

Equality Impact Analysis Record Form 2021 – Derbyshire County Council

Part 1. Introduction and context

Service under development		Learning Disability Day Opportunities			
Department		Adult Social Care and Health			
Lead officer/ Workstream Lead		Linda Elba-Porter / Lisa Holford			
EIA Team:		Graham Spencer Marcel van der Venne Cheral Eidukas Helen Greatorex Wes Downes			
Date analysis commenced:	21/06/2022	Date completed:	21/09/2022	Date approved:	
Aims/ objectives of the service?					
<p>Derbyshire County Council (the Council) currently provides day opportunities for people with a learning disability and / or who are autistic. These day opportunities are provided through building-based day services. There are 12 centres that provide these services in Derbyshire.</p> <p>The current offer for people with a learning disability and / or who are autistic is quite traditional in its approach to offering sessional building-based day services. Those who attend are able to have their eligible support needs met as well as the opportunity to socialise and meet new people.</p> <p>A Community Connector service also works with people attending day centres, and those transitioning from Children's to Adult services. The service supports people to develop new skills and get involved with activities in their local community as well as helping people to find / access paid or voluntary work.</p>					

What outcomes will be achieved with the new or changing service?

The proposal is to redesign building based day service models to offer more flexible and personalised opportunities for support in the community (facilitated through self -directed support) which are considered to enable greater choice, independence and participation in community life.

These changes build upon the refocussing of the Council's day-service offer agreed by the Council in June 2019. This introduced new eligibility criteria focussing more on people with complex needs (for people coming into the service from November 2019); and commitment to the implementation of a progression model that helps people with a learning disability and / or who are autistic to build their independence.

The changes also include the expansion of the Community Connector service to support more people county-wide. The service is not currently an established team, and the proposals seek to address this, whilst growing the team from eighteen to twenty five full-time Connectors, two full-time Deputy Managers and a full-time manager. Making this a permanent service also allows for improved alignment with other community-based services such as Public Health's Live Life Better Derbyshire and Social Prescribers in GP Practices – therefore providing a more holistic service for individuals.

Given the proposed changes will see the reduction in building-based services a Support Service will also be established that will work alongside the Community Connectors. This team will provide more direct support to those people who are either transitioning to a different type of service or who have barriers accessing support that would meet their outcomes.

These proposed changes will ensure that Derbyshire County Council is continuing to honour its commitments in the Choice and Control Charter regarding the rights of people with a learning disability in Derbyshire, specifically the right to:

- be treated with respect and as a valued member of the community.
- support to make plans for my life and to be told what is available
- take part in employment, education, leisure activities, short breaks

- to have help to stay healthy
- to equal rights to all the services I need

Please list any associated policies, services, or functions?

- Adult Social Care Transport Policy (Derbyshire County Council, 2021) – provides details of the Council’s provision for transport for those with an eligible social care need.
- Working with People with Learning Disabilities (Derbyshire County Council, 2021) - This policy outlines the council’s approach to supporting adults with a learning disability, ranging from those with less severe needs to those with profound and multiple disabilities. The basis for this is taken from the Derbyshire County Council (DCC) Learning Disability Development Board Programme Plan
- Transport Practice Guidance for Prevention and Personalisation and Day Service Staff (Derbyshire County Council, 2020) – Practice Guidance to support staff in fulfilling the Adult Social Care Transport Policy
- Day Services Medication and Health Related Activities (Derbyshire County Council, July 2020) - aim of the policy is to promote independence by enabling clients to manage their own medicines as far as they are able.
- Passenger Transport Guidelines for Passengers with Additional Needs (Derbyshire County Council, June 2020) – Guidance to provide information for Derbyshire County Council Managers; Drivers who undertake driving of Passenger Carrying Vehicles (PCV D or D1 licence holders) and MPV’s; and Passenger Assistants who support people during transportation. This includes those staff members employed as Driver/Caretakers as well as those who undertake driving or passenger assistance as part of their overall role.

Please list the main people or groups that this service is designed to benefit and any other stakeholder involvement?

The main people / groups that will benefit from these proposals are:

- People with a learning disability and / or who are autistic who currently access a Derbyshire County Council day service.
- People who are currently receiving a service from Children’s Services but will transition in future years to Adult’s will also benefit from the redesigned service offer.
- Carers / family members of people currently accessing Derbyshire County Council day services have been involved in the consultation on the proposals.

The following internal stakeholders have also been involved in the service redesign and consultation:

- People that had recently left and been offered a community / blended approach
- Children's Services – specifically SEND and Education functions.
- Public Health – Live Life Better Derbyshire
- Adult Social Care's Commissioning & Contracting function
- Social Work staff across Adults and Children's (including Mental Health Teams)
- Adult Social Care's Direct Care service – specifically Learning Disability Day Service staff and Community Connectors
- Adult Social Care's Shared Lives service.

Will the service and any changes impact on any other organisations such as community and voluntary sector groups?

It is very likely that the proposals will see an increase in people looking to access voluntary and community sector groups in their locality. The proposals seek to manage this increase through the introduction of a Support Service team, and the expansion of the Community Sector Service (as outlined above).

Organisations / services impacted by the proposals could include GP Social Prescribers, and Public Health's Live Life Better Derbyshire service. Clear communication and engagement with these partners, and with individuals, through Support Service and Community Connectors) will help to mitigate against these potential impacts.

Part 2. Supporting evidence

Please list and/ or link to below any recent and relevant consultation and engagement that can be used to demonstrate clear understanding of those with a legitimate interest in the policy/ service and the relevant findings:

A public consultation on the proposed options for changing the service was undertaken between 28 March 2022 and 19 June 2022. Information concerning the consultation can be found on the Council's website using this link: [The redesign of day services for adults with a learning disability and or who are autistic - Derbyshire County Council](#)

Current and previous service users and their carers, the carers of those young people with Special Educational Needs, and Private and voluntary organisations offering day care across Derbyshire were encouraged to participate in the consultation.

A report on the outcomes of the consultation has been produced and circulated as an appendix in support of the decision being requested by the Council's Cabinet in October 2022. In total 831 people responded to the consultation. Responses from all qualitative information, from the questionnaires, letters, emails, telephone calls, and meetings were put into themes by the Stakeholder Engagement Team (SECT).

The themes arising from the consultation are provided here in alphabetic order:

Agree with proposal

A number of respondents agreed with the proposal to redesign the day opportunities; retain four; to increase the community connectors; and develop a Support Service Team. Whilst some respondents agreed with the proposal, a number agreed but with some reservations. This was largely in favour of retaining all twelve of the centres for those still wishing to attend, including those wishing to return, but run this along-side the proposals to increase the number of Community Connectors and the development of a Support Service Team.

Alternative suggestion

Some respondents utilised the open text boxes to make alternative suggestions to the proposals.

Barriers to change

Some respondents wished to inform of the issues they as carers and/or people with a learning disability and /or autism would face, rendering the first proposal unviable for them.

Consultation

A number of the respondents indicated that they considered the consultation was not inclusive enough.

Covid

It requires noting that there has been within the consultation response some blurring of the proposals laid out in the Cabinet Report and what people have experienced during lockdown with Covid restrictions.

Disagree with the proposal

A number of respondents simply disagreed without an explanation, with the proposals.

Finance

Some respondents felt that these proposals did not consider the financial implications for the County Council going forward.

Future viability

Some respondents were concerned that should redesign be agreed, this would in their opinion bring into question the long-term viability of the four remaining centres.

Impact on clients and carers

A number of respondents told us of the negative impact that these proposals would have on them as carers and/or people with a learning disability and / or who are autistic using this type of support. However, it was clear that a proportion of the impact was based upon the experience people with a learning disability and / or who are autistic, and carers have had during lockdown with Covid restrictions.

Impact on physical health

Further and as with impact on people with a learning disability and / or who are autistic and carers, some were more specific in reporting the impact on physical health, experienced during Covid.

Impact on staff

The consultation was not directly involving colleagues, however, as members of the public staff have a right to voice an opinion on the proposals. Some participants identified themselves as colleagues working in day centres. However, some used the opportunity not to voice opinions on the proposals but rather talk about the impact the proposals would have directly on them as a colleague. Further there was some concern from other participants for what would happen to colleagues if proposals were approved.

Lack of information

A number of respondents reported feeling unable to answer some questions as they had not been given enough information to make an informed response.

Lack of other opportunities

A number of respondents reported that in their experience and understanding, there was not enough and good alternatives in the PVI to make the proposal of closing eight centres viable.

Length of support

A number of respondents, in particular those who have already had experience of being supported by the Community Connector Service, felt that 12 weeks was not an adequate length of support.

Loss of community resource

A number of respondents reported concern for the loss of a community resource, in particular where garden centres were part of the day service.

Loss of social support

Some respondents spoke about the social support that both people with a learning disability and / or who are autistic, and carers received from peers and staff whilst attending the day centre and feared that this would be lost under the proposal to redesign the support.

NAQ – Not answering the question

There were many responses in each of the open text boxes on the questionnaire that did not directly answer the question. SECT analysed the responses and coded them as a response to the consultation rather than a response to a question. However, there were some responses that were unrelated to the question or context of the consultation and so have been simply coded as Not Answering the Question.

Negative previous experience

A number of respondents based their feedback and comments on negative previous experiences. Falling under two categories. 1) Experience of being supported through the Community Connector Service, and 2) Experience of lockdown and covid restrictions.

Reduction in service

Some participants reported already having seen a reduction in service and this having a negative impact. Fearing under the proposal to close, that this would lead to a permanent reduction for them.

Respite for carers

A number of respondents reported the importance respite plays in the lives of carers and told us that day centres are an integral part of respite.

Travel implications

Respondents were concerned that should the proposal to close day centres be approved, there would be travel implications with people with a learning disability and / or who are autistic having long journeys and distances to travel to access day opportunities. Further comments described poor transport links that exist in parts of the county.

If there is insufficient consultation or engagement information, please explain what action is being taken to obtain this information and when this consultation/ engagement will be completed and available:

This section is not applicable.

Please list or link to any relevant research, data or intelligence, Observatory or any other information that is available and will be used to help complete the analysis?

The following lists sources of information that have been utilised in considering the equality impact of the proposals whilst also considering wider national context and background.

Local Data Sources:

- Derbyshire County Council's Adult Social Care Case Management System – MOSAIC (for monitoring information about people using services).
- Derbyshire County Council's Human Resource Management Information (for monitoring information about staff)
- Derbyshire County Council's Adult Social Care consultation on the redesign of day opportunities (for qualitative and thematic information relating to people who use services, family/carer, and staff views).
- Derbyshire County Council's [Derbyshire Observatory](#) (for general data relating to demographics includes data from the 2001 Census).

National data sources:

- NHS Digital – [Adult Social Care Activity and Finance Report 2020-21](#)

National Policies:

- [Putting people first](#); a shared vision and commitment to the transformation of adult social care (2007). A protocol between the Government, Local Government, NHS, Social Care Institute for Excellence, Skills for Care, and other Care associations that promoted amongst other things person-centred planning with a greater emphasis on self-assessment and management and use of personal budgets.

- [Valuing People Now](#) (2009). Government plan, building on Valuing People 2001, for improving lives of people with a learning disability across three key areas: health, housing, and employment.
- Think Local, Act Personal: [Making It Real](#) (2018) – a framework for the delivery of personalised care and support for those working in health, social care and housing, and those who access those services. The framework provides a series of “I” and “We” statements based on what each party should be able to achieve / provide.
- [People at the heart of Care social care reform](#) (2021, updated 2022). Government policy paper outlining proposals for reforming adult social care through introduction of lifetime cap on care costs and revised means-test for local authority funded support.

Local contextual information:

- Derbyshire County Council – [Choice and Control Charter](#)
- Derbyshire County Council – [‘My Life, My Way’ Engagement](#) (2019)
- Derbyshire County Council – [Learning Disability Programme Board Development Plan](#) (2019).

Please list or link below to any relevant service user/ customer or employee monitoring data and what it shows in relation to any Protected Characteristic (Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race and ethnicity, Religion and belief including non-belief, Sex or gender, Sexual orientation)

Service User overview:

As of 23 August 2022, there are 17,079 active packages of care known to Derbyshire County Council’s Adult Social Care service (Source: MOSAIC). Of these, 2,120 people have a primary support reason (for receiving a package of care) listed as Learning Disability – this equates to 12%. Nationally, it is estimated that around 18% of people in receipt of long-term care and support in England have a learning disability (source: NHS Digital).

The number of people accessing day services, the subject of the proposed changes, is 102 compared to 504 in 2019 when Cabinet approved the change in eligibility criteria. This shows that over the past three years there has been an 80% decrease in the number of people attending day services. The changes to eligibility criteria will have had some

impact, and the limitations placed on services during the period of the Covid pandemic should be considered as having some effect on this decrease, although this cannot be measured in a qualitative manner.

The following tables provide an overview of the monitoring information available in relation to current users of the day opportunities service by those protected characteristics that the Council is able to report against.

Age:

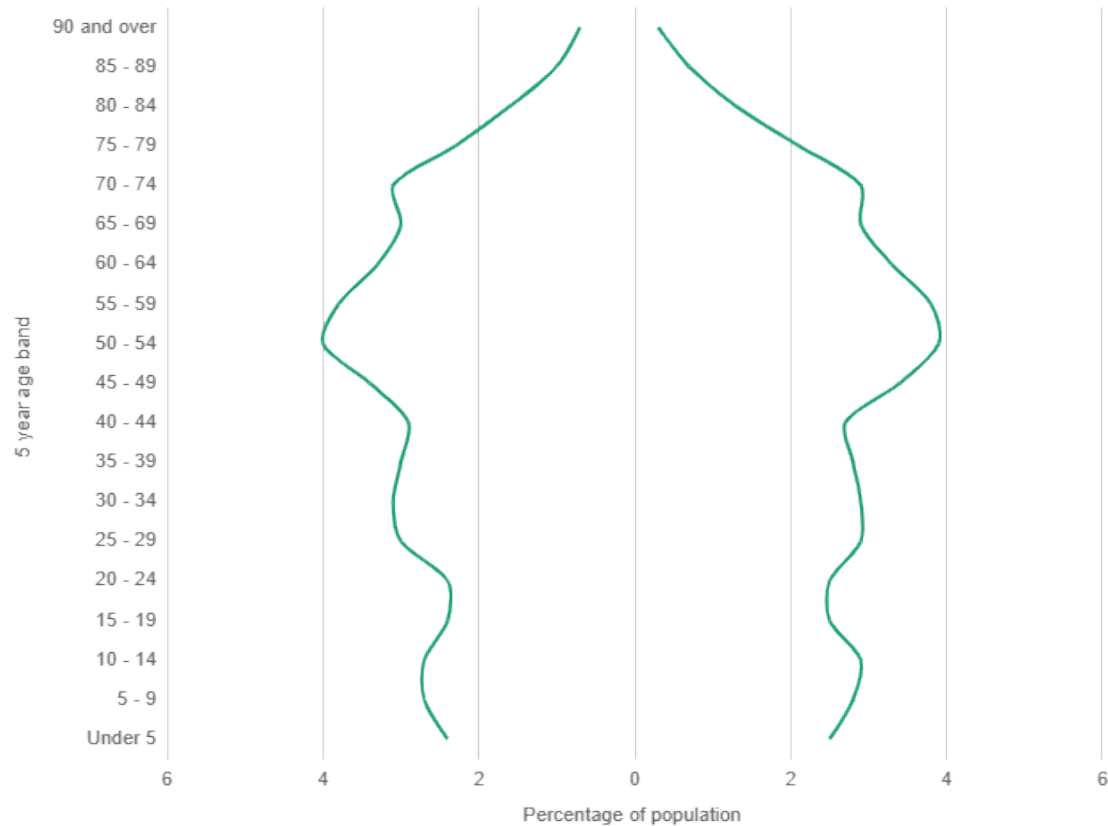
Service	Age Bands							Building possibly closing?
	18-25	26-35	36-45	46-55	56-65	66+	Total	
Alderbrook	0	6	2	1	1	0	10	No
Carter Lane	0	1	0	1	0	0	2	Yes
Coal Aston	0	0	0	4	0	0	4	Yes
Newhall	0	3	1	2	0	1	7	Yes
No Limits	2	3	1	5	0	0	11	No
Outlook	3	7	1	3	2	1	17	No
Parkwood	3	5	5	6	3	0	22	No
Whitemoor	1	8	5	7	1	0	22	Yes
Whitwell	0	2	1	1	2	0	6	Yes
Totals	9	35	16	30	9	2	101	

(Source: MOSAIC)

The table above shows the distribution of age profile across all of the building-based day services with the majority of people being aged between 18 to 45 (59%). The median average age of someone accessing a day opportunities service is 39.5 years old compared to the median average age for someone living in Derbyshire at 46 (Derbyshire Observatory).

When focussing on those services that have been consulted on regarding closure of the building, the majority is, aged 18 to 45 (52%). The median average age for this group is slightly higher at 41.5.

The graph below 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)

Gender:

The table below provides a breakdown, by gender, of people attending the day opportunity services.

Service	Gender			Building possibly closing?
	Male	Female	Total	
Alderbrook	4	6	10	No
Carter Lane	0	2	2	Yes
Coal Aston	3	1	1	Yes
Newhall	4	3	7	Yes
No Limits	6	5	11	No
Outlook	7	10	17	No
Parkwood	12	10	22	No
Whitemoor	14	8	22	Yes
Whitwell	3	3	6	Yes
Total	53	48	101	

As the table shows, there are slightly more males accessing services than females – 53% male, 47% female. When considering which buildings could close – it is a slightly higher split 60% male to 40% female. This is in contrast to the overall population of Derbyshire where the gender split is slightly higher in favour of females (51%) than males (49%).

Disability:

In order to access one of the building-based services, people should have been assessed as having a learning disability and / or Autistic – this is often completed by either a Psychologist, Social Worker or other experienced professional – therefore everyone in the service can be considered to have a disability. As at 23 August 2022 there are 102 people accessing the service compared to 2,120 people known to Adult Social Care services with a support reason listed as Learning Disability. This equates to 12% of the known service users having a support reason relating to

learning disability and/ or autism, of which only 0.6% are accessing a building-based service. (The Learning Disability' support reason encompasses anyone with a learning disability and / or autism).

At the 2011 Census, 20% of the Derbyshire population identified themselves as having a long-term limiting condition or disability (Derbyshire Observatory relates to people aged 16 and over). The number of people with a learning disability is comparatively low.

Race:

The table below provides a breakdown of people's race/ethnicity for those currently accessing a building-based day opportunities service.

Service	Religion / Belief			Total	Building possibly closing?
	White British	Black British	White Asian		
Alderbrook	9	1	0	10	No
Carter Lane	2	0	0	2	Yes
Coal Aston	4	0	0	4	Yes
Newhall	7	0	0	7	Yes
No Limits	10	1	0	11	No
Outlook	16	0	1	17	No
Parkwood	22	0	0	22	No
Whitemoor	22	0	0	22	Yes
Whitwell	6	0	0	6	Yes
Totals	98	2	1	101	

(Source: MOSAIC)

The majority of people using the service are White British (97%) with 3% from a BME background. This is slightly higher, White British, than Derbyshire, whereby 95.8% of the population are White British and 4.2% from a BME background. Based on the current monitoring information none of the people attending a building at risk is from a BME community – they are all White British.

Religion / Belief:

The table below provides a breakdown of religion / belief, where recorded, for those people currently accessing a building-based day opportunities service:

Service	Religion / Belief			Total	Building possibly closing?
	Christian	Other	Not Recorded		
Alderbrook	0	1	9	10	No
Carter Lane	1	0	1	2	Yes
Coal Aston	2	0	2	4	Yes
Newhall	1	0	6	7	Yes
No Limits	3	0	8	11	No
Outlook	3	0	14	17	No
Parkwood	7	0	15	22	No
Whitemoor	3	0	19	22	Yes
Whitwell	2	0	4	6	Yes
Totals	22	1	78	101	

(Source: MOSAIC)

The table shows that in most cases no religion or belief has been recorded for the majority of people accessing the service. Where a religion or belief has been recorded the majority is Christian. This is reflective of the wider Derbyshire population based on the 2011 Census (see table below). For those people who attend a building that is at risk of closure nine have had their religion/belief recorded as Christian.

Religion / Belief	Percentage
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: Derbyshire Observatory Census 2011)

Rurality

The table below provides an overview of where someone's 'home' location is in comparison to the building-based service.

Service	Location			Total	Building possibly closing?
	Rural	Urban	Not Recorded		
Alderbrook	4	5	1	10	No
Carter Lane	2	0	0	2	Yes
Coal Aston	0	4	0	4	Yes
Newhall	2	5	0	7	Yes
No Limits	2	9	0	11	No
Outlook	17	0	0	17	No
Parkwood	19	3	0	22	No
Whitemoor	15	7	0	22	Yes

Whitwell	6	0	0	6	Yes
Totals	67	33	1	101	

The majority of people (66%) live in an area considered rural where transport provision may be more difficult to access than in an urban area. This may be compounded further during autumn/winter months when adverse weather conditions can affect rural parts of the county – though not exclusively. For those directly affected by the proposed building closures the majority (60%) live in a rural area.

Socio-Economic

Those who utilise the Council’s Learning Disability Day Opportunity service 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.

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.

The latest quarterly benefit statistics for Derbyshire are provided below. It is not known how many of these recipients may be accessing the service or are a carer for someone with a learning disability and / or who is autistic.

Indicator	Number
Personal Independence Payment (PIP)/ Disability Living Allowance (DLA)	56,654
Universal Credit (UC) (June 2022)*	55,521
Jobseekers Allowance (JSA)	1,113
Carers allowance	11,899
State Pension	166,536
Pension Credits	16,965

Sources: Department for Work and Pensions (DWP) (Stat-Xplore), July 2022 and 2020 Mid-year population estimates and 2018 based household projections, ONS © Crown Copyright as cited in Quarterly Economic Update, July 2022 on Derbyshire Observatory.

Area profiles, available from the Derbyshire Observatory, also provide useful information with regards deprivation, employment and education which is summarised in the table below.

District	Deprivation Rank (1 = lowest rank)	Unemployment rate (Overall) Rank (1 = lowest rank)	Adults with no qualifications Rank (1 = lowest rank)	Number of Building- based service proposed for closure
Amber Valley	5	6	3	1
Bolsover	1	3	1	3
Chesterfield	2	1	2	0
Derbyshire Dales	8	8	7	2
Erewash	4	2	5	0
High Peak	6	4	8	0
North East Derbyshire	3	5	4	2
South Derbyshire	7	7	6	1

The proposed closure of building-based services will clearly impact upon those who currently attend and given the areas affected by closures, the support required for individuals to be more actively engaged in their communities will need to be carefully considered and managed. For example in Bolsover where there is high rates of deprivation, unemployment and low adult qualifications, there will be three building-based services that will close.

Staff

With regards staff that work across the day opportunity service, 74% of the 210 staff roles are female of which 37% of those females have a contractual base that is one of the buildings proposed for closure. Of the 26% males that work

across the service 13% are affected by the proposals. IN total 50% of the workforce will be directly affected by the proposed building closures.

In terms of staff roles, the table below provides a breakdown of roles and gender and shows that the largest number of roles is day service workers – which comprise 71% of the total workforce.

Role*	Male	Female	Total	Building possibly closing? (Total roles)
Business Services Assistant	0	9	9	4
Care Worker	1	2	3	3
Caretaker	1	1	2	1
Caretaker (Vertas)	1	1	2	1
Caretaker/Driver	2	0	2	2
Catering Assistant	1	4	5	1
Catering Supervisor	0	2	2	0
Cleaner	0	3	3	3
Cleaner (Vertas)	0	1	1	0
Community Support Worker	1	9	10	2
Cook	0	2	2	1
Day Service Worker	44	106	150	77
Deputy Unit Manager	3	8	11	5
Kitchen Assistant	0	2	2	2
Unit Manager	0	6	6	3
Totals	54	156	210	105

(Source: Adult Social care. *Role refers to main / substantive role for those with 1 or more role or who may be on a secondment to a different role in the service. There are also a number of vacancies across the service which have not been included in these figures).

It should be noted that these figures include staff who have been redeployed due to service pressures arising during the pandemic. A total of 24 staff are currently working in roles different to their substantive post – all of whom are affected by the proposed closures.

If there is insufficient information, please outline any plans to remedy this?

The Council does not currently record any monitoring data in relation to the following areas:

- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Sexual orientation

Anyone who is eligible for Social Care support, in line with the Care Act 2014, will be supported to develop an outcome focussed care and support plan. The outcomes contained within these plans may relate to some of these areas but are not in a format that allows the Council to record, monitor or report against them. Additionally, the proposals for refocussing the day opportunities service promote the value of inclusion and equality through enabling people to integrate more into their local communities. Consideration may be given to the future monitoring and recording of these protected characteristics, but this would need to be considered against the cost and resource implications for changing current working practice and recording/reporting systems.

Part 3. Analysing and assessing the impact by equality Protected Characteristic group

Use the information, customer feedback and other evidence to determine upon whom the policy/ service and any proposed changes will impact upon and how, highlighting where these are negative or positive, including where this could constitute unfair treatment, additional inequality or disadvantage or result in hardship and exclusion.

Against any identified negative potential impacts you must provide details of any action or options which could mitigate against this, and in serious cases, you should highlight where the Council would be advised not to proceed with a new or changing policy or service, including any proposals which are being considered.

Please use your action plan attached to this analysis to record the action and the monitoring which will take place to deliver such mitigation.

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
1. Age	<p>The proposed redesign presents some potential positive outcomes with regards to age:</p> <ul style="list-style-type: none"> • There will be the opportunity for services to be more age-appropriate / tailored to age groups as opposed to the more traditional provision of one-size fits all. • For people of working age (the majority of people currently accessing services), the proposals seek to enable greater opportunities to access either employment or other meaningful activities such as 	<p>The proposed redesign presents some potential negative outcomes / impacts for people with regards to age:</p> <ul style="list-style-type: none"> • Older people and/or those who have been in the current service provision for a long period may find it difficult to adjust and require more support particularly given their support needs (Community Connector / Support Service will be there to mitigate). • Ageing carers have shared their concerns about the lack of accessible crisis support – particularly in areas where building based services are

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
	<p>education, volunteering, leisure activities etc.</p> <ul style="list-style-type: none"> Community inclusion – the focus on more local community-based services should empower individuals, regardless of age, to become more involved and visible in their local communities. 	<p>proposed for closure. The proposed pledges for delivering the changes commit to working with carers as well as individuals affected. The Support Service and Community Connectors, along with area-based Social Work teams will support carers and ensure outcome focused support plans are in place which balance carers need for respite.</p>
2. Disability	<p>The proposed redesign of services will have a direct impact on people with a learning disability and / or who are autistic.</p> <ul style="list-style-type: none"> It is clear that the redesign of services is aimed at ensuring people with a learning disability and / or who are autistic are able to be supported to live more fulfilling and independent lives which is in-line with best practice and national and local policy. This includes opportunities to be more involved in their local community. 	<p>Everyone who accesses a DCC day centre or employment opportunity has a learning disability and / or is autistic, 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 accessing different services could be unsuitable for them with regards to physical access or adaptations required to meet their disability, or the distance they would have to travel is too far. Similarly, someone who is autistic may have</p>

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
		<p>been attending one centre for many years and a change of environment and support staff may be particularly distressing to them.</p> <p>Mitigations have been considered through the establishment of a Support Service to work alongside individuals and their family/carers.</p> <p>The Community Connector service will also be able to provide a level of mitigation in ensuring people have support to access the right services to support their outcomes.</p> <p>Additional support may be required for community groups or other organisations who may not have had direct experience of supporting people with a learning disability and / or who are autistic – this role will be fulfilled by the Support Team.</p>
3. Gender re-assignment	<p>There is insufficient data to form a conclusion about the potential impact of the proposals with regards to gender reassignment as the Council does not currently collect this information for any purpose.</p> <p>However, anyone considering gender reassignment would need to approach people they trust to discuss their feelings. Staff in the Council's learning disability day opportunities service have often known the people they work with for many years and will be 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</p>	

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
	<p>reassignment. Given the aims of the redesign are to promote greater inclusivity and independence for people, the mitigations proposed through the Support Service and Community Connector service – alongside the remaining building-based day service staff should be able to provide the support where required.</p> <p>It is also worth noting that people are able to use their personal budget to access appropriate and local groups to meet their needs.</p>	
4. Marriage & civil partnership ¹	<p>There is insufficient data to form a conclusion about the potential impact of the proposals with regards to marriage and civil partnerships as the Council does not currently collect this information for any purpose.</p> <p>The redesign of the day opportunities service 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 when connecting people to other community services.</p>	
5. Pregnancy & maternity	<p>There is insufficient data to form a conclusion about the potential impact of the proposals with regards to pregnancy and maternity as the Council does not currently collect this information for any purpose.</p>	

¹ Under EA 2010 – someone in a CP must not be treated less favourably than a married person

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
	The aim and objectives of the service redesign – to support people to achieve their outcomes may provide opportunities for individuals to be better supported with regards this protected characteristic group.	
6. Race & ethnicity	<p>The proposed redesign presents some potential positive outcomes with regards to race and ethnicity:</p> <ul style="list-style-type: none"> Promotion of diverse person-centred opportunities that meet an individual's outcomes – this will be of importance to those from a BAME background – especially given that representation in current building-based services is below the Derbyshire average. 	<p>The proposed redesign presents some potential negative outcomes / impacts for people with regards to race and ethnicity:</p> <ul style="list-style-type: none"> Only 3% of people currently accessing DCC's day opportunities are from a BAME background compared to 4.8% of the overall Derbyshire population. However, whilst they are not directly impacted by the potential closure of a building-based service if progression model and access to Community Connectors is not embedded correctly, this cohort could be disadvantaged in terms of achieving any outcomes which may reflect their race/ethnicity.
7. Religion/ belief ²	<p>There is currently insufficient information with regards this protected characteristic. Whilst some people have disclosed their religion / belief the majority of people with a learning disability and / or who are autistic have not. From the information that is available, it is reflective of the wider Derbyshire population with the majority identifying as Christian.</p> <p>The proposed service redesign should promote greater community cohesion / inclusion for people with a learning disability / and who are autistic. The proposals to link into more</p>	

² Under EA 2010 – must also consider non-religious belief

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
	community-based groups should provide people with an opportunity to be involved in activities that are in keeping with their personal beliefs. The role of the Support Service and work of the Community Connectors will be important mitigations to ensure that people's beliefs are not adversely impacted as a result of the proposed changes.	
8. Sex or gender ³	<p>The proposed redesign presents some potential positive outcomes with regards to sex and gender:</p> <ul style="list-style-type: none"> • Progression model and connector service should enable individuals to access wider range of services that meet their outcomes and promote inclusivity – regardless of sex or gender 	<p>The proposed redesign presents some potential negative outcomes with regards to sex and gender:</p> <ul style="list-style-type: none"> • A higher percentage of males will be affected by the proposals than females in terms of the building-based services that could close. • People looking to connect with 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. The role of the Support Service and Community Connectors will be important to mitigate against such barriers.

³ Sex and gender can be used at different times depending upon whether you are referring to the EA 2010 and the different duties which exist

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
9. Sexual orientation	<p>There is insufficient data to form a conclusion about the potential impact of the proposals with regards to sexual orientation as the Council does not currently collect this information for any purpose.</p> <p>The proposals for the future of the learning disability day opportunities service should allow individuals more opportunities to express their sexual orientation. The role of the Community Connectors in supporting people to access services that meet their outcomes will be an important mitigation in support of this protected characteristic.</p>	
10. Human Rights	<p>The proposed redesign of the day opportunities service should not have an adverse effect a person's human right. The aims of the redesigned service should enable more people to have greater choice / control over their lives, opportunities to try out different activities, seek employment and to form meaningful relationships and experience a fuller sense of adulthood.</p> <p>There will be a sense of loss and anxiety for some people, in terms of possible ending of relationships with fellow service users and/or staff where a building based service could be closed. The proposed mitigations to support people through this difficult period of change will need to be implemented well and monitored to ensure that people's outcomes are being met and people are not being disadvantaged as a result of any changes implemented.</p>	
11. Thriving Communities	<p>The proposed redesign of the learning disability day opportunities service supports the Council's approach to Thriving Communities. As part of the proposals, the building-based service at Newhall, South Derbyshire, would close and the building and gardens be repurposed for the whole community to make use of. Such community-led activity, under the redesign, should be open to all people including those with a learning disability and / or who are autistic. What this will actually look like in practice remains to be seen and the role of the Support Service and Community Connectors will be key in ensuring those affected by the proposals can access any new offerings that meet their outcomes.</p>	

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
	<p>This approach is not currently being reflected at other building-based services that could close. Nor are they all located in areas where the Council is undertaking Thriving Communities activity. However, the principle of the redesign is very much in-keeping with the aims of Thriving Communities e.g., it focuses on people rather than processes; is community rather than service based; uses local knowledge and information rather than relying on regional or national statistics to make informed decisions.</p>	
12. Rural communities	<p>The proposed redesign presents some potential positive outcomes with regards to rural communities. For example, the opportunity to establish local groups / better use of existing local groups to promote community inclusion; potentially reduce long travel times for accessing Council run services. The ability for people to use Direct Payments to access activities that better meet their outcomes will also benefit the local community.</p>	<p>The proposed redesign presents some potential negative outcomes with regards to rural communities:</p> <ul style="list-style-type: none"> • Potential for longer travel times to access Council run building-based day opportunities for those affected by a potential closure under the proposals. • Potential for social isolation if insufficient alternative options are available in local communities, work will be undertaken through Community Connectors and Commissioning and Contracting function to further develop the marketplace and support more local opportunities.
13. DCC Employees	<p>The proposed redesign presents some potential positive outcomes with regards to DCC Employees:</p>	<p>The proposed redesign presents some potential negative outcomes with regards to DCC Employees:</p>

Protected Characteristic or Group	Actual or potential positive outcome/ impact	Actual or potential negative outcome/ impact
	<ul style="list-style-type: none"> • Opportunities to undertake new roles within the learning disability day opportunities such as Community Connectors, Support Service team, or to move into other similar roles within other areas of Adult Social Care e.g. Older People's Day services, residential care, home care. 	<ul style="list-style-type: none"> • Reduction of building-based services and loss of role within these environments • Redeployment to unfamiliar roles • Potential redundancy for contracted services staff such as cleaning and catering
14. Community and Voluntary sector organisations working with protected characteristic groups	<p>The proposed redesign presents some potential positive outcomes with regards to community and voluntary groups:</p> <ul style="list-style-type: none"> • Opportunity for existing and new groups to involve people with a Learning Disability and / or who are autistic. 	<p>The proposed redesign presents some potential negative outcomes with regards to community and voluntary groups:</p> <ul style="list-style-type: none"> • Potential increase in numbers of people with support needs wishing to access services that may not have skills/capacity to meet an increase in demand.
15. Other not listed above a) Socio-economic b) Mental Wellbeing	<ul style="list-style-type: none"> • People will be able to better utilise their personal budgets through greater choice of options • Potential for employment will help strengthen local economies 	

<i>Protected Characteristic or Group</i>	<i>Actual or potential positive outcome/ impact</i>	<i>Actual or potential negative outcome/ impact</i>
c) Carers	<ul style="list-style-type: none"> • Improved choice and control for individuals – increased sense of independence • Proposals should lead to range of options available to support people carers respite needs. • Focus on independence and outcomes will enable future planning / contingency for carers - reducing crisis admissions to residential care 	<ul style="list-style-type: none"> • Potential for increased anxiety among service users, carers, staff. • Potential for social isolation if there is a lack of viable alternative options. • Impact on carers – particularly in relation to use of day services as respite service. Concern this could lead to carer burn-out or breakdown affecting both carer and person cared for – particularly during transition period. Implementation of the Support Service and expansion of Community Connectors will support people to manage crisis situations and identify alternative arrangements.

Part 4. Summary of main findings

This document was completed in order to analyse the potential impacts of implementing the proposed redesign of day opportunities for people with a learning disability and / or who are autistic. As the previous section has identified, there are a number of potential positive and negative outcomes that could be realised through the proposals. The nature of the proposals also means that whilst the EIA has considered each protected characteristic, the audience for which the proposals relate are a protected characteristic group. It is, therefore, important to recognise this and review the EIA holistically, not as separate groups.

The analysis of the proposed redesign has not found any evidence that any protected characteristic group(s) will be adversely impacted. The mitigations and development of the community-focussed support services (Support Service Team and Community Connectors) along with a small number of building-based services remaining open should allow for both users of the service now, and in the future, to have their outcomes met through a greater choice of opportunities.

There will be challenges in implementing the proposals, and careful planning will be required to support both users of the service and their family / carers through any transitions. The notion that carers have reported concerns over the loss of some building-based service, as a loss of crisis support suggests that this is an area that requires further work to ensure a wider range of options are available in the future.

Part 5. Equality Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the Analysis above.

A number of impacts have arisen in the course of undertaking the EIA. As part of the proposals under consideration a number of mitigations and pledges have been put in place that should address these issues. The monitoring of these arrangements and ensuring the delivery of the proposals is in line with the plans, will be the responsibility of a working group. Therefore, the table below has been adjusted to reflect the pledges and

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
<p>Age – Older People and ageing carers / family members requiring additional support to manage transition to new / alternative services.</p> <p>Disability – physical and / or mental support for people accessing new or unfamiliar services or experiencing barriers to active community participation due to lack of prior ex</p> <p>Gender – exposure to potential barriers based on gender in the community.</p>	<ol style="list-style-type: none"> 1. We will treat you with dignity and respect, consulting with you and keeping you informed throughout the process. 2. We will ensure carers, relatives and friends chosen by you are informed of and involved in the process too 3. We will offer a review to everyone and their carer/ family who currently attend a Council run day centre. 	<p>Ongoing – in line with implementation of Cabinet report recommendations.</p> <p>Linda Elba-Porter, Service Director and Project Sponsor; Marcel Van Der Venne, Group Manager.</p>	<p>Monitoring will be undertaken by a working group that will oversee the implementation of any proposals agreed by Cabinet.</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
<p>Race/Ethnicity and Religion/belief – potential exposure to community services / groups etc. that are unfamiliar with personal outcomes relating to an individual’s culture / beliefs.</p> <p>Rural communities – potential for longer travel times to different DC building-based service / lack of local alternatives requiring additional travel.</p> <p>Mental wellbeing - potential for increased anxiety among service users, carers, staff. Potential for social isolation if there is a lack of viable alternative options.</p> <p>Carers – concerns arising on impact to carer health / emotional wellbeing due to lack of crisis support.</p>	<p>4. We will ensure our Community Connectors will prioritise every referral regarding people effected by the redesign where the centre they attend will be discontinued. We will ensure contact made in a timely way to avoid any unnecessary delays.</p> <p>5. We will ensure people who attend Coal Aston, and their carers/ families will have dedicated colleagues from Community Connectors and the Support Service to plan activities and groups in the local area, develop links and utilise community provision to ensure friendships, relationships and local</p>		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>involvement is encouraged to grow.</p> <p>6. We will ensure people who attend Newhall and their carers/ families will have dedicated colleagues from Community Connectors and the Support Service to plan activities and groups in the local area, develop links and utilise community provision to ensure friendships, relationships and local involvement is encouraged to grow.</p> <p>7. We will ensure people who attend Carter Lane and Whitwell and their carers/ families will have dedicated colleagues from Community Connectors and the</p>		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>Support Service to plan activities and groups in the local area, develop links and utilise community provision to ensure friendships, relationships and local involvement is encouraged to grow.</p> <p>8. We will ensure a careful and robust plan in place to enable as smooth a transition as possible for people moving over from Whitemoor to the new Parkwood & Whitemoor Day Centre. This will involve intensive input from The Hub, Support Service Team and Community Connectors.</p> <p>9. We will ensure people who currently attend a</p>		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>DCC day centre who wish to move to one of the four listed to remain open will be provided with transport at no cost to themselves.</p> <p>10. We will review any new support arranged to check that this is working well for people and make any necessary changes.</p> <p>11. We will work with Derbyshire Carers to offer joint support to carers through the transitional period.</p> <p>12. We will work with people who live with elderly family carers to produce contingency plans for the present but also plan for the future in</p>		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	terms of progression to living independently with support i.e. supported living or extra care.		

Part 6. Date of any Cabinet/ Cabinet Member or Council Report to which this was attached and their decision:

Cabinet - 13 October 2022