <td>36-45</td> <td>304</td> <td>105</td> </tr> <tr> <td>46-55</td> <td>406</td> <td>161</td> </tr> <tr> <td>56-65</td> <td>348</td> <td>108</td> </tr> <tr> <td>66+</td> <td>251</td> <td>29</td> </tr> <tr> <td>Totals</td> <td>2132</td> <td>561</td> </tr> </tbody> </table> <p>Source: Derbyshire County Council MIT</p> <p>Mosaic records one primary support reason, which for most people being considered in this EIA will be "Learning Disability Support". Many of the 561 people recorded as attending in-house services will also have a secondary support need such as mental health or physical disability but data to support this is not available.</p> <p>Available data from Mosaic suggests that 55% of the people attending DCC day centres have one or more health conditions, as detailed in the table below, but it is not known whether any of this number also have a physical disability:</p>	Age Bands	Known to ASC	Accessing in-house provision	18-25	366	47	26-35	457	111	36-45	304	105	46-55	406	161	56-65	348	108	66+	251	29	Totals	2132	561
Age Bands	Known to ASC	Accessing in-house provision																							
18-25	366	47																							
26-35	457	111																							
36-45	304	105																							
46-55	406	161																							
56-65	348	108																							
66+	251	29																							
Totals	2132	561																							

Number of health conditions	Number of people	% of total
0	195	35
1	131	23
2	87	16
3	55	10
4	23	4
5	9	2
6	3	-
7	1	-
No data	57	10
Total	561	100

Source: Derbyshire County Council MIT

Similarly, disability figures for carers of the people accessing day services are not available, but information for the wider Derbyshire population, from the 2011 census, is presented in the table below.

The census recorded that 157,033 people in Derbyshire had a disability. Across Derbyshire, 25% of the population declared themselves to have a disability, a similar figure appears in five of the eight areas, with only High Peak and South Derbyshire showing a slightly lower figures. The highest level of disability was recorded for Bolsover district, with a rate five percent higher than the average for Derbyshire.

Population aged 18 and over	Number of people ¹	Disability ² (all adults)	% of area population
Amber Valley	102,000	24,809	24
Bolsover	63,367	18,707	30
Chesterfield	84,769	23,933	28
Derbyshire Dales	59,259	13,186	22
Erewash	92,245	21,636	23
High Peak	74,398	16,464	22
North East Derbyshire	82,317	21,762	26
South Derbyshire	80,254	16,536	21
DERBYSHIRE	638,867	157,033	25

1 - 2017 mid-year population estimates - Office for National Statistics

2 - 2011 Census - Office for National Statistics – Index of Multiple Deprivation, MHCLG

Further to the 2011 data, the 2016 Mid-Year Population Estimates suggest that 20% of Derbyshire residents have a long term disability.

Whilst many people with learning disabilities do not live as long as the general population, as a cohort they are living longer than previously

	<p>as a direct result of improved healthcare and person centred support. However, the extended life span does not necessarily come with good health, which in turn means people’s need for services and support is gradually increasing.</p> <p><i>“If increase in life expectancy is driven mainly by the increasing capabilities of medicine to prevent fatal outcomes from degenerative diseases (while everything else about their epidemiology stays more or less the same), then medical advances push down the case fatality rates, but these survivors are more likely to live in disability”</i> (Gruenberg EM 1977)</p> <p>Similarly, people who are not disabled at this time are likely to develop some form of disability in their later life; Gruenberg’s theory also posits “...that more people living to older ages, at which the risk of chronic, non-fatal diseases, and therefore, the likelihood of developing disability are higher. As a result, an increasing time trend in disability prevalence is predicted at population level.”</p> <p>However, according to Carol Walker (<i>Ageing and People with Learning Disabilities: in search of evidence – 2015</i>) there is little joined up working in the area and more research is needed to understand the ongoing health needs of learning disabled people.</p> <p><u>Conclusions</u> Everyone who accesses a DCC day centre or employment opportunity has a learning disability and/or Autism, many also have more than one health need and/or a physical disability, particularly those people with profound and multiple needs, and carers may also have their own disability and/or health needs.</p> <p>The potential negative impact of the proposals will vary from person to person and their specific needs. For example, a person with mobility difficulties could find that a new venue is unsuitable for them with regards to access or adaptation to meet their disability related, or the distance travelled is too far. Similarly, someone with Autism may have been attending one centre for many years and a change of environment and support staff may be particularly distressing to them.</p> <p>Any specific adaptations, personal care, health, support or mobility needs will be considered as part of any future Care Act assessment of need or service provision for people currently accessing services and those who may request a service in future. People can also choose to remain in the service if they choose.</p>
<p>Gender (Sex)</p>	<p>Data from DCC’s Mosaic records system suggests a near 60/40 gender split between men and women attending DCC’s day services.</p>

Gender	Number	% of total
Female	229	41
Male	331	59
Not recorded	1	-
Total	561	100

Source: Derbyshire County Council MIT

This data can be interrogated further, as shown in the table below, to report on the number of men and women attending each centre.

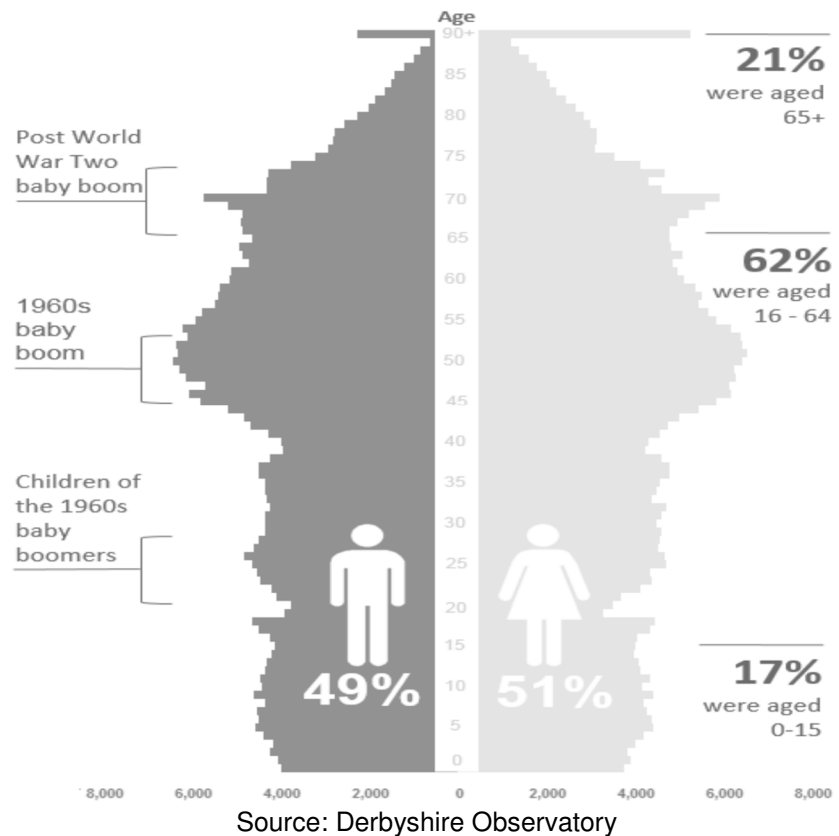
Service	Female	Male
Alderbrook	42	39
Bolsover	7	7
Bolsover WE*	0	33
Coal Aston	7	11
Markham Vale	3	21
Newhall	26	37
No Limits	5	5
Outlook	35	48
Parkwood	39	50
Renishaw	4	11
Shirebrook	13	11
Ashbourne	7	9
Whitemoor	27	36
Whitwell & Clowne	12	8
Wirksworth	2	5

Source: Derbyshire County Council MIT

* Bolsover WE are included for information only, they are currently working to be independent from DCC.

This data suggests that men are more likely to use the service than women but it also confirms that the two employment based activities (in bold) are predominantly attended by males (95%) which skews the overall gender figures. Removing the two projects from the overall figures gives a ratio of 45/55, confirming the other centres are attended by a relatively even mix of both men and women.

By comparison, the gender mix across Derbyshire is almost equal, as detailed in the infographic below:



Several studies have suggested neither gender is predisposed to learning disabilities, however referrals for assessment and a subsequent positive diagnosis of learning disability appears to disproportionately affect boys whilst at school – often due to unruly behaviour prompting a referral for assessment.

Further to this, a study by Hampton and Mason (2003) found that a learning disability only has an indirect impact on self-efficacy but confirmed that the gender of a learning disabled person had no impact at all.

Extensive research of the general population over many decades has shown that women experience significantly more discrimination and have fewer opportunities in comparison to men.

There is insufficient data about the impact of gender within the learning disabled community but it is clear that both men and women with a learning disability and/or Autism frequently experience discrimination, hate crime and lack of opportunity throughout their lives.

Conclusions

The proposals will potentially impact on more men attending centres than women in terms of actual numbers. However, unless individual circumstances create particularly negative impacts, men already

	<p>accessing the services are unlikely to be more adversely affected by the proposals than women, aside from making up more of the day services population.</p> <p>People choosing to leave the centres or move into community based activities may experience discrimination based upon gender or the gender perception of roles they wish to consider, but it is felt that the person’s learning disability and/or Autism, not their gender, is likely to be more of a barrier to community acceptance and engagement.</p>
<p>Gender reassignment</p>	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their gender status therefore it is believed the proposals will not have a significant negative impact on this protected characteristic.</p> <p>A person considering undergoing gender reassignment may already be receiving support from professionals, the proposals are unlikely to have a negative impact on someone who has already undergone gender reassignment unless they move away from existing sources of support.</p> <p>Others who are considering gender reassignment may benefit from receiving support from staff who are experienced in working with people who have a learning disability and/or Autism, having the ability to build trusting relationships with vulnerable people and refer for appropriate advice and support when necessary.</p> <p>The proposals may enable someone considering or having undergone gender reassignment to access appropriate specialised support more easily in their community.</p> <p><u>Conclusions</u> There is insufficient data to form a conclusion about the potential impact of the proposals with regards to gender reassignment.</p> <p>However, anyone considering gender reassignment would need to approach people they trust to discuss their feelings. Staff in DCC’s learning disability services have often known the people they work with for many years – staff are skilled at observing differences in behaviour or presentation and will work with individuals in a person centred manner to obtain the specialist support required, pre or post gender reassignment.</p> <p>In future, subject to eligibility, people will be able to use their personal budget to access appropriate and local groups to meet their needs. Work has already commenced</p>

<p>Marriage and civil partnership</p>	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their relationship status therefore it is believed the proposals will not have a significant negative impact on this protected characteristic.</p> <p>Day Centres and other client specific activities such as learning disability clubs have created safe spaces for people with a learning disability and/or Autism to meet peers, make friends and form relationships – however there is an extremely low incidence of marriage between people who have a learning disability, for a variety of reasons.</p> <p>Day centres have previously been involved in delivering relationship and sex education awareness but this is now often delivered on a 1:1 basis by specific NHS staff when the need is identified, therefore the proposals will not impact on people’s ability to learn about relationships as long as the need is recognised and acted upon appropriately.</p> <p><i>“Although some people with a learning disability may not be able to consent to having sex or a relationship, this is the minority. Generally, if they are given sufficient social support and accessible sex and relationships education, many people with a learning disability are able to engage in safe, healthy and happy personal and sexual relationships” (Sinclair et al. 2015; Eastgate 2008).</i></p> <p><u>Conclusions</u></p> <p>Changes to day centres may impact on people’s ability to sustain or form relationships, which in turn may impact on their ability to marry or form a civil partnership. In order to mitigate any potential impacts, the importance of supporting existing relationships will need to be considered during Care Act assessments and subsequent implementation of any proposed changes.</p> <p>The proposals will enable people to access targeted and specialist community based activities and support to meet and mix with their peers.</p>
<p>Pregnancy and maternity</p>	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. Supporting someone who is pregnant may require additional safeguards to be put in place, but being pregnant would not be a reason to refuse the service as long as it can be delivered safely. There are specific services which support someone who is pregnant and therefore it is believed the proposals will not have a significant negative impact on this protected characteristic.</p>

<p>Race</p>	<p>Information from DCC’s Mosaic system in the table below shows that only 1.4% (N=8) of the people accessing in-house day services are from the Black or Minority Ethnic community (BME).</p> <table border="1" data-bbox="576 353 1283 658"> <thead> <tr> <th data-bbox="576 353 1150 394">Ethnicity</th> <th data-bbox="1150 353 1283 394">No.</th> </tr> </thead> <tbody> <tr> <td data-bbox="576 394 1150 427">Asian or Asian British</td> <td data-bbox="1150 394 1283 427">4</td> </tr> <tr> <td data-bbox="576 427 1150 465">Black/African/Caribbean/Black British</td> <td data-bbox="1150 427 1283 465">1</td> </tr> <tr> <td data-bbox="576 465 1150 504">Mixed or multiple</td> <td data-bbox="1150 465 1283 504">3</td> </tr> <tr> <td data-bbox="576 504 1150 542">Not stated</td> <td data-bbox="1150 504 1283 542">1</td> </tr> <tr> <td data-bbox="576 542 1150 580">Unknown</td> <td data-bbox="1150 542 1283 580">5</td> </tr> <tr> <td data-bbox="576 580 1150 618">White</td> <td data-bbox="1150 580 1283 618">547</td> </tr> <tr> <td data-bbox="576 618 1150 658" style="text-align: right;">Total</td> <td data-bbox="1150 618 1283 658">561</td> </tr> </tbody> </table> <p data-bbox="695 658 1166 689" style="text-align: center;">Source: Derbyshire County Council MIT</p> <p data-bbox="429 725 1430 981">In Derbyshire, 95.8% of the population are white and 4.2% from a BME background, this is considerably higher than the percentage in day services. Across Derbyshire some districts have a higher than average BME population, for example Chesterfield at 5.1% and Erewash at 4.8%, this needs to be considered in terms of communicating any potential changes regarding service change or re-design as English may not be a first language in these communities.</p> <p data-bbox="429 1016 1430 1128">Half of the people from BME accessing in-house day services are in receipt of a direct payment, which is similar to the number in receipt of a direct payment from non-BME communities in day services.</p> <p data-bbox="429 1164 627 1200"><u>Conclusions</u></p> <p data-bbox="429 1200 1414 1420">The majority (99%) of people who could be affected by the proposals outlined in the 20 December Cabinet report are White British. Whilst there are only known to be eight people from a BME community attending day services, any specific needs they have in relation to their ethnicity or cultural needs would be considered as part of any future changes to services.</p> <p data-bbox="429 1456 1430 1680">Similarly, consideration should be given to whether the service is inclusive – e.g. staff team consists of people from the BME community, culturally diverse information displayed or specific cultural activities regularly undertaken. Currently, the percentage of staff from BME communities is 5.5%, which is higher than the figure for the general population.</p>	Ethnicity	No.	Asian or Asian British	4	Black/African/Caribbean/Black British	1	Mixed or multiple	3	Not stated	1	Unknown	5	White	547	Total	561
Ethnicity	No.																
Asian or Asian British	4																
Black/African/Caribbean/Black British	1																
Mixed or multiple	3																
Not stated	1																
Unknown	5																
White	547																
Total	561																
<p>Religion and belief including non-belief</p>	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their beliefs, therefore it is believed the proposals will not have a significant negative impact on this protected characteristic. According to the 2011 Census, the people of Derbyshire declared the following beliefs:</p>																

Belief	Perc.
Buddhist	0.2%
Christian	63.6%
Hindu	0.2%
Jewish	0.0%
Muslim	0.3%
Sikh	0.3%
Other	0.4%
No religion	28.8%
Not stated	7%

Source: 2011 Census - Office for National Statistics – Index of Multiple Deprivation, MHCLG

Aside from celebrating specific multi-cultural or religious occasions, in-house Day Centres are not involved in organising or delivering formal religious activities. Such activities are usually in the domain of family/home/community life and therefore belief/non-belief is unlikely to be adversely affected by the proposals.

The Foundation for People with Learning Disabilities reports that there is a growing body of literature emerging from health and social care professions, which suggests spirituality is a basic human need which is a necessary for good mental and physical health, adding that people with a learning disability and/or Autism need to be provided with accessible information.

Conclusions

Accessing religious services and practicing specific faiths or beliefs can be successfully achieved outside of DCC’s services, with the right support. The proposals have the potential to increase people’s ability to access activities or groups related to their beliefs.

In addition, existing or future services need to be inclusive, culturally diverse and support people’s spiritual needs, for example by arranging religious/spiritual activities in the centre or accessing local community groups.

<p>Sexual orientation</p>	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their sexual orientation and it is believed the proposals will not have a significant negative impact on this protected characteristic.</p> <p>However, research has shown that many LGBT+ people with a learning disability face discrimination, bullying and harassment because of their sexuality or gender. In addition, their family members or service staff might not acknowledge their identities or relationships (LGBT HIP and Lewis 2015; Abbott et al. 2005; FPA 2004).</p>
---------------------------	--

	<p>Sex education for people with a learning disability is often insufficient or provided in an unplanned way (Lafferty et al. 2012; Noonan and Gomez 2011). In addition, there is a lack of accessible resources about sexuality for people with a moderate or severe learning disability and as a result knowledge and understanding of sex, sexuality and relationships is often relatively poor amongst people with a learning disability (Sinclair et al. 2015; Fitzgerald and Withers 2013; Healy et al. 2009).</p> <p>Whilst day centres do not routinely provide sex education they are responsible for referring people to appropriate services (for a variety of needs) when required.</p> <p>Conclusions People who have a learning disability and/or Autism may be unsure of how to express their sexuality and can experience a negative response from people in their circle of support when attempting to discuss sex and sexuality.</p> <p>The proposals may result in some people choosing to receive their service in different environments in future but will still be able to have their needs recognised/accepted and access appropriate services when required by discussing their needs with support workers or other health and social care professionals.</p>
--	--

Non-statutory

<p>Socio-economic</p>	<p>Everyone who attends one of the DCC in-house services will be in receipt of disability related welfare benefits, whilst people with more profound disabilities will be in receipt of higher levels of benefit they also require more input from family carers which may impact on the latter's ability to work.</p> <p>In addition, older carers may (if they previously worked) have retired and may also be in receipt of a low income from benefits and/or a state pension.</p> <p>According to the latest quarterly benefit statistics, there are 7,943 individuals in receipt of Pension Credit Guarantee Credit in Derbyshire. Analysis by district is summarised below. It is not known how many people are the parent/carers of a person with a learning disability and/or Autism.</p>
-----------------------	---

Local authority area	Number of people
Amber Valley	1,258
Bolsover	941
Chesterfield	1,289
Derbyshire Dales	583
Erewash	1,154
High Peak	873
North East Derbyshire	1,138
South Derbyshire	706
DERBYSHIRE	7,943

Source: Pension Credit Quarterly Statistics, DWP Stat Xplore, May 2018.

The government recently announced changes to pensions for couples where one person is of retirement age but their spouse is working. The changes, being introduced in May 2019, do not affect existing claimants but in future will mean that couples can only access support through the working age benefit system, replacing access to Pension Credit, pension age Housing Benefit and working-age benefits. The impact of this on people attending services in future and their family's financial situations will need to be considered when changing services or finding suitable alternatives, and their locations.

Content for the table below comes from the Index of Multiple Deprivation (2015) and gives an insight into which areas of Derbyshire are less affluent than others. For example, a more affluent area such as the High Peak District has considerably less deprivation than the more urban Chesterfield Borough.

Area	Population deprivation by area³
Amber Valley	10%
Bolsover	21%
Chesterfield	29%
Derbyshire Dales	2%
Erewash	16%
High Peak	5%
N.E. Derbyshire	6%
South Derbyshire	3%

Source: 2015 – Index of Multiple Deprivation, MHCLG

Over half of the people (55%) currently attending in-house day centres use community or DCC transport to access the service so any changes to these arrangements, such as full implementation of DCC's Transport Policy, could potentially have a significant impact on people in receipt of a low income. However implementation of any charges would be subject to a full assessment of eligibility.

	<p>Conclusions Family carers' income and/or ability to work is often impacted by supporting people who have a learning disability and/or Autism because of the level of support needed, or current service's opening times which are incompatible with standard working patterns. Those that are able to work are reliant on having a sufficient personal budget to fund the support needs of the person they support, when they are out at work;</p> <p>It is clear that specific areas of Derbyshire have a significantly higher level of deprivation than others, and this is often where services are targeted. Whilst targeting of resources is an effective way to ensure services are in the same place as the people who need them, it can leave more affluent or remote areas without sufficient provision to meet their need.</p> <p>Any changes to services which increases cost, decreases the ease of access, or results in people having to travel further or for longer will have an adverse impact on people who access them.</p>																													
<p>Rural</p>	<p>A review of available data around the rurality of where day centre attendees live (see table below) shows that 423 (75%) live in areas considered to be urban and should therefore have adequate transport links.</p> <p>Of the remaining 25%, over 16% live near a town, with just 7.5% living in villages or more isolated settings. The latter group of people are more likely to be reliant on family or service/contract transport in order to access their day centre. Therefore moving to a service further afield could have a significant impact in terms of time and cost.</p> <table border="1" data-bbox="549 1341 1310 1962"> <thead> <tr> <th rowspan="2">Rural Urban classification</th> <th colspan="2">Distribution of people who access in-house day services</th> </tr> <tr> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>A1 – Major conurbation – Urban</td> <td>32</td> <td>6</td> </tr> <tr> <td>B1 – Minor conurbation – Urban</td> <td>188</td> <td>33.5</td> </tr> <tr> <td>C1- City and town – Urban</td> <td>203</td> <td>36</td> </tr> <tr> <td>D1 – Town and Fringe – Rural</td> <td>92</td> <td>16.5</td> </tr> <tr> <td>E1 – Village – Rural</td> <td>29</td> <td>5</td> </tr> <tr> <td>F1 – Hamlets and Isolated Dwellings – Rural</td> <td>14</td> <td>2.5</td> </tr> <tr> <td>No information</td> <td>3</td> <td>0.5</td> </tr> <tr> <td>Total</td> <td>561</td> <td></td> </tr> </tbody> </table> <p>Source: Derbyshire County Council MIT</p>	Rural Urban classification	Distribution of people who access in-house day services		No.	%	A1 – Major conurbation – Urban	32	6	B1 – Minor conurbation – Urban	188	33.5	C1- City and town – Urban	203	36	D1 – Town and Fringe – Rural	92	16.5	E1 – Village – Rural	29	5	F1 – Hamlets and Isolated Dwellings – Rural	14	2.5	No information	3	0.5	Total	561	
Rural Urban classification	Distribution of people who access in-house day services																													
	No.	%																												
A1 – Major conurbation – Urban	32	6																												
B1 – Minor conurbation – Urban	188	33.5																												
C1- City and town – Urban	203	36																												
D1 – Town and Fringe – Rural	92	16.5																												
E1 – Village – Rural	29	5																												
F1 – Hamlets and Isolated Dwellings – Rural	14	2.5																												
No information	3	0.5																												
Total	561																													

	<p>DCC’s Transport Policy was agreed in 2014 and the plan to fully implement it will have a greater impact on more rural communities where there is likely to be a lack of viable or affordable alternatives. The contracted/centre transport may be the only way a person with a learning disability and/or Autism (particularly PMLD) can access their day service, other transport providers may not be available or the cost prohibitive.</p> <p>Information from DCC’s information team suggests that the majority of people travel by contract/centre bus, but more information is needed to understand how many people actually need the transport, or could travel independently or easily by other means – this is likely to be confirmed as part of any future review of people’s transport arrangements.</p> <p>In common with the previous non-statutory consideration of “Socio-economic”, providers are often unable to service demand in more rural or remote areas because there aren’t enough people to warrant a “full service”, thereby rendering it uneconomical for them to have a presence in the area.</p> <p>Evidence from other Direct Care services has shown that organisations struggle to recruit staff in these areas which further compounds the lack of services in less deprived areas.</p> <p><u>Conclusions</u> People living in more rural locations may be affected more by the proposals than those living in urban areas.</p> <p>In addition to reduced regularity or availability of transport, people in more rural locations will have fewer services nearby to meet their various needs – requiring them to travel further afield to maintain relationships and access wider community facilities and activities.</p> <p>There is also an associated increase in the cost of travelling further afield and reliance on family for transport, which in turn may further limit opportunities for a person with a learning disability and/or Autism who lives in a rural location.</p>
--	--

b. What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the policy, practice, service or function on the protected characteristic groups?

Protected Group	Findings																																
Age	<ul style="list-style-type: none"> Over half of respondents to the questionnaire (52%) were a carer or relative of someone with a learning disability and/or Autism and 36% were people with a learning disability and/or Autism. Age was specifically stated as a major concern in several comments and much of the feedback received is applicable to both people attending the centres and their carers. The majority of carers are supporting people aged 44+ and are likely to be approaching retirement age, or will have already retired. The table below details the number of returned questionnaires received for each age range of respondents, separated by the number of people with a learning disability and/or Autism and all other respondents. <table border="1" data-bbox="588 981 1305 1288"> <thead> <tr> <th>Age Range</th> <th>Clients</th> <th>Others</th> <th>Totals</th> </tr> </thead> <tbody> <tr> <td>18-25</td> <td>23</td> <td>34</td> <td>57</td> </tr> <tr> <td>26-35</td> <td>46</td> <td>41</td> <td>87</td> </tr> <tr> <td>36-45</td> <td>34</td> <td>53</td> <td>87</td> </tr> <tr> <td>46-55</td> <td>56</td> <td>104</td> <td>160</td> </tr> <tr> <td>56-65</td> <td>39</td> <td>104</td> <td>143</td> </tr> <tr> <td>66+</td> <td>16</td> <td>69</td> <td>85</td> </tr> <tr> <td>Totals</td> <td>214</td> <td>405</td> <td>619</td> </tr> </tbody> </table> <p data-bbox="564 1290 1334 1321">Source – DCC Stakeholder Engagement and Consultation Team</p> <ul style="list-style-type: none"> The data confirms that a significant number of people with a learning disability and/or Autism who responded to the questionnaire are above the age of 46, mirroring the figures for people accessing services, detailed on page 9. A common theme amongst respondents was that a lot of people attending day centres have been doing so for many years, decades in many cases, and the impact of not being able to attend familiar places with familiar people could be significant. <p data-bbox="509 1727 1431 1872"><i>“People should be able to stay in the day centres which they already attend because many of them have been there for many years and it would not be good for their mental health and well-being.”</i></p> Carers expressed concern that they are getting older and need more support not less, including longer support durations and greater flexibility. They expressed concern that any changes to 	Age Range	Clients	Others	Totals	18-25	23	34	57	26-35	46	41	87	36-45	34	53	87	46-55	56	104	160	56-65	39	104	143	66+	16	69	85	Totals	214	405	619
Age Range	Clients	Others	Totals																														
18-25	23	34	57																														
26-35	46	41	87																														
36-45	34	53	87																														
46-55	56	104	160																														
56-65	39	104	143																														
66+	16	69	85																														
Totals	214	405	619																														

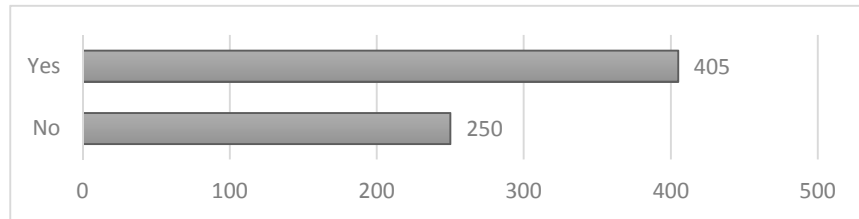
	<p>existing arrangements would place additional pressure on them as individuals and carers, which in turn would impact upon Adult Care</p> <p><i>“If my daughter was not able to come to the centre I would not be able to keep her at home 24 / 7 and keep her stimulated because of my age”</i></p> <p><i>“Carers are getting older themselves and need to be able to rely on services for their loved ones. Knowing that they are happily engaged at the Day Service is wonderful and offers us much needed respite each day.”</i></p> <ul style="list-style-type: none"> • Any additional pressures created from the proposals would also impact on people of working age. <p><i>“I am working all day and there is no way I can look after my sister all day or run her about. She needs the transport and if I can't bail her out financially any more either or spend time filling forms in every week or take days off to go to meetings”</i></p> <ul style="list-style-type: none"> • People from the older age ranges are likely to have attended centres and experienced the same type of service for many years, perhaps even decades, which means they are less likely to desire change or be willing/able to readily accept it. <p><i>“My son has Autism he does not like change and would not cope with a change of location”</i></p> <ul style="list-style-type: none"> • Concern was expressed that any change to routines, however small and at any age, can have an adverse impact for many people who access the services, but particularly those with complex needs and/or Autism. It may take years for people to become accustomed to new routines which would adversely impact on older people accessing services, which in turn impacts on their family carers. This applies to changes to the service and transport arrangements. <p><i>“At age 80 [I] cannot deliver him to a facility on a regular basis. Present transport arrangement are very good. If they were to disappear it would cause great difficulty for me. He is incapable of accessing public transport without a carer”</i></p> <ul style="list-style-type: none"> • Some carers also feared the impact of changes to routines could be displayed by significant or adverse changes in people's behaviour which might place additional strains on the caring role and family life. <p><i>“This would cause stress to my son and could result in behavioural issues.”</i></p>
--	--

	<ul style="list-style-type: none"> • The EIA panel expressed similar same concerns, about the potential impact on older carers and people who use the service, agreeing that they would be less likely to welcome change which has the potential to be so disruptive to individuals and their home lives, with the additional burden of any impact from the proposals being borne by family carers. • Attendance figures have shown that younger people are not currently accessing services in the numbers they have previously and wish to engage in more community based activities. The EIA panel felt that younger people accessing alternative services in future would welcome a wider range of services with more opportunity, particularly those which could lead to employment. Respondents to the questionnaire also stated they like the idea that young people would benefit from being able to access alternative activities. <p><i>“We would welcome this. The more young adults and older people with learning disabilities are integrated into the community benefits everyone.”</i></p> <p><i>“...feel that young adults with complex needs should be given the opportunity to explore and experience new environments and activities.”</i></p> <p><i>“The young adults with learning difficulties help in the cafe. This is both fulfilling and rewarding for them and any other such ventures in the community would be equally well received.”</i></p> <p><i>“All young adults should have the opportunity to train in different areas.”</i></p> <p><i>“It is a good idea for newer & younger people to be able to access activities in the community.”</i></p> <ul style="list-style-type: none"> • However, some carers of younger people also expressed concern about the proposals, worrying that services would not be available when the person they support leaves school or college. <p><i>“My child does not yet take advantage of these facilities. When she is old enough, they may no longer be there for her.”</i></p> <ul style="list-style-type: none"> • Many people responded positively to the proposals to develop the day service market and create more opportunities for people but some concerns were also expressed. People suggested there should be someone dedicated to overseeing
--	--

	<p>any developments to allay fears that people are being “dropped into a vacuum” with no suitable support.</p> <ul style="list-style-type: none"> • The importance of transport will be covered in more detail in the “Rural” section, but it was also raised in relation to carers’ ages, when they are no longer able to drive or easily access other forms of transport, impacting the person with a learning disability and/or Autism. <p><i>“Having transport available and accessing the transport with peers is life enhancing and adds a level of independence not available when constantly with parents at an older age.”</i></p> <p><u>Conclusions</u></p> <p>Carers and people accessing the services of all ages may experience an adverse impact from the proposals to change services. Older carers are likely to be affected more than others as a direct consequence of their age and reported inability to support the person as required if there was a loss of service, or other change which meant the person with a learning disability and/or Autism had to stay at home, or the changes had a significant impact on the individual and/or home situation.</p> <p>Conversely, respondents and the EIA panel felt that younger people, and others wishing to try alternative activities, will benefit from some of the proposals through improved choice and increased flexibility of services.</p> <p>However, unless the proposed changes are not carefully managed in a person centred way, many respondents have detailed the significant impact this would have upon their lives, both as someone who accesses the service and as a carer.</p> <p>The reported risks associated with the proposals could include increased anxiety and ill health, loss of service due to location, people with a learning disability and/or Autism being withdrawn from services, additional burden of care on family carers (of all ages), an inability to carry out activities of daily living and financial hardship.</p> <p>Others were more welcoming of the proposals, suggesting there isn’t enough for young people to do and hoping there will be more choice in local communities in future and possibly leading to employment but were also anxious about the amount and quality of support that would be available and felt that close monitoring of future developments and services is essential.</p>
--	---

Disability

- The graph below confirms that 58% (N=405) of respondents confirmed they have a disability.



- Respondents declaring a disability were asked for more detail about their disability, with the following results.



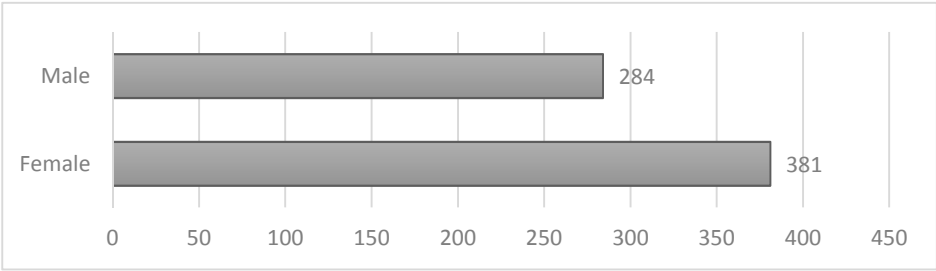
- Data from the returned questionnaires confirms that 53% (N=344) people have a learning disability and/or Autism and potentially any one of this group could be affected by the proposals in some way, in addition to the remaining people in day centres who did not submit a questionnaire.
- Respondents disagreed with the proposal to change the location of centres or people’s services, citing the change of venue, or additional journey times would place undue stress on someone with a disability or complex need.

“I disagree with people assessed as having most complex needs that the location may change. I think this would be upsetting for the special needs adult”

“I have been attending my day centre for over 40 years. I do not want the activities and location to change. I would be devastated if I was not able to attend my centre anymore.”

- The data also confirms that 18% (N=120) people have a disability affecting their mobility with a similar number having undisclosed disabilities. Family carers and people who access services spoke of their own health needs and disabilities which impact on their caring role.

	<p><i>“My daughter suffers from severe anxiety and depression and this already impacts on my own health.”</i></p> <p><i>“I cannot emphasise enough the impact a change of location would have on my daughter’s health and mine. Anxiety and depression can be totally debilitating for anyone, but when that person has severe learning difficulties the result is almost too difficult to cope with.”</i></p> <p><i>“Knowing that they are happily engaged at the Day Service is wonderful and offers us much needed respite each day. Were this not the case our health and mental wellbeing would suffer eventually.”</i></p> <ul style="list-style-type: none"> • The EIA panel expressed concern about the unsuitability of some establishments for people with hearing difficulties, Autism and/or complex needs. Large open plan brick build buildings can be extremely loud and people who suffer with hypersensitivity or a hearing difficulty may find them uncomfortable to be in. Several respondents suggested putting more people with complex needs together would have an adverse impact. <p><i>“The people with complex needs are the ones who do not accept change easily. The changes have a big impact on their behaviour resulting in them being more challenging. Activities are in short supply for complex needs so these activities are going to be non-existent. These people need able people around them to have someone to talk to and interact with. To put complex needs people together is just asking for major problems”</i></p> <p><i>“People with the most complex needs are likely to be the ones who do not cope well with change, a change of location could impact more than you realise.”</i></p> <ul style="list-style-type: none"> • Several respondents felt that more community based activities may not be suitable for everyone, particularly people with disabilities who require adapted or accessible facilities such as Changing Places. <p><i>“Would love it to be near to my home, but there is nothing. I love swimming, but there is no complex that is right for someone that cannot move. Changing room can't get my chair in.”</i></p> <p><i>“Only Parkwood day centre is suitable due to accessibility.”</i></p> <p><u>Conclusions</u> Of the respondents to the questionnaire, 37% of Carers and 34% of people with a learning disability and/or Autism agreed with the</p>
--	---

	<p>first proposal that people assessed as having the most complex needs would be able to use day centres, but the activities and locations may change.</p> <p>The latter part of the proposal was addressed by the majority of people who responded, expressing their concerns about changes to venues and activities and the consequences of introducing such significant change into the lives of people who would find it particularly challenging, with subsequent impacts on other areas such as their home, family and health.</p> <p>Others expressed concern about the potential for increased travelling time and the impact on people with disabilities - this will be analysed further in the “Rural” section.</p>						
<p>Gender (Sex)</p>	<p>Of the people who responded to the question about their gender, 43% are female and 57% male.</p>  <table border="1" data-bbox="469 902 1410 1171"> <thead> <tr> <th>Gender</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>284</td> </tr> <tr> <td>Female</td> <td>381</td> </tr> </tbody> </table> <p>Of the 235 respondents with a learning disability and/or Autism who answered this question, 40% (N=94) are female and 60% (N=140) male.</p> <p>Whilst there were many comments about the impact of the proposals on people with a learning disability and/or Autism as a whole, none of the respondents identified any negative impact with regards to gender.</p> <p>The EIA panel were also unable to identify any specific impact on gender, other than there is potential for more males to be affected by the proposals because there are more males in the day services.</p> <p><u>Conclusions</u> After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p>	Gender	Count	Male	284	Female	381
Gender	Count						
Male	284						
Female	381						
<p>Gender reassignment</p>	<p>Information about gender reassignment was not requested in the consultation questionnaire. After reviewing the qualitative data</p>						

	<p>provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>The EIA panel discussed the importance of people being able to access local support, either from statutory services or support groups. Derbyshire LGBT+ have already met with Adult Care's Community Connectors to discuss how the service can support people from the LGBT+ community.</p>
<p>Marriage and civil partnership</p>	<p>Information about marriage and civil partnership were not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>Concerns around friendships and relationships developed over many years from long standing attendance at day centres were raised by respondents, with several people expressing concern about the loss of contact with both staff and peers if they moved.</p> <p><i>"This is ok but I want to go to the same day centre with my friends and people who know me well."</i></p> <p><i>"I have everything I need at Whitemoor. I have a lot of friends and the staff are also my friends. I have plenty of activities to do there and do not wish to change anything. I feel safe and well looked after by familiar people."</i></p> <p>For many people with a learning disability and/or Autism, accessing services is the primary way they meet and socialise with peers, and form longer lasting personal and professional relationships.</p> <p><i>"I meet my friends at the centre. I would probably not be able to see my friends if I didn't go."</i></p> <p><i>"Would my friends from the last 25 years still be there?"</i></p> <p><i>"I have built good relationships with friends and staff which takes me time to achieve. Any change to my routine can have a huge negative affect on me."</i></p> <p>Other respondents were more positive about community based activities and forming new relationships. People currently attending segregated building based services are unlikely to meet new</p>

	<p>people or experience significantly different lives without engaging in alternative opportunities. <i>“Meet new people, make new friends learn new skills”</i></p> <p><i>“What about a group in the library doing crafts, activities about bullying and how our disabilities affects our lives make new friends etc. As I know and feel safe in there and no one bullies me in there.”</i></p> <p><i>“I would like a go at working again and see my friends”</i></p> <p>Separate feedback from clients involved in the assessment work stream has highlighted concerns about the opportunity to sustain relationships outside of centre hours due to a range of issues, including the lack support arrangements, parental objections and geographical considerations. The potential for more person centred bespoke responses may improve this.</p> <p><u>Conclusions</u> The proposals may impact negatively on people’s personal relationships if they are no longer able to see each other on a regular basis. Those who wish to stay in a day centre can do so but the Council are suggesting the service may be provided at another location therefore relationships should be considered, both existing and future.</p> <p>Similarly people who choose to access more community based activities or work may risk reducing or losing existing contacts but will also have opportunities to form new relationships.</p> <p>A person’s relationships, vulnerabilities and need for experienced and familiar staff to support them should form an important part of any future Care Act assessment and potential change in service provision.</p>
<p>Pregnancy and maternity</p>	<p>Information about pregnancy and maternity were not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p>
<p>Race</p>	<p>Respondents from the BME community totalled just 1% (N=8) of the 694 questionnaires received, four confirmed they have a learning disability but only two attend a day centre, the remaining four are carers. The low number of respondents is not unexpected considering the low number of people from the BME community in Derbyshire as a whole (4.2%).</p>

	<p>The EIA panel discussed possible reasons for the low number of people from BME communities accessing services and concluded that people from minority groups experience simultaneous disadvantage in relation to race, impairment and (for women) gender.</p> <p>Stereotypes and attitudes held by service professionals and lack of appropriate or culturally accessible service provision (e.g. language, female staff, personal care, dietary and religious needs etc) contribute to the disadvantage they face and may reduce the likelihood of people from BME communities approaching services.</p> <p>In addition, people from newly arrived communities do not always feel welcomed and some people with learning difficulties may be neglected within their own communities as issues of shame and stigma persist.</p> <p>The proposals, for people who are eligible to receive a personal budget, may also result in more positive outcomes for people from minority groups who have a learning disability and/or Autism. By developing the market in partnership with communities to meet the needs of people with learning disabilities and their carers more appropriately, people are empowered through services which recognise their cultural needs.</p> <p><u>Conclusions</u> After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals. This may be for a number of reasons but in this instance it may simply be because there are so few respondents from a BME community but work to shape the market in future may have a positive impact for the BME learning disabled community.</p>
<p>Religion and belief including non-belief</p>	<p>Information about religion and belief was not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>Religion and belief is not an area that in-house services manage or support in isolation, staff will respond to people’s specific religious needs and refer people to services when additional support needs are identified; therefore the proposals are unlikely to impact upon people’s religion of belief as long as there are clear pathways in place for people to access the support they need.</p>

<p>Sexual orientation</p>	<p>Information about sexual orientation was not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>This is not an area that in-house services manage or support in isolation, staff will refer people to specialist services when the need is identified; therefore the proposals are unlikely to impact upon people’s sexual orientation as long as there are clear pathways in place for people to access the support they need. The EIA panel felt that existing services could ensure appropriate information is displayed in centres to prompt conversations about sexuality which would lead to referral for more specialist support.</p> <p>The EIA panel discussed how the proposed service transformation of day services is likely to create networking opportunities for people with learning disabilities to meet other people with similar interests and sexual orientation, enabling them to explore their sexuality without fear of being stigmatised. This approach needs to be developed through co-production with local communities and organisations such as Derbyshire LGBT+, and supported with appropriate equality and diversity awareness training for all supporters.</p>
---------------------------	--

Non-statutory

<p>Socio-economic</p>	<p>Overall, carers or people with a learning disability and/or Autism responding to the questionnaire were overwhelmingly in favour (50% for, 15% against) of people new to the service having support to find activities in their local community. They also agreed (36% for, 27% against) with the proposal for people with PMLD and more complex needs to continue to be able to access centres, although the locations may change.</p> <p>However, many respondents to the questionnaire expressed concern about the additional financial impact of the proposal to change locations, specifically related to the changes negatively impacting on their income or ability to work, and equitable implementation of the Transport Policy (2016).</p> <p>People wanted to retain their existing service which is usually the one nearest to them, with existing (usually free) transport links.</p> <p><i>“At the moment [the centre] is really close to where we live, which is great and I could transport [my son] there myself. If it moved too far away, then the cost of petrol would be high and would potentially deter me from taking him there.”</i></p>
-----------------------	--

Some people reported they are already paying for elements of their services, such as transport, but others who have enjoyed a free service for many years are not used to this and fear the financial impact will be significant, although implementation of the Transport Policy and paying for transport is subject to an assessment which includes reviewing people's income.

“As the person I represent has to pay for the day centre and transport to it already, if these costs were to increase (i.e. if the centre was further away, so transport costs become higher) then he would not be able to afford to continue attending. This would be very sad because he has attended Whitemoor for many years and he gets a lot out of it. There are no suitable activities on offer in his home. He has already had to reduce his days from three days per week to one day per week due to lack of money.”

The location of services closer to people, in their own communities, could reduce costs but people further away may be responsible for paying for transport costs or utilise mobility vehicles to transport people which may have a further impact on family members getting to work.

“This policy would not affect us as we have always provided transport to and from the day service ourselves. However, this did mean that I could never work full time because the Day Service is provided on a short-day basis. On behalf of others I do think that extending the time services are provided i.e. 8.30 to 5.30 should be considered...”

People who are already in receipt of a direct payment may have been funding both their activities and transport so there is an income subsidy for people currently not paying, which creates an inequity which the proposal to fairly apply the Transport Policy are designed to address.

The EIA panel discussed feedback, expressed at consultation events, around the impact on people's benefits if they are progressed into employment, and then what happens if the employment or other placement fails and people are unable to access services again.

Feedback from employment based centres also centred on fears around benefits and loss of placements, and that people with a learning disability and/or Autism are not able to work in mainstream employment opportunities and will require long term 1:1 support, expressing additional concern about the longevity of such support and funding.

“Businesses and volunteer agencies do not want the responsibilities of the extra support someone with a Learning

	<p><i>Disability presents. People with an LD need constants. It would be easy for businesses etc to cancel and there would be no contact.”</i> The Gold Card time restraints were also raised as a concern during consultation events, preventing people from accessing placements or work on time unless they paid to travel at peak times, thereby increasing the financial burden.</p> <p><i>“Bus passes don’t start until after 9.30am not appropriate for employers and training schedules.”</i></p> <p><u>Conclusions</u> There is the potential for negative impact if people with a learning disability and/or Autism are moved to different locations. The impacts include the potential for additional cost, people being withdrawn from services, isolation, and impact on carers’ ability to work or pursue other interests which in turn supports their caring role. All of these concerns will be considered as part of any future Care Act assessment of need, to be undertaken before changes are confirmed.</p> <p>Conversely, the proposed service model is designed to contribute to tackling the socio-economic inequalities experienced by people with learning disabilities by targeting these groups and supporting access to meaningful employment opportunities and claim their full benefit entitlement.</p> <p>The proposal to develop the independent market will promote more inclusive access to the local community and Personal Budgets will give people with a learning disability and/or Autism the opportunity to take more control over their lives, access to a range of community resources and enable them to purchase a service that is flexible and responsive to their own needs.</p> <p>People with all levels of learning disability and/or Autism will be supported in environments which meet their needs and also increase community access.</p>
<p>Rural</p>	<p>Whilst respondents agreed with the proposal that people with the most complex needs would be able to use day centres, many expressed concern about the possible change of location and how this would impact the individual and their family in terms of cost (see above), location and lack of opportunities in more rural areas.</p> <p><i>“Changes to location could impact on some users. Particularly those in more remote areas and areas on the edge of Derbyshire.”</i></p> <p><i>“We live in the area of Swadlincote and that’s where activities should be. But there isn’t anywhere else to go.”</i></p>

	<p>Other comments focussed on the people who have to travel and how it would impact upon them.</p> <p><i>“We have people who are incontinent & being on transport for a longer time would mean not getting to the toilet on time, making staff at the Day Centres have to change them as soon as they arrive.”</i></p> <p><i>“Activities have to be person centred location should be near a person’s home - not have to travel great distance.”</i></p> <p><i>“Further to travel and more expensive, would need more support from staff. Causes problem with dietary and eating issues.”</i></p> <p>The EIA panel also commented about the challenges facing rural communities but also focussed on the challenges local employers will have in recruiting staff. In addition to people having to travel further to work or access services, unemployment rates in several of the more rural areas (e.g. Derbyshire Dales and South Derbyshire 1%, High Peak 1.6%) are lower than the more urban areas (e.g. Chesterfield 2.9% and Erewash, 2.9%).</p> <p>The low unemployment rates mean employers are often unable to recruit qualified and experienced staff in those areas, or have limited contingency arrangements in place to cover sickness and annual leave. The result is more dispersed services with fewer links and fewer opportunities – therefore people are reliant on existing transport for centres and additional, perhaps lengthy, journeys could be an adverse impact on people. But people do already travel to services</p> <p>Conversely, accessing a Direct Payment and pooling budgets would support the creation of activities in some communities or enable migration to neighbouring areas to access services. One person commented:</p> <p><i>“The services our son uses are not available near us.”</i></p> <p>The EIA panel also considered how people could travel to services outside Derbyshire more easily if they lived on the fringes of the county, whilst this means they would not be accessing DCC services it would enable people to have more choice in a neighbouring county with more opportunities.</p> <p><i>“Public transport is difficult to access in Derbyshire areas. Most public transport services are in Nottinghamshire due to the borders. Mansfield is serviced better than Chesterfield. Insufficient local bus routes.”</i></p>
--	---

	<p><u>Conclusions</u></p> <p>Many respondents expressed concern about the lack of local services and potential for longer journeys to access services if centres were closed as part of the service being located elsewhere. The longer journeys would create additional negative impacts such as increased personal care, dietary, behavioural and medical concerns if the person is a long way from professional support.</p> <p>The proposed remodelled services would be designed and focussed to meet the specific needs of people with multiple and complex needs, and people seeking employment or volunteering opportunities, rather than the “one size fits all” model Derbyshire currently offers.</p> <p>In addition to the flexibility that Direct Payments give people to purchase their support wherever they wish, engaging with communities and developing the market will further enhance the offer in Derbyshire and strive to create more localised opportunities.</p>
--	--

- c. Are there any other groups of people who may experience an adverse impact because of the proposals to change a policy or service who are not listed above?

<p>Whilst Carers are not listed in this document as a separate group, many have provided feedback as part of the consultation, consisting of both negative and positive views of the proposals.</p> <p>As well as being concerned for the welfare of, and impact of the proposed changes on the person they support, Carers expressed concern about their own welfare and how any changes will impact upon them.</p> <p>The suggested impact was threefold; firstly in terms of the potential loss, reduction or other disadvantageous change which will impact upon them, their reliance on services and reduction in the support they receive from time away from the person they support (i.e. respite) or their ability to engage in personal activities such as work, shopping, maintaining relationships or resting.</p> <p><i>“As a carer the day my daughter attends the centre is my one and only day where i able to catch up with friends or do simple things like shopping. It would put considerable pressure on my role as full time carer if I lost this time.”</i></p> <p>Secondly, carers expressed concern about the impact of the proposed changes on the person they support, which may in turn impact upon them. Any changes in service provision or usual routines can be a significant challenge for a person with a learning disability and/or Autism, and require additional input from everyone involved, particularly people at home. The challenges can manifest themselves in behavioural changes which</p>
--

become a significant challenge to both professionals and family carers, taking some time to implement and normalise.

“If the changes meant my daughter would have to go somewhere else I would keep her at home because she does not like changes”

Thirdly, carers expressed concern about the potential difficulties any changes to transport arrangements would cause them, in terms of the additional financial and personal impact, i.e. what it will cost the household and the challenges any changes to existing arrangement would present in terms of time, distance and impact on carers own needs such as being able to work or maintain relationships (see the first point).

“My daughter is very happy and so is the family. Content at the way things are at the moment any changes would cause her anxiety and distress which ultimately affects the family. Changing location would mean a longer time (over an hour) travelling. New location, new faces, new routine would all be very unsettling.”

Young people, not yet in Adult Care Services, will be affected by the proposed changes, but this is not assessed as having a negative impact because it is clear that many are not accessing the in-house service offer. Young people are more likely to benefit from the proposed changes because they match the preferences expressed in the 2018 engagement exercise - for community based work/educational.

Similarly, young people not yet in the service with a PMLD and/or complex needs are unlikely to be adversely affected by the proposals because they will be eligible for the in-house service in future and benefit from the services being redesigned and focussing on delivering personalised support to these cohort.

Whilst staff employed in the various day centres may be affected by the proposals, further work needs to be carried out in detail to fully understand the impacts and these will be addressed at a future date if the proposals are approved.

d. Gaps in data

What are your main gaps in information and understanding of the impact of your policy and services? Please indicate whether you have identified ways of filling these gaps.

Gaps in data	Action to deal with this
Sexual Orientation status Gender Reassignment status Married/Civil Partnership status Pregnancy and Maternity status Religion and Belief status.	Will review whether this is a key factor during the consultation and consultation feedback analysis. As noted above, the consultation analysis did not highlight any key themes in relation to these gaps in the data.
The location of people in relation to the daycentres and future community opportunities.	A mapping exercise should be completed to understand the situation in each area.
Current information about the levels of support people require, in each centre.	A mapping exercise should be completed to understand the situation in each area.

Stage 6. Ways of mitigating unlawful prohibited conduct or unwanted adverse impact, or to promote improved equality of opportunity or good relations

- A comprehensive and detailed Care Act assessment should be completed for each person currently accessing an in-house service. The assessments should be strengths and outcomes focussed and be utilised to commission services to meet the individuals personalised needs.
- Support people who have a learning disability and/or Autism, and their carers, to maximise their income.
- Ensure equal application of the transport policy and confirm regulations around the appropriate use of Motability cars to avoid implementing incorrect procedures and guidance to assessment staff.
- Ensure that information about changes to the service are communicated clearly and in good time, noting that a range of people will be receiving the information and it will need to be available in a range of accessible formats.
- Work with people who access the service, carers, communities and providers in rural areas to mitigate any specific geographical issues that arise through any changes to services and support.
- Continue to work with BME, LGBT+ and other minority groups to understand the impacts on minority groups of people who have a learning disability and/or Autism, when designing future services.
- Co-producing and commissioning of future services with all stakeholders to ensure inclusion of people's needs and aspirations.
- Mapping of opportunities to understand the capacity of local communities and services to support people moving on from an in-house day centre.
- Support communities and individuals to develop person centred services in their locations.
- Working with employers and stakeholders, including the disability employment service, other organisations/providers to create services and promote opportunities that people who have a learning disability and/or Autism want.
- Ensuring people are aware of the existing alternative opportunities and provision already on offer in the various parts of Derbyshire.
- Ensure that people currently accessing day service who do not have a PMLD or complex needs are not excluded by the change of focus in services, and have equal access to community based activities.
- Identify the service gaps, specialised needs and additional requirements people may have and ensure they are included in all aspects of the service redesign; for example, consider the suitability of large buildings where people can experience undesirable and unpleasant levels of noise due to high ceilings and expanse of hard surfaces.

Stage 7. Do stakeholders agree with your findings and proposed response?

All the participants who contributed to this EIA have received a copy of the analysis and agreed the contents.

Stage 8. Main conclusions

Many people currently accessing services expressed their concern about the impact of the proposed changes upon their life and relationships, particularly around the potential to be receiving a service elsewhere. But others also approved of some proposed changes, such as the creation of more work related opportunities.

Carers expressed concern about how those people currently in receipt of services, and those yet to access services, will be affected by the proposals and how this in turn will affect them and their role as carers.

Much of the feedback suggested people will experience difficulties with the changes and uncertainty but research also suggests people will benefit through improved and specialised services, greater community involvement, improved opportunities, experiences and outcomes.

1 People assessed as having the most complex needs would be able to use day centres but the activities and location may change.

The majority of respondents who commented agreed with this proposal but expressed concern about the potential for a change of location and not knowing where the new locations may be, so how could they correctly answer this part of the questionnaire.

Adverse impacts included additional transport cost, additional travelling time and impact on the person. Many carers stated the person they support would not cope with a change of environment, support or staff and this would be reflected in behaviour changes at home. Care Act assessments will include discussions around the potentially adverse impacts and how they might affect individuals, plus the identification of ways to mitigate any adverse effects as part of designing an appropriate support package. In addition, one of the proposals includes people having the option to remain in day services if they choose to do so.

The positive impact of this proposal include a more specialised and focused service for people with PMLD and complex needs, which is delivered in buildings that are fit for purpose and suitably staffed to meet the needs of the people attending.

2 People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.

The majority of respondents who commented agreed with this proposal and many chose to comment, suggesting it would be good for people to be able to work and be active participants in the community. Others were more cautious and expressed concern about what will happen if the situations break down, for a variety of possible reasons, and others suggested there weren't many opportunities in their area.

Part of the proposed redesign includes working with communities and the market to develop opportunities and people who are eligible will benefit from the autonomy created by a Personal Budget and being able to choose their service provider.

Younger people have already told us that they do not wish to access day services and are seeking more community based activities.

The proposed changes to in-house day services have the potential to contribute to tackling the exclusion from the labour market of people with learning disabilities of all ages if appropriate measures are put in place to support them into meaningful employment.

3 People who already use day services can still go to those day services if they want to.

All but one respondent who commented agreed with the proposal and many stated other proposals would not have an impact on them because they intend to stay in their current centre, but others were worried because they fear the consultation is a way to close valuable services and they would have to relocate, depending upon the outcome of their assessment.

4 in future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.

The majority of respondents who commented did not agree with the proposal, however the Transport Policy was agreed by Cabinet in 2014 but its implementation has been patchy and this must be addressed.

Respondents expressed concern about the financial impact of paying for transport which is currently provided free of charge, particularly where they live in more rural areas and public transport is poor or they don't have access to personal/mobility vehicles. The potential increased financial burden on low income families would in turn impact on other aspects of their life and the person they support, perhaps even resulting in them not being able to afford to attend day activities, which in turn would negatively impact on the family carer.

People attending in-house day services would only have to pay for transport if they were assessed as not being eligible to receive the service without charge. Other participants and respondents were unhappy that the Transport Policy had not been applied universally, adding that they had been paying for some time but were aware of other situations where the Policy had not been applied.

The proposal will ensure application of the Transport Policy is equitable, thereby ensuring only people who are eligible to receive transport services without charge continue to do so after an appropriate assessment. The conclusion that a person is not eligible to access Adult Care's transport will have been arrived at after a full and detailed Care Act assessment or their needs and financial situation, including a welfare benefits check if required, to support with mitigating any negative financial impact.

5 To support voluntary and independent organisations to set up more things to do in the community.

The majority of respondents who commented agreed with this proposal and no adverse impacts were identified, although concerns were expressed about the current lack of opportunities in some areas. The proposed market shaping and co-production with communities is designed to create more diverse, local, person centred and appropriate activities for people to access in future.

6 To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.

The majority of respondents who commented agreed with this proposal. People already attending are concerned that this means they will have to move on to other employment or work related activities. Concern was also expressed about the availability and longevity of activities, unwillingness of employers to accommodate people with a learning disability and/or Autism, the daily challenges facing people and their vulnerability in the community and mainstream employment.

The proposals outlined at 5) above to shape the market, create capacity and provide employment based training, one to one support and employment services will mitigate against people being placed in situation where they may be vulnerable.

The findings of this EIA do not directly include Bolsover Woodlands Enterprise but it is recommended that the service actively supports people to progress into employment wherever possible, to enhance people's independence and place in the community, thereby creating capacity for other people to benefit from the valuable employment related training offered.

It is concluded that whilst the proposals could have an adverse impact for some people, particularly with regards to transport costs and their ability to manage change, there are also likely to be significant benefits for some people currently accessing services, who would like to pursue other opportunities and those who may need support from social care in the future.

Stage 9. Objectives setting/ implementation

Objective	Planned action	Who	When	How will this be monitored?
Formal review of people accessing/planning to access in-house day services	Everyone accessing or planning to access in-house day services or opportunities is formally assessed under the Care Act to confirm their strengths, assets, needs and desired outcomes	Group Manager Prevention & Personalisation	2020	Regular reporting of number of assessments completed. Number of people in receipt of Personal Budgets. Completion of all assessments and review dates set
Maximise people's income	Ensure everyone being assessed and their family carers are supported to maximise their income	Group Managers for Prevention & Personalisation & Derbyshire Welfare Rights Service	2020	Number of financial reviews offered and completed Number of people with increased incomes
Increase utilisation from BME communities	Regularly engage with BME communities to seek their views and input	Group Manager Direct Care & Commissioning Teams	Ongoing	Record of meetings and input received Increase in number of people from BME communities accessing a variety of day opportunities

<p>Increase the number of young people accessing employment, volunteering and community based services</p>	<p>Regularly engage with carers and young people to seek their views and input</p>	<p>Group managers for Direct Care & Commissioning Teams</p>	<p>Ongoing</p>	<p>Regular development meetings and stakeholder engagement</p> <p>Increase in number of young people accessing a variety of day opportunities</p>
<p>Development of specialist services for people who have a PMLD and complex needs</p>	<p>Review existing buildings, sites, locations, staff and training needs</p> <p>Engaging with all stakeholders to co-produce and co-design the future service model</p>	<p>Group managers for Direct Care & Commissioning Teams</p>	<p>Commencing 1 July 2019.</p>	<p>Regular development meetings and stakeholder engagement</p> <p>Completed action plans and works</p> <p>Redesign of services for people with PMLD and complex needs</p>
<p>Develop and shape the market to provide services people with a learning disability and/or Autism want in their local communities.</p>	<p>Engage with community and private providers, carers and people who access services to scope existing services</p> <p>Engage with carers and people who access services to identify what is wanted and/or needed</p> <p>Engage with community and private providers, carers and</p>	<p>Group Managers for Commissioning Team and Stakeholder Engagement and Consultation Team</p>	<p>2019-2020</p>	<p>Regular development meetings and completed action plans</p> <p>Review of ongoing work and changes made</p> <p>Redesign of community services for people with a learning disability and/or Autism</p>

PUBLIC

	people who access services to co-design and develop existing services, or create new opportunities as required			
Create more employment/volunteering opportunities for people who have a learning disability and/or Autism	Engage with community, public and private providers, carers and people who access services to scope existing opportunities Create a directory of employment opportunities which is available to view publicly Continue to approach companies and organisations for employment opportunities	Group managers for Direct Care & Commissioning Teams	Ongoing.	Increase in the number of people employed with a learning disability and/or Autism who are in employment or voluntary opportunities

RESTRICTED

Stage 10. Monitoring and review/ mainstreaming into business plans

Please indicate whether any of your objectives have been added to service or business plans and your arrangements for monitoring and reviewing progress/ future impact?

The learning disability services change programme is part of the Council Plan Delivery Plan 2019-2021 (page 4) and is part of the Learning Disability Development Board (LDDDB) Programme Plan. The proposals are aligned with the Derbyshire's Enterprising Council approach.

If Cabinet approve the proposed redesign of in-house day services, project implementation groups will be formed to co-ordinate, implement and review the proposed changes under the LDDDB and further reports to Cabinet as required.

Quality monitoring of in-house provision will continue and contract monitoring and compliance processes will apply to commissioned and approved providers to ensure performance is of an acceptable standard and providing value for money.

Stage 11. Agreeing and publishing the completed analysis

Completed analysis approved by Simon Stevens on 10/5/2019

Where and when published?

Decision-making processes

Where linked to decision on proposals to change, reduce or withdraw service/ financial decisions/ large-scale staffing restructures

Attached to report (title): Outcomes from the Consultation on Reshaping the Council's Day Care Offer for People who have a Learning Disability

Date of report: 6 June 2019

Author of report: Steve Ball

Audience for report e.g. Cabinet date: 6 June 2019

Web location of report:

Outcome from report being considered

That Cabinet:

- Notes the outcomes from the 2019 My Life My Way consultation.
- Notes the content of the attached Equalities Impact Analysis.
- Approves the implementation of the proposals to reshape the Council's day care offer for people who have a learning disability and/or Autism.

Details of follow-up action or monitoring of actions/ decision undertaken

Updated by:

Date:

This page is intentionally left blank

Agenda Item No: 6 (j)**DERBYSHIRE COUNTY COUNCIL****CABINET****6 June 2019****Report of the Executive Director for Children's Services****CHILDREN'S SERVICES CAPITAL PROGRAMME 2018-19 –
URGENT DECISION TAKEN BY THE STRATEGIC DIRECTOR FOR
CHILDREN'S SERVICES****1. Purpose of Report**

To note an urgent decision taken by the (then-named) Strategic Director for Children's Services to approve a further allocation from the Children's Services Capital Programme 2018-19 for urgent repair work at Norbury Primary School.

2. Information and Analysis

The Decision was taken by the Strategic Director for Children's Services on 27 March 2019.

At the end of November 2018, due to high winds, there was damage to the gable end on the main school building at Norbury Primary School and, as a result, the school closed. When the building was inspected by structural engineers to establish the extent of the damage, it was identified that all the gable ends required structural attention. In the period up to Christmas, the school operated from the neighbouring village hall and at the beginning of the January term, a rented temporary classroom was in place on the village hall site to assist with the smooth running of the school. The Authority's insurer has agreed to fund the repair of the gable end that was subject to wind damage and the provision of the temporary accommodation, however it will not cover the structural work required to other gable ends.

The cost of the work is £221K. Although some of that cost will be borne by the Authority's insurer, the exact sum is still in negotiation but it is likely to be approximately 30%. It was estimated that the work would take 14 weeks and the contractor was available to start on site on 8 April 2019. If the Authority had missed that programme date, the contractor would have been unable to confirm when the work would have otherwise taken place. Although the school is managing to function in its temporary

accommodation, it is impacting on availability of the village hall for the local community and maintaining the temporary classroom is attracting further rental charges. The use of temporary facilities is affecting education as they don't have access to all their normal resources and facilities, and there is need to restore the main building as soon as possible hence the request for an urgent decision. Work has now started on site and is due to be completed by 24 August 2019 ready for the School returning in September.

3. Financial Considerations

On 26 July 2018, Cabinet approved the allocation of school condition – capital maintenance funding towards identified schemes. It also approved the sum of £1M for contingency capital maintenance. This was to be used for the Children's Services 50% contribution towards Insurance Maintenance Scheme projects of between £20K - £40K for primary schools and £50K - £100K for secondary schools. On 21 March 2019, Cabinet approved a programme of such schemes amounting to £506K, leaving an unallocated balance of £494K. The cost of the scheme at Norbury Primary is £221K and leaves an unallocated balance of £273K. Funds received from insurance will be refunded to this balance.

4. Social Value Considerations

This allocation will support the provision of high-quality education in a rural school.

5. Legal Considerations

The Council's Constitution provides that "notwithstanding any other provision of the Constitution Strategic Directors shall have the power, after discussion, if practicable, with the Leader of the Council or the relevant Cabinet Member or Chair, to take such actions deemed to be necessary and expedient in matters requiring urgent consideration and which, because of the timescale involved, or the need to safeguard the interests of the County Council, cannot be dealt with by submission to the next following meeting of the Council, Cabinet, Cabinet Member or Committee."

6. Other Considerations

In preparing this report the relevance of the following factors has been considered:- prevention of crime & disorder, equality of opportunity, environmental, health, legal & human rights, human resources, property and transport considerations.

7. Officer Recommendation

That Cabinet notes the urgent decision taken on 27 March by the (then-named) Strategic Director for Children's Services for the approval of £221k for the urgent repair work at Norbury Primary School.

Jane Parfremment
Executive Director for Children's Services

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank