



**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**CABINET**

**11 April 2024**

**Report of the Executive Director for Adult Social Care and Health**

**Proposed Redesign of Short Breaks and Day Opportunities for People  
with a Learning Disability and / or who are Autistic  
(Adult Care)**

**1. Divisions Affected**

1.1 County-wide

**2. Key Decision**

2.1 This is a Key Decision because, if the proposed changes are made, it is likely to:

- a) result in the Council incurring expenditure which is, or making savings which are, significant having regard to the budget for the service or function concerned; and
- b) be significant in terms of its effect on communities living or working in an area comprising two or more electoral areas in the County.

**3. Purpose**

3.1 Cabinet is asked to approve the undertaking of a public consultation, including consultation with the current users of day opportunities and short breaks, on two options concerning the future delivery for each of these services, which are currently provided directly by the Council for people with a learning disability and/or who are autistic. Direct consultation would also occur with people who are residing in supported living accommodation which is located within the grounds of one of the

units (Petersham) as the ongoing provision of their accommodation would be affected if the proposed changes were implemented.

#### **4. Information and Analysis**

- 4.1 This report outlines two options for public consultation on both the future delivery of day opportunities and short breaks directly provided by the Council for people with a learning disability and/or who are autistic.

##### Background and context

- 4.2 Our aim is to support Derbyshire people with a learning disability and/or who are autistic to live the lives they want to live – safe, fulfilled lives in their local communities
- 4.3 Within Adult Social Care we are on a transformation journey “Best Life Derbyshire”. Our emphasis is on future planning for people with a learning disability and/or who are autistic which increases independence; including helping people to gain valuable daily living skills and confidence so they can explore options for how they want to live and be supported. This therefore requires a review of our current direct care offer to ensure, moving forwards, every offer of in-house care and support services has an enablement and reablement offer embedded within the package.
- 4.4 Since Spring 2020, we have completed significant transformation work redesigning our day opportunities for people with a learning disability and/or who are autistic. This work has shown us that people want to live safe, fulfilled lives, as independently as possible, in their communities with equal access to opportunities and services such as social and leisure, housing, jobs, health and transport. We have explored opportunities for people to build support plans that provide a range of activities (a blended support plan). This has ensured people with a learning disability and/or who are autistic have the opportunity to meet their social care outcomes in ways that have connected them to their local communities, enabled them to explore their interests, increase their social activities, and gain valuable skills.
- 4.5 We also recognise that short breaks remain an important offer for carers who are caring for their loved ones within the community. We have approximately 1000 people of working age with a learning disability and/or who are autistic who we support in Adult Social Care that live with family and 325 of these are cared for by people over the age of seventy. Our aim is to have short breaks for people and their carers that are planned, reliable and with a progression model to include long term plans,

contingency planning and the development of independent living skills. Following engagement with carers in January 2024, we know there is a shared concern about contingency planning and it is a recognised priority to have a process in place to formulate plans with the person and their family carers to prepare them for the most independent future possible. The Council have a contract with Derbyshire Carers Association who provide carers assessments and contingency planning support. We have contingency plans embedded in our support plans which are produced collaboratively with people and their carers. Our area social work teams have conversations with people and their carers from the initial referral stage and refer to Derbyshire Carers Association at the earliest stage.

4.6 The Local Government Association recognise good practice is to *“support and value adults with a learning disability, and their families/carers, to live safe, well and fulfilled lives in communities”* and includes six elements as part of this vision that we aim to embed into our offer which are;

- Inclusion – support people to have good lives in their communities and to be treated with dignity and respect.
- Equal access – to opportunities and services for example contributing to community life, social and leisure opportunities, housing, banking, jobs, health, and transport.
- Person centred planning and support – involve people, families, and carers in solutions that respond to the individual strengths and needs.
- Safeguarding – be safe in communities and free from the risk of discrimination, hate crime and abuse.
- Sustainable models of support – a commitment to focus on developing.
- Progression – Recognising that people with a learning disability and / or who are autistic have the potential to progress and develop.

## **Day Opportunities**

4.7 The Council offer for day opportunities is currently provided through the countywide Community Connector Service and provision of four building-based centres (Alderbrook, No Limits, Outlook and Parkwood). 55 people are currently attending across the four day centres and all were accessing a Council day centre prior to the last redesign in October 2022. The numbers of people currently attending each of the Council day centres are Alderbrook (9), No Limits (10), Outlook (13) and Parkwood (23). The average attendance for the 55 people is three days per week. 43 of the 55 people have worked or are working with Community Connectors to find alternative opportunities to create a blended support plan i.e., having a range of activity including Council day centres as part of their week. The breakdown of alternatives is as follows; Leisure/Community Groups (15),

Social Activity (12), Independent Living Skills (5), Health & Well-being (4) and 7 people are still exploring options with Community Connectors to find the right fit.

- 4.8 Community Connectors now work with young people from 14 years of age to support with transition planning to adulthood (over 60 young people have been supported in the last twelve months). Connectors work as part of the Multi-Disciplinary Meeting to take a strengths-based, person-centred approach to exploring opportunities and build a support package. None of the young people supported have opted for a Council day centre as an outcome of support planning. The requirement for traditional building-based opportunities has reduced as people opt for community-based support.
- 4.9 The Council currently supports 702 adults with a learning disability and/or who are autistic via a Direct Payment which is a scheme that allows people to arrange their own care and achieve greater control over how this is provided to them via the employment of a Personal Assistant(s). The Council is working to improve access to Personal Assistants to encourage more people to utilise a Direct Payment to give them more flexibility, choice and control.
- 4.10 Our emphasis is on future planning for people with a learning disability and/or who are autistic which increases independence; including helping people to gain valuable daily living skills and gain confidence so they can explore and take up options that best achieves how they want to live and be supported.
- 4.11 We must also take account of the fact that, like every Council up and down the country, Derbyshire is facing significant financial challenges that are outside its control. These include inflationary pressures, staff pay awards agreed nationally but paid locally and continuing increasing demand on our services, particularly in adult care and children's services. Demand for adult social care support has also risen dramatically with the cost of providing care and support accounting for 48% of the Council's overall spending. This means in order to set a balanced budget in 2024/25 as it is legally obliged to do, the Council must review how people's assessed needs are met under the Care Act 2014 and to what extent the Council provides a direct care service as a means of fulfilling those needs.
- 4.12 Day Opportunities – Option One

The first option would be to discontinue use of all the remaining four day centres, recognising the growth and success of the Community

Connectors, and to continue to support people to access alternative day opportunities within their local community.

- 4.13 This proposed option would include a commitment that all 55 people who currently use the four day centres would have their care and support plans reviewed, by way of an outcome focussed assessment under the Care Act 2014, as well as undertaking updated assessments for any carers affected. Anyone affected would receive Community Connector input to find suitable alternatives to the current day centre provision.
- 4.14 Community Connectors work alongside our Social Work teams and Public Health to find meaningful, varied and aspiring connections in the community for people with a learning disability and/or who are autistic. The range of connections include education, voluntary work, relationships, social activities, exercise, direct payment arrangements and they also provide travel training. Connectors take referrals from any source and can support young people from age fourteen and play an important role in transition to adulthood, as well as meaningful activity for adults of any age including older adults.
- 4.15 Connectors have the knowledge, experience and skills to work with people currently attending our day centres to find alternative and varied opportunities. They have already worked or are working with 43 of the 55 people attending and have made connections for them that can be reviewed and expanded upon whilst also starting the journey with the remaining 14 people.
- 4.16 By way of alternative provision, the Council currently holds contracts with 38 private providers of day care across Derbyshire for people with learning disabilities and/or autism. These providers offer 110 different support opportunities which means there is both capacity and choice within the private sector to provide an alternative offer to that provided by the Council at the four day centres presently operational. The private providers are also able to cater for those people with more complex needs. The Council also has an expanding offer for day opportunities with our Shared Lives service, which currently supports 26 people.
- 4.17 Day Opportunities - Option Two
- Option two would be to retain two of the four day centres currently operational – No Limits in Chesterfield and Outlook in Long Eaton.
- 4.18 This proposal would mean discontinuing use of Parkwood Centre in Alfreton which needs repair work costing in the region of £1.7m. Alderbrook would also be discontinued under the proposed option as it

currently only supports 9 people who travel on average 16.5 miles to attend.

### **Short Breaks**

4.20 The Council offer for short breaks currently consists of five short stay residential units for people with a learning disability and/or who are autistic which offers short breaks in the form of residential respite at:

- The Newhall Bungalow, Swadlincote
- Petersham, Long Eaton
- Hadfield Road, Glossop (unused since 2020 due to the suitability of the building)
- Morewood Centre, Alfreton
- Victoria Street, Chesterfield

The Council does not currently offer any home-based carer respite support for people with a learning disability and/or who are autistic.

4.21 The Private Provider (PVI) offer for short breaks in Derbyshire operates through the Council's contract framework and consists of 101 residential providers who alongside longer-term admissions, also provide short breaks for people with a learning disability and/or who are autistic. Although this is dependent on capacity, on average there are 60-70 bed vacancies within the PVI at any time. The Council also has specific contracts with 3 providers that specialise in short breaks only for people with a learning disability and / or who are autistic.

4.22 As per Local Government Association guidance, it is important that we offer people with a learning disability and/or who are autistic the opportunity to progress and develop. Our aim is to embed a progression model in our short break offer, supporting people to achieve their goals and aspirations, e.g., by working on independent living skill goals during the short break such as meal preparation and cooking.

4.23 Engagement with carers and people who use our short break services has not only indicated the importance for carer respite, but also the reliability of any planned short breaks. Our commitment as part of this proposal is to provide planned short breaks only in our in-house residential units to provide respite for family support carers looking after people at home.

4.24 Making the short break offer more sustainable is especially important for

people with learning disabilities and/or autism living with older carers in the community to ensure contingency plans are in place and to prevent the need for crisis admissions into residential care.

The benefits of a planned short breaks model are:

- Reliable short break provision that is provided when planned.
- People and their family/carers feel confident that stays will be less likely to be cancelled and a person's stay can be confidently planned for.
- A workforce who understands the service delivery and familiarity with people using the service, ensuring better engagement as part of outcome-focussed planning and progression.

4.25 The current demand for planned short breaks across the five units is for approximately 54 people. As part of these proposals, we have also explored projected potential future demand from young people transitioning from Children's Services to Adult Social Care support.

#### 4.26 Short Breaks – Option One

Discontinued use of:

- Petersham
- Victoria Street
- Hadfield Road
- Newhall Bungalow

Retaining:

- Morewood for planned short breaks

4.27 Morewood would comfortably meet the current demand of 54 people accessing short breaks with their 10 available beds, and an ability to respond to future demand. Retaining Morewood would provide 10 beds for planned short breaks, giving a total of 3600 nights per year. By way of example, if the average number of nights per year for people accessing short breaks is 36, this means that we would have the capacity to support 100 people and their carers with this option if utilised to its fullest. The staffing structure required to collectively meet the needs of people accessing short breaks would be considered following the proposed consultation.

4.28 Morewood staff team would have the capacity to work with people and their family in regard to longer term and contingency planning, for example by working towards independent living skills as part of the short

break. We are also developing the Shared Lives offer and Direct Payments usage for short breaks to provide more choice, particularly for those coming through transition who wish to explore alternatives to a residential unit.

- 4.29 We recognise that for many people living with family, in the event of unforeseen circumstances such as carer hospital admission, a non-residential offer of support is more appropriate. We are therefore proposing to invest a portion of savings made from reducing building-based provision to offer a community response in the event of unforeseen circumstances, supporting people at home who are living with family.
- 4.30 This type of support takes a strength-based approach and aligns with our strategy to support people to live their lives well, safely and comfortably, wherever possible in their own home, in their local community. We would design the community-based response offer following feedback from people with a learning disability and/or who are autistic, carers and the public as part of the consultation process.
- 4.31 Associated with the five short break units are several supported living arrangements. For the majority of people living within these, this redesign will not have any impact on their accommodation, but they would require a care and support review. However, for two people living in supported living properties which are located within the grounds of the Petersham centre, it would not be practicable for their tenancies to continue should use of the Petersham Centre be discontinued. The retention of bungalows for supported living use would inhibit any alternative use, disposal or redevelopment of the whole site. Alternative accommodation would be identified for these people via a timely person-centred care and support plan review.
- 4.32 All staff working at the residential units would be impacted by this proposal due to the closure of the units referred to in paragraph 4.26 above and the redesign to a planned short breaks service only at Morewood. Staff working at the associated supported living properties may also be impacted dependent on the outcome of the planned care and support reviews. Should this proposal be implemented the usual Derbyshire County Council procedures would apply and be implemented, as appropriate. Relevant procedures and processes would also be followed as regards to any stakeholders also impacted.
- 4.33 Short Breaks – Option Two



Discontinued use of:

- Petersham
- Victoria Street
- Hadfield Road

Retain:

- Morewood
- Newhall Bungalow

4.34 Morewood and Newhall Bungalow would be used for short breaks. These would have surplus beds whilst meeting the current demand of 54 people accessing short breaks, and an ability to respond to future demand. Retaining them would provide 20 beds for planned short breaks, giving a total of 7200 nights per year. By way of example, if the average number of nights per year for people accessing short breaks is 36, this means that we would have the capacity to support 200 people and their carers with this option if utilised to its fullest. The staffing structure required to collectively meet the needs of people accessing short breaks would be considered following the proposed consultation.

4.35 Morewood and Newhall Bungalow staff would have the capacity to work with people and their family with regard to longer term and contingency planning, for example by working towards independent living skills as part of the short break. We are also developing the Shared Lives offer and Direct Payments usage for short breaks to provide more choice particularly for those coming through transition who wish to explore alternatives to a residential unit.

4.36 Associated with the five short break units are several supported living arrangements. For the majority of people living within these, this redesign will not have any impact on their accommodation, but they would require a care and support review. However, for two people living in supported living properties which are located within the grounds of the Petersham centre, it would not be practicable for their tenancies to continue should use of the Petersham Centre be discontinued. The retention of bungalows for supported living use would inhibit any alternative use, disposal or redevelopment of the whole site. Alternative accommodation would be identified for these people via a timely person-centred care and support plan review.

4.37 All staff working at the residential units would be impacted by this proposal due to the closure of the units referred to in paragraph 4.33 above and the redesign to a planned short breaks service only at

Morewood and The Bungalow, Newhall. Staff working at the associated supported living properties may also be impacted dependent on the outcome of the planned care and support review. Should this proposal be implemented the usual Derbyshire County Council procedures would apply and be implemented, as appropriate. Relevant procedures and processes would also be followed as regards to any stakeholders also impacted

### **Previous Consultations**

- 4.38 The proposal to reduce Council building based provision and expand the Community Connector Service involved a public consultation from 28th March to 19<sup>th</sup> June 2022 with the redesign final report for Cabinet consideration on 13th October 2022.
- 4.39 The proposals for a community-based offer build on work undertaken by the Council between 2018-2020 as part of the 'My Life, My Way' engagement programme. They are not a reflection of temporary measures that had been put in place to Learning Disability day services arising from the Covid-19 pandemic.
- 4.40 Learning Disability Procurement Review: Following approval by Cabinet on 20th December 2018, formal engagement commenced with attendees of Derbyshire County Council Learning Disability Day Centres and family carers on proposals for the future model of support and service delivery for day opportunities. This engagement started on 2nd January 2019 and closed on 31st March 2019, with a final report presented to the Council's Cabinet on 6 June 2019.
- 4.41 The outcome of this engagement was the introduction of a progression model to support more people to access training, skills and opportunities for volunteering or employment, where appropriate, via a Community Connector service. The new eligibility criteria came into effect in November 2019 and applied only to new referrals into the service. It was intended that those already attending a service would have a review to determine their level of support moving forwards and whether the options proposed through the progression model would be appropriate.

## **5. Consultation**

- 5.1 If the recommendations in this report are approved, it is proposed that formal public consultation will commence on 24 April 2024 for 12 weeks, ending on 17 July 2024. A public consultation would be carried out seeking people's views on the two options being presented.

- 5.2 We would support current individual day centre and short break users and their carers to understand and engage with the consultation process and the potential implications for them by offering support to participate in the consultation via a one-to-one interview, where requested, and by creating an easy read information pack to ensure the relevant information is presented in an accessible and clear format.
- 5.3 Adult Social Care's Stakeholder Engagement Team (SECT) would arrange and coordinate a series of face-to-face consultation meetings for current individual day centre and short break users and their carers.
- 5.4 The SECT would arrange and coordinate face to face and virtual sessions. Interested parties and members of the public would be invited to book a place via publicity and communications.
- 5.5 The SECT would develop an easy read version of a questionnaire for participants to complete. The questionnaire would be reflective of the proposal/s and give opportunity for participants to comment and give feedback on their views. The questionnaire would be placed on DCC's Have Your Say webpage where consultees would be encouraged to visit and complete a questionnaire.
- 5.6 All Stakeholders would also be given the opportunity to give their views by sending a letter, via email to [ASCH.Tell.AdultCare@derbyshire.gov.uk](mailto:ASCH.Tell.AdultCare@derbyshire.gov.uk) or via telephone contact for SECT. Stakeholders would be given the opportunity to either email a message or leave a telephone voice mail requesting a call back from a member of SECT. SECT members would then record any feedback via telephone interviews and/or assist participants to complete an online questionnaire
- 5.7 Subject to this report being approved and the consultation being undertaken it is anticipated that, once the consultation responses have been considered, an updated Equality Impact Analysis will be completed, and a further report will be presented to Cabinet regarding the proposed next steps.

## **6. Alternative Options Considered**

- 6.1 Rule out the possibility of making changes to the existing offer of Short Breaks and day opportunities for people with a learning disability and / or who are autistic. Given the current budget position and future demand this is not sustainable for the Council.
- 6.2 Make changes to the without consultation. This would be unlawful and

would expose the Council to legitimate legal challenge while at the same time undermining the quality of its decision-making.

- 6.3 Consult on more or different potential models or changes. The Local Authority is entitled to consult over its chosen proposed financial model but should not limit their consideration of alternative models or changes. The consultation exercise will therefore facilitate the ability for responses to be provided in this regard.

## **7. Implications**

- 7.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

## **8. Background Papers**

- 8.1 Cabinet Report 20 December 2018 - 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.
- 8.2 Cabinet 6 June 2019 - Outcomes from the consultation on reshaping the council's day care offer for people who have a learning disability and/or who are autistic.
- 8.3 Cabinet Report 10 March 2022 - Learning Disability Day Opportunities Service Redesign seeking approval for Public consultation from 28th March to 19th June 2022.
- 8.4 Cabinet Report 13 October 2022 - Learning Disability Day Opportunities Service Redesign- Consultation Responses and Recommendations
- 8.5 Department of Health and Social Care (2021), *People at the Heart of Care: adult social care reform white paper*.
- 8.6 The Association of Directors of Adult Social Services (2021), *The impact of the COVID pandemic on adults with learning disabilities and / or autism, their family carers and service provision*.

## **9. Appendices**

- 9.1 Appendix 1 – Implications.

## **10. Recommendation(s)**

10.1 It is recommended that Cabinet:

- a) Approves the programme of formal public consultation for a period of 12 weeks on the two proposed options concerning the future of the day opportunities for people with a learning disability and/or who are autistic.
- b) Approves the programme of formal consultation for a period of 12 weeks on the two proposed options concerning the short break residential units for people with a learning disability and/or who are autistic.
- c) Receives a further Report following the conclusion of the consultation process, including an updated Equality Impact Analysis.

## **11. Reasons for Recommendation(s)**

- 11.1 Proposals to make significant changes in service provision require consultation with the public and those directly affected, including people who use the service, staff and carers and relevant stakeholders to ensure that their views can be taken into account when a final decision is made. Consultation for 12 weeks is proposed to ensure the Council complies with its legal obligations.
- 11.2 A further report following the conclusion of a consultation is recommended to ensure that Cabinet is fully informed of the outcome of the consultation and Equality Impact Analysis when it makes a decision on the future of the building based day opportunities and short stay residential units.

## **12. Is it necessary to waive the call in period?**

12.1 No

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**Implications****Financial**

- 1.1 The current cost of delivery is set out in the Tables below. There are two efficiencies set out in the 2024/25 approved Revenue Budget - £1.170M (day care) and £1.169M (short breaks) to be achieved over three years - 2024/25 to 2026/27. In 2024-25, the efficiencies will be achieved by management of vacancies (anticipating potential closures and the review of staffing arrangements for retained services) and in future years by re-provision of services to users with eligible needs.
- 1.2 There are anticipated one-off costs of re-providing services including potential redundancy and pension strain costs, building security etc. A Directorate reserve is available to meet these one-off costs of transformation. There are also expected to be further non-cashable efficiencies relating to the repairs and maintenance liability for the local authority owned sites. This liability relates to both revenue and capital costs and is based on the latest condition surveys for the sites.

<b>Day Centre</b>	<b>£M</b>
Parkwood	0.813
No Limits	0.306
Outlook	0.563
Alderbrook	0.552
<b>Total</b>	<b>2.234</b>

<b>Short Breaks</b>	<b>£M</b>
Morewood	0.980
Victoria Street	0.806
Petersham	1.350
Hadfield Rd	0.091
The Bungalow	1.137
<b>Total</b>	<b>4.364</b>

## Legal

- 2.1 Section 1 Care Act 2014 imposes a general duty on the Council to promote an individual's well-being whenever exercising any function under Part 1 Care Act 2014.
- 2.2 'Well-being' is not defined within the Care Act 2014 and is a broad concept. Section 1(2) lists nine individual aspects of well-being as follows:
- (a) personal dignity (including treatment of the individual with respect);
  - (b) physical and mental health and emotional well-being;
  - (c) protection from abuse and neglect;
  - (d) control by the individual over day-to-day life (including over care and support, or support, provided to the individual and the way in which it is provided);
  - (e) participation in work, education, training or recreation;
  - (f) social and economic well-being;
  - (g) domestic, family and personal relationships;
  - (h) suitability of living accommodation;
  - (i) the individual's contribution to society.

Although the well-being principle applies specifically when the Local Authority makes a decision in relation to an individual, the Care and Support Statutory Guidance is clear that the principle should also be considered by the Council when it undertakes broader, strategic functions.

- 2.3 Whilst the Council is not required by way of statutory duty to provide any in-house Direct Care provision, Section 5 Care Act 2014 places a separate duty on the Council to promote an efficient and effective market, with a view to ensuring that any person in its area wishing to access services in the market:
- a) has a variety of providers to choose from who (taken together) provide a variety of services;
  - b) has a variety of high quality services to choose from; and
  - c) has sufficient information to make an informed decision about how to meet the needs in question.

- 2.4 Section 18 Care Act 2014 provides that where an adult is assessed as having eligible needs, the Council is under a duty to meet those needs; one way of meeting those needs is by attending a day centre. Should an individual's current day centre close, alternative arrangements to meet those eligible needs must be made. Where a care plan is to be altered, the Council must have regard to, amongst other things, the outcomes the individual wishes to achieve and the impact on a person's well-being. The report details steps which would be taken to support individuals to navigate these changes and identify alternative opportunities to DCC day centre provision.
- 2.5 Proposals to make significant changes in service provision require consultation with the public and those directly affected, including service users, their family/carers, staff and relevant stakeholders.
- 2.6 Case law has established minimum requirements of consultation, which are:
- a) Consultation must be at a time when proposals are at a formative stage;
  - b) Sufficient information must be given to permit a person to "give an intelligent consideration and response";
  - c) Adequate time must be given for consideration and response; and
  - d) The results of the consultation must be conscientiously taken into account in finalising any proposal and provided to the decision maker to inform their decision
- 2.7 In assessing these proposals, the Council should also have regard to the Public Sector Equality Duty (PSED) under the Equality Act 2010.
- 2.8 The PSED requires public authorities to have "due regard" to:
- The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010 (*section 149(1) (a)*).
  - The need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (*section 149(1) (b)*). This involves having due regard to the needs to:
  - remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.



- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it (*section 149(4)*); and
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- The need to foster good relations between persons who share a relevant protected characteristic and those who do not share it (*section 149(1)(C)*).

2.9 Preliminary consideration has been given to the impact of the proposals on persons with protected characteristics in drawing up these proposals. In particular it is recognised that the methods and content of the consultation will need to be designed so as to fully reflect the needs of the relevant protected groups, in particular older people and disabled people.

2.10 In addition, regard has been given to the Equality Impact Analysis (EIA) carried out in respect of the care pathway redesigns as is referred to in the report. A full EIA will be prepared during the consultation process reflecting issues that are raised during the consultation process. This will be reported in full to Cabinet and a full copy of the EIA made available to Members in order that any adverse impact along with any potential mitigation can be fully assessed. Cabinet members will be reminded at that time of the need to have careful regard to the conclusions of the EIA.

## **Human Resources**

3.1 Any workforce implications arising from the proposals will be the subject of further reports on the conclusion of public consultation. Staff will be included in engagement and there will be HR support as part of any consultation exercise.

## **Information Technology**

4.1 None directly arising.

## **Equalities Impact**

5.1 The Council has a duty to recognise and mitigate the impact of any changes it proposes upon people in protected groups. The proposals in this report affect people with a learning disability and / or who are autistic

currently accessing day services and short breaks provided by Derbyshire County Council.

- 5.2 The Council will take account of the challenges which the people affected by the proposals in this report face, both in terms of participation in the consultation and in ensuring that the impact of any changes is mitigated if they are to be implemented. Family, and carers will be invited to participate in the consultation and advocacy services will be arranged for people who require them.
- 5.3 A full Equality Impact Analysis will be undertaken and this will be reported to Cabinet on the completion of the consultation on the proposals in this report, should a consultation exercise be approved by Cabinet.

### **Corporate objectives and priorities for change**

- 6.1 In the Council Plan 2021 – 2025 the Council states that listening to, engaging, and involving local people to ensure services are responsive and take account of what matter most to people, as being a core value.
- 6.2 In the Council Plan 2021 – 2025 the Council states that as part of its actions to create Resilient, healthy, and safe communities it will work with people with learning disabilities and/or who are autistic to develop Council services to ensure they are tailored to meet individuals needs and help people achieve their personal goals. By 2025 it is expected that the Council will have enabled more people with a learning disability in Derbyshire to work towards achieving their goals and aspirations with less reliance on public services
- 6.3 The Council commits to work together with its partners and communities to be an enterprising council, delivering value for money and enabling local people and places to thrive, and to spend money wisely making the best use of the resources that it has.

### **Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 As set out in the report.