

Equality Impact Analysis Record Form - Derbyshire County Council – Budget 2024/25

Introduction and context

Policy/ Service under review/ subject to saving	Redesign of Day Opportunities and Short Breaks for People with a Learning Disability and / or who are Autistic				
Department/ Corporate	Adult Social Care and Health				
Lead officer	Marcel van der Venne				
EIA Team:	ASCH MIT, Residential Unit and Day Services Management Teams, Knowledge & Information Team. Cheral Eidukas				
Date analysis commenced:	01/02/2024	Date completed:	17/10/2024	Date approved:	

Part 1. About the service/ policy or function and the reason for the EIA

What is the purpose of the service, policy or function? Please describe briefly the service etc

This EIA relates to proposals that will directly affect 2 services the council currently directly delivers for people with a learning disability and/or who are autistic (Day Opportunities and Short Break residential stays).

Section A: Day opportunities

The Council's 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). At the time of writing this report, **54** 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 (**22**).

The average attendance for the **54** people is three days per week.

Current number of people attending the Councils day services.

Service	
	Totals
Alderbrook	9
No Limits	10
Outlook	13
Parkwood	22

Totals	54
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The Council currently supports over **700** 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.

The Council also has at its disposal the recently (2023) redesigned Community Connector Team, which is designed to support adults of any age and young people from the age of 14 years with a learning disability and/or who are autistic.

It aims to enable people to grow, develop and reach their full potential by connecting them to local opportunities to allow them live fulfilling and inclusive lives in their communities.

The Community Connectors work with, and alongside people with a learning disability and/or who are autistic and their families for a period up to 12 weeks with a view to find and create meaningful and sustainable opportunities for the person within their local communities. This may include travel training, employment opportunities, social activities, direct payments, private voluntary and independent provision, voluntary work, digital support, relationship building, community groups, education, learning and work experience, creating new and maintaining existing relationships/friendships during the day, evenings, and weekends.

The Community Connector function is effective in a preventative capacity in the initial assessment phase, finding outcomes to people through signposting, using the voluntary sector and other informal support opportunities as well as post assessment using a value for money approach promoting the use of direct payments and personal assistants, stimulating and a range of local PVI provisions,

The Community Connectors are working in partnership with stakeholders and services such as Public Health, Housing providers, Care providers, Disability Employment and Advocates.

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 many of the people attending and have made connections for them that can be reviewed and expanded upon whilst also starting the journey with the remaining people.

By way of alternative provision, the Council currently holds contracts with 35 private providers of day opportunities across Derbyshire for people with learning disabilities and/or autism. These providers offer 124 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 currently 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 **22** people.

Community Connectors now work with young people from 14 years of age to support with transition planning to adulthood (over **120** young people under the age of 18 have been supported over the last twelve months (Q3 2023 – **8**, Q4 2023 – **24**, Q1 2024 – **46**, Q2 2024 – **42**). 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. Outcomes have included employment, volunteering, exercise, leisure, education, social activities, new life skills, community groups, health and wellbeing.

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.

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.

Section B: Short Breaks

The Councils 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

At the time of writing this report, the demand for planned short breaks across the five units is for **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.

Name of Unit	Regular Short Break Client No.
Hadfield Rd	Not in use
Victoria Street	None
Morewood	19
Petersham	13
The Bungalow	22
Totals	54

Of those attending the services for regular planned short breaks, **39** people live in the community and are supported by carers/parents and **15** live in Shared Lives and use the short breaks as part of the 28 days Annual Leave entitlement that applies to Share Lives Carers.

In addition to this the Short Breaks offer provided through Private, Voluntary, and Independent sector (PVI) in Derbyshire operates through the Council's contract framework and consists of 85 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, there are currently 38 bed vacancies within this PVI offer. The Council also has specific contracts with 3 providers that specialise in the provision of short breaks only for people with a learning disability and / or who are autistic. 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.

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.

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.

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 which is a relevant consideration in relation to both proposals.

Are there any proposals to change these? What are these? e.g. budget reduction, staffing re-organisation, service eligibility.....

Section A: Day opportunities & Section B: Short Breaks

Yes.

On 11th April 2024, Cabinet resolved to:

- 1) Approve 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;

2) Approve 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; and

3) Receive a further report following the conclusion of the consultation process, including an updated Equality Impact Analysis

The report to Cabinet on 11th April 2024 set out two options for consultation, considered to be the most viable at the time, when considering the future of day opportunities and for short breaks for people with a learning disability and / or who are autistic.

Section A: Day Opportunities

Day Opportunities - Option One

- a. 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.

- b. This proposed option included a commitment that all **54** people who currently used 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.

Day Opportunities - Option 2

Option two was to retain two of the four day centres currently operational – No Limits in Chesterfield and Outlook in Long Eaton and discontinue use of Parkwood in Alfreton and Alderbrook in Chinley.

The same commitment applied as with option one in that all people who currently used the two 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.

Recommendation – Day Opportunities

The Cabinet Report to which this EIA is appended recommends that the redesign of day opportunities as outlined above in option **one** is implemented. The reasons for the recommendation to cease operation of Council run day centres and operate the model outlined in option one are as follows:

- Use of the centres has significantly reduced due to people exercising choice and control following person centred outcome focussed assessments, with low numbers attending across all four operational centres currently.
- Young people transitioning to adult care are not choosing to access these services. The vast majority of young people who are eligible for social care are choosing alternative available options.

- No young people transitioning from Children Services to Adult Services are opting to use County run day centres to meet their social care outcomes. Therefore, to meet current and future demand for community-based support we need to make changes to our current investment into building-based day centres.
- There are a range of options available to people to meet eligible social care needs such as Direct Payments, Shared Lives and the Private, Voluntary and Independent (PVI) sector day opportunities.
- For those people currently attending a Council run day centre we would offer them significant support to explore alternative options to the Council run building based service and also support carers as part of this intervention. A thorough review of the person's care and support plan would be offered by our Adult Social Care practitioners to ensure their eligible care and support needs are met. As such the Council is satisfied any negative impact on those people would be relatively short-term and can be minimised.

The report to Cabinet on 11th April 2024 set out two viable options available to the Council when considering the future of short breaks for people with a learning disability and / or who are autistic.

Section B: Short Breaks

Option One

- a) Discontinue the use of Petersham, Victoria Street, Hadfield Road and Newhall Bungalow. Retaining Morewood for planned short breaks only.

Option Two

- a) Discontinue the use of Petersham, Victoria Street and Hadfield Road. Retaining Morewood and Newhall Bungalow for planned short breaks.

Associated with the five short break units are several supported living arrangements. For the majority of people living within these, this redesign would 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.

Recommendation – Short Breaks

The Cabinet Report to which this EIA is appended recommends that the redesign of short breaks as outlined above in option one is implemented. The reasons for the recommendation to retain Morewood for planned short breaks and operate the model outlined in option **one** are as follows:

- 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 Cabinet's decision.

- 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 varied choice, particularly for those coming through transition who wish to explore alternatives to a residential unit.
- 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 reduce building-based provision and invest in enhancing community response in the event of unforeseen circumstances, supporting people at home who are living with family. The contingency plan or response could include use of digital solutions, home based support, short term enablement support, short term or one-off Direct Payments and Shared Lives. 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.
- The Private Provider (PVI) offer for short breaks in Derbyshire operates through the Council's contract framework and consists of 85 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, at the time of writing this report (October 2024) there were 38 bed vacancies within the PVI. 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.

- For those currently attending a Council run short break in one of the three operational centres proposed to be discontinued for use, we would offer significant support to explore alternative options and also support carers as part of this intervention. A thorough review would be offered by our Adult Social Care practitioners to ensure all eligible care and support needs are met. After projecting the current use and booking of short breaks across the 4 operational models on the proposed capacity model for Morewood, confident we have the capacity to meet the needs of everyone currently accessing a Council run short break within Morewood as the retained centre if people chose to do so. As such the Council is satisfied any negative impact on those people will be relatively short-lived and can be minimised.

The new model would impact **101** people with a learning disability and / or who are autistic and their carers. Everyone impacted would be offered a review of their care and support needs and a referral to the Community Connectors to explore alternative options.

Carer support would also be offered with a focus on working alongside carers using a “Thriving Community” approach to explore how we ensure carers remain connected and have opportunities for peer support and breaks from caring.

Subject to cabinet approval of the outlined proposals, the new staffing model for Morewood to facilitate planned short breaks would be finalised and form part of staff consultation in terms of changes to structure and required roles. Any resultant staffing changes will be considered/approved by the Executive Director for Adult Social Care and Health in conjunction with the Director of People & Organisational Change, Director of Finance and Director of Legal & Democratic Services.

For the 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 the use of Petersham Centre be discontinued. The retention of bungalows

for supported living use following closure would inhibit any alternative use, disposal or redevelopment of the whole site. It is recognised that moving accommodation may result in anxiety and concern for the two people and their family.

In the event of closure, alternative accommodation would be identified for these people, and measures to support these people and their families during this challenging transitional would be implemented effectively via Care Act compliant timely person-centred care and support plan reviews involving advocacy support, regular communication and a robust transition plan taking into account access to family and visiting arrangements, where relevant.

Have previous changes been made due to budget savings or restructuring and did they have any adverse impact upon your customers or employees etc? Please describe any potential cumulative impact or impact arising out of other proposals elsewhere to ensure this EIA alerts decision makers to the full context for any proposals now being made.

Yes, in relation to DCC directly provided Day Services for people with a Learning Disability and or who are Autistic:

In 2022 Adult Social Care have delivered a transformational project redesigning the Council's offer for day services for people with a learning disability and / or who are Autistic. One of the outcomes of this project was a consolidation of building-based day services from nine services into four with people being linked to a Community Connector Service so they could have greater choice and control over their independence and access to day opportunities, training, and employment. Since the nine services were consolidated into four the number of people accessing the building-based services has been significantly lower than their capacity creating an unsustainable service for the Council, At the end of the consultation in October 2022 and Cabinets subsequent approval to consolidate the provision to 4 building based day centres, around **110** people attended the Councils Learning Disability Day centres, including the affected ones. All those people were offered a place in one of the remaining 4 Centres but only just over 50% of the people attending took up this offer.

On 13 October 2022 a Report on the future provision of the Learning Disability Day Opportunities was presented to Cabinet. The Report was to inform Cabinet of the response to the consultation on the future delivery of day opportunities for people with a learning disability and / or who are autistic, including the proposed redesign. The proposals were approved by Cabinet in October 2022 resulting in the current Direct Care service provision.

As part of the 2022 redesign of the Council's Learning Disability services the Council's offer for day opportunities is currently provided through the countywide Community Connector Service and provision of four Council run building-based centres (Alderbrook, No Limits, Outlook, and Parkwood). The numbers of people currently attending the DCC day centres are:

Alderbrook	9
No Limits	10
Outlook	13
Parkwood	22
Total	54

The **54** people who are currently attending across the four day centres were all accessing a DCC day centre prior to the redesign in October 2022.

It is recognised that for some people there is a potentially negative cumulative impact of the current proposals in the fact that after having been moved once, the alternative centre is being proposed to close

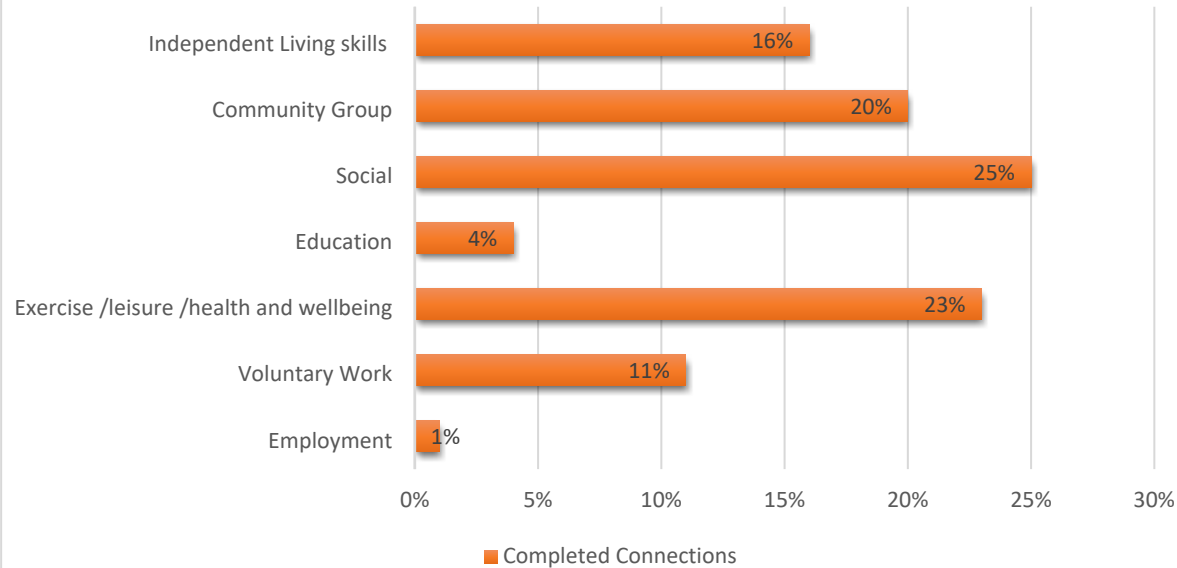
It is the Council's intention to provide a sustainable model of support that recognises support should be aimed to maximise independence and potential for growth and development for people with disabilities and for them to be an active part of their community. The Council will ensure that people with a learning disability and/or who are autistic all have an outcome focused support plan and be supported to have their eligible needs met in least restrictive environments as part of its statutory duties under the Care act .

Over the last 3 years, as part of the redesign a specialist team of assessors have reviewed **784** people with a learning disability and/or who are autistic (break down below), using a strength-based approach, who all now have an outcome focused support plan resulting in a significant increase in the number of accessing activities in their local communities.

People who were reviewed were living in:

- Community **420**
- Supported Living **302**
- Shared Lives **12**
- Residential Care Home **50**

Outcomes for people no longer attending DCC Day services

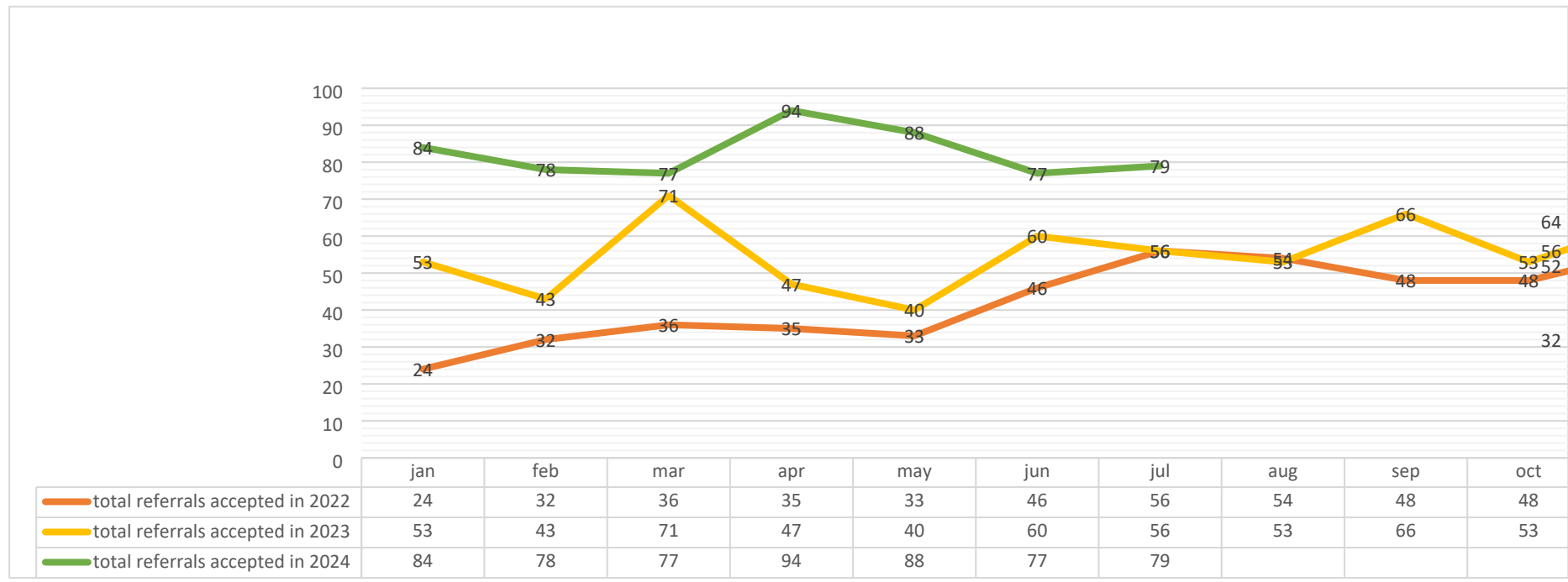


It is worth noting that as part of the previous redesign we put a lot of emphasis on the role of the enhanced and redesigned Community Connector service which now works with young people preparing for adulthood from the age of 14, in “the Achieving Great Futures” Project which aims to provide better and more independent outcomes for young people in transition.

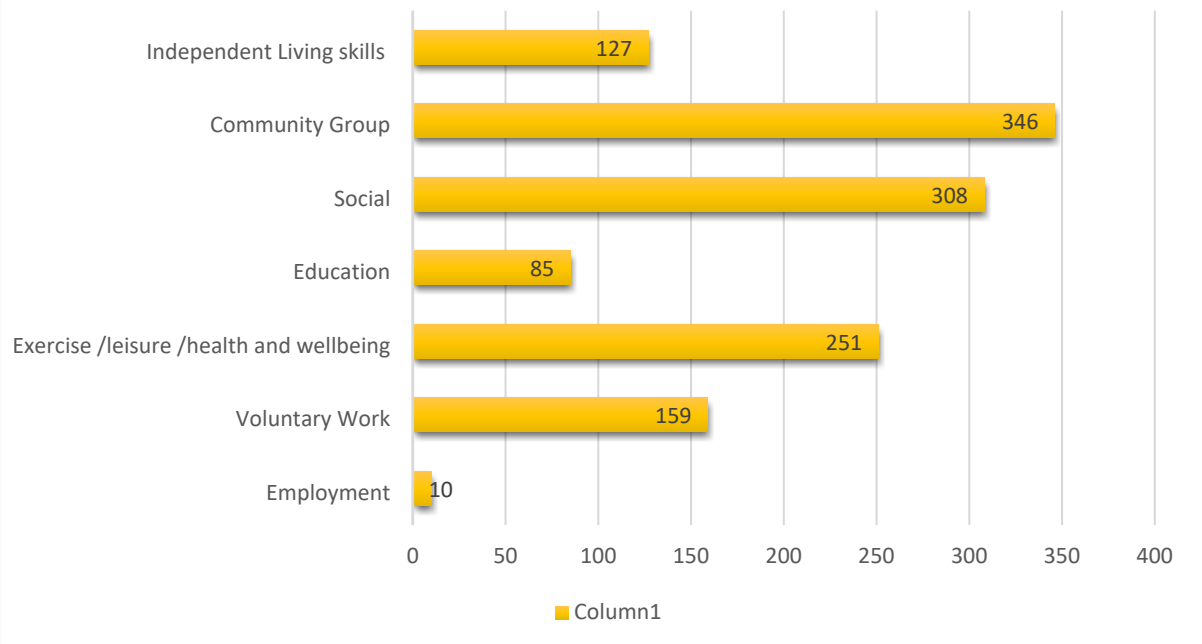
The main aim of the Community Connector service is to help support people with learning disabilities and/or who are autistic to use all opportunities available to them; this may include travel training, employment opportunities, social activities, direct payments, private voluntary

and independent provision, voluntary work, digital support, relationship building, community groups, education, learning and work experience. Increasing the team from 18 to 25 full time connectors as well as an additional manager.

Since January 2022 until August 2024 the Community Connector Service have accepted **1799** Referrals and have successfully supported them into services and opportunities that best met their outcomes.



Outcomes completed CC plans 2022- August 2024



Between November 2021 – December 2023, **237** young people have been referred into Adult Social Care, of which **165** young people accessed our transitions offer (the new ways of working were introduced in Children Services localities from April 2023, so all referrals now access our transition offer). Of these **76** achieved a more independent outcome when they transitioned through to adults than predicted and are receiving support through supported living, direct payments, and shared lives. **23** out of those **76** either closed to adult services, moved from residential to supported or independent living, and **6** young people achieved an independence level that they no longer required support from Adult Social Care. Our Community Connector service expanded its focus in July 23 to include young people from the age of

14 to maximise their opportunities for achieving independence. Since January 2023 we received **153** referrals for young people under the age of 18 and we worked with **150** of them.

Under this previous restructure of the provision of Learning Disabilities Day Opportunities, approximately **200** affected employees were supported, where possible, to secure numerous redeployment opportunities. This included posts within the new staffing model and the Community Connector service which were ringfenced to the impacted employees. Alongside access to voluntary release schemes, this minimised the number of resultant compulsory redundancies. It is acknowledged that there are fewer redeployment opportunities within the service under the current proposals. This is also reflective of the number of redeployment opportunities wider within Adult Social Care and Health Direct Care, resulting from the proposed review of Older People's day and residential services, including the proposed closure and tender of establishments.

Culminative effect of other Proposals submitted to for consideration by Cabinet

It is important to note that there are other proposals due to be considered by Cabinet which include:

1. ASCH Discretionary Grant Funding and CST Strategy and Policy Discretionary Grant Funding, (Befriending services, social activity, luncheon clubs, Infrastructure, specialist advice services, BME forum, Bolsover Woodlands Enterprise and Our Vision Our Future) – to be decided by Cabinet on 14 November 2024
2. Proposed redesign of residential care and day opportunities for older people (Adult Care) - to be decided by Cabinet on 14 November 2024

3. Redesign of Derbyshire Healthy Home Project - to be decided by Cabinet on 14 November 2024
4. Options to deliver design services for Disabled Facilities Grants (DFG's) 2024 – to be decided by Cabinet on 05 December 2024

The Cabinet papers and EIA outlining those proposals and assessing their impact needs to be considered and understood by decision makers. The proposals set out, if agreed, would cease Local Authority grant funding support for befriending services, social activities and luncheon clubs and Infrastructure across Derbyshire.

Whilst mitigation is proposed, the Council would have to be particularly mindful of the need, where appropriate, to assess and review people currently accessing these services to ensure all eligible needs are met.

The proposals for the redesign of Day Opportunities for older people and for those with a learning disability and/or who are autistic both recommend the reduction of building based day opportunities and whilst there are fewer people accessing the learning disability service than before as a result of lack of demand, the implementation of recommendations across the reviews, if approved, would result in increased demand on the Community Connector Service, ASCH commissioned Low Level Support Service and the wider VCSE. Should the outcome of the Discretionary Grants proposal result in the ceasing of funding, the collective impact of the proposals upon older people and those with disabilities across these communities must be considered and where there is a reduction of available services the Council must continue to ensure that eligible needs are met.

Whilst the proposals for the redesign of the Healthy Home Project provides for a continuation of the service by the Council the recommendations, if approved, would result in the eligibility criteria being strictly enforced and an adapted low level support approach being implemented to access central government financial grant support monies.

The proposals for the redesign of the Disability Design Team which, in part, supports the delivery of the Disabilities Facilities Grants (DFGs) (this aspect of the service being provided at the Council's discretion), acknowledges the service supports the major adaptation projects exceeding the DFG financial threshold that the County Council provides 'top up' funding for, and outlines future options for working collaboratively with the responsible District/ Borough Council in respect of DFG projects.

The EIA's supporting each proposal and recommendation identify both positive and negative impacts across some of the same protected characteristics. There may be a culminative impact due to all these proposals, if implemented, and consideration of each proposal should not be made in isolation. In order to ensure that any cumulative effects of the proposals, should they be agreed, can be mitigated these service reviews have been undertaken alongside an investment into a ringfenced review and assessment function to ensure that the Council continues to meet its obligations under the Care Act 2014.

It should be noted that anyone can request an assessment of need under the Care Act at any time and if found to have eligible needs, these will be met through an appropriate support planning process.

Part 2. Supporting evidence about impact

What is presently known about how the current service or policy impacts upon people with a protected characteristic, people from disadvantaged communities, armed forces personnel and other groups outlined in the Council's guidance for EIAs?

General data taken from the 2021 Census indicates that:

- Derbyshire is a large county with a mix of built-up areas and large sparsely populated areas. The needs of residents, the challenges they face and the barriers to accessing services vary considerably between town & rural settlements.
- Derbyshire's population is set to increase at a slightly higher rate than that of the UK. The population is also ageing reinforcing the need to make services available for the elderly.
- The dependent population is also higher than the UK as a whole and support for dependents, and those caring for them, needs to be considered when looking at service provision.
- The proportion of residents classifying themselves as black and minority (BME) is relatively low compared to the rest of England but there is significant growth in numbers in certain areas of the county.
- 2% of Derbyshire's population have a main language that is not English.
- 2.5% of the Population identify as LGBTQ+.
- 22 areas within Derbyshire fall within the 10% most deprived areas across England. Most of these areas are on eastern side of county in the former coalfields with pockets in Amber Valley, High Peak & Northeast Derbyshire.

- With regards to social mobility the East Midlands has more of the factors that hold people back and less of the factors that help people move forward. Occupation, education & home ownership are identified as important factors and the groups most adversely affected are children, young people, women and the disabled.
- 15% of children in Derbyshire live in income deprived households and 12% of older people now live in low-income households.
- Child poverty is also a key issue in Derbyshire, with the level being 21.8%, compared with 19.8% nationally, again with wide variation.

The following information in relation to the specific characteristics of the people attending the services that might be affected by the proposals have been drawn from available data such as the 2021 Census, Derbyshire Observatory and Mosaic (Adult Social Cares IT system)

Day Services

Age – Ethnicity - Gender

People Attending

Service	Age Bands							Ethnicity	Gender
	18-25	26-35	36-45	46-55	56-65	66+	Total		
Alderbrook	0	6	1	1	1	0	9	All WB	5 female – 4 male
No Limits	2	2	2	4	0	0	10	All WB	5 female – 5 male
Outlook	2	5	3	1	2	0	13	1 x BME	10 female – 3male
Parkwood	2	6	7	4	3	0	22	All WB	10 female – 12 male

Totals	6	19	13	10	6	0	54	54 WB – 1 BME	30 female – 25 male
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(Source: MOSAIC)

The table above shows the distribution of age profile across all the building-based day services with the majority of people being aged between 18 to 45 (67.8%). 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).

As the table shows, there are slightly more females accessing services than males – 55.5 % female, 45.5% male. This compares to the overall population of Derbyshire where the gender split is slightly higher in favour of females (51%) than males (49%).

The majority of people using the 4 DCC Day Services are White British (98%) with 2 % 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.

The majority of the people attending the Day Centres live in the community whilst 4 people live in in Supported Living and one person lives independently in their own home with care.

Short Breaks residential LD services

Age – Ethnicity - Gender

Service	Age Bands							Average nights per year	Ethnicity	Gender
	18-25	26-35	36-45	46-55	56-65	66+	Total			
Victoria Street	0	0	0	0	0	0	0	0		
Morewood	5	3	3	6	1	1	19	25	17 WB 2 BME	16 female - 3 male
Petersham	2	3	2	3	3	0	13	48	13 WB	6 female – 7 male
The bungalow	3	8	3	3	4	1	22	21	22 WB 1BME	10 female – 12 male
Totals	10	15	7	11	8	4	54	23.5	51 WB 3 BME	32 female – 23 male

(Source: MOSAIC)

The table above shows the distribution of age profile across all of the building-based residential services with the majority of people being aged between 18 to 45 (58 %). The median average age of someone accessing a residential short break service is 41.6 years old compared to the median average age for someone living in Derbyshire at 46 (Derbyshire Observatory).

As the table shows, there are slightly more females accessing services than males – 58 % female, 42 % male. This is slightly higher than the overall population of Derbyshire where the gender split is slightly higher in favour of females (51%) than males (49%).

The majority of people using the 4 Short Breaks Services are White British (94.5%) with 5.5 % from a BME background. This is slightly higher BME than Derbyshire, whereby 95.8% of the population are White British and 4.2% from a BME background.

Out of the 55 people attending 39 live in the community and 16 live in Shared Lives.

Disability:

In order to access one of the building-based services day services or the residential short breaks services, people should have been assessed as having a diagnosis of having learning disability and / or Autism – 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 01/01/2024 there are 108 people accessing the services (compared to 2,120 people known to Adult Social Care services with a support reason listed as Learning Disability. This equates to 5.09% of the known number of people using services having a support reason relating to learning disability and/ or autism (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.

The Bungalows adjacent to Petersham

The 2 people with learning disabilities living in supported living properties which are located within the grounds of the Petersham centre fall within the median average of the above sections.

Please detail the sources for the above information

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 (2022) (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 2011 Census).
- Data gathered in relation to future service demand through Transitions (young people preparing for adulthood) and partner agencies such as DCHS.
- Stake Holder Engagement and Consultation Team (SECT)
- LD partnership Board meetings

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).
- Derbyshire County Council – Best Life Derbyshire (April 2023)
- Derbyshire County Council - 2024 Report of the Director - Finance and ICT Budget Savings Proposals 2024/25 to 2028/29 dated Thursday, 11 January

Is consultation planned/ has consultation take place? Please outline. If Yes, once completed what did this tell us about the likely impact on the protected characteristic and other communities/ groups etc.?

Consultation April 2024 – August 2024

Given the potential impact of any decision there was a clear requirement and need to consult all interested stakeholders and the general public about the proposals and to analyse all the responses before any decision could be made by Cabinet in relation to day opportunities and short breaks for people with a learning disability and / or who are autistic.

The formal public consultation on the future of day opportunities for people with a learning disability and / or who are autistic ran from 24th April 2024 to 21st August 2024.

The consultation was undertaken with current attendees (and/or family representatives) of day opportunities and short breaks through service specific planned sessions. Comprehensive consultation also took place with a wider group of stakeholders through written correspondence, online/paper questionnaires, drop-in sessions in public libraries across the County and four virtual meetings which were held in the evenings. The Stakeholder Engagement and Consultation Team also took feedback from people via telephone, email and bespoke individual sessions when required.

Response to Consultation

In total, 324 people responded to the consultation either by attending and contributing to the debate during a face-to-face meeting, a virtual meeting, public library session, by completing a survey, writing a letter or email or by contacting the Stakeholder Engagement Team by telephone.

Of the surveys returned a significant number were received from people not directly impacted by the proposals as users of services (101) and of these:

- 38 were completed by interested members of the public.
- 42 were completed by an employee of Derbyshire County Council.
- 21 were completed by a member of another organisation.

Of those directly impacted as users/potential users of services (51):

- 13 were completed by a person with a learning disability and / or who are autistic.
- 103 were completed by carers or a relative of a person with a learning disability and / or who are autistic.

Detailed information about the consultation and the feedback received is set out at Appendix 2 and must be read alongside this report.

Analysis

The feedback received, which has been reviewed and analysed in detail, has been collated into key themes as set out at Appendix 3.

Having considered the feedback, the response to each key theme is also set

out at Appendix 3, with specific responses relating to the comments and consideration received.

The consultation responses have been very carefully considered primarily for the purposes of these proposals but will also help to shape future approaches to working with people with a learning disability and/or who are autistic and carers

Section A: Day opportunities

Previous Consultations

The proposal to reduce DCC building based provision and expand the Community Connector Service involved a public consultation from 28th March to 19th June 2022 with the redesign final report considered by Cabinet on 13th October 2022.

The proposals for a community-based offer builds 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.

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.

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.

As the above proposals would also affect the two tenants residing at the two bungalows adjacent to the Petersham Centre as it would not be possible for these to remain occupied should the centre cease to operate. The Council has been engaging with them and all relevant stakeholders, advocates and family members and should Cabinet resolve to cease to operate Petersham we will continue to work with them until reasonable and local alternative accommodation has been found.

If there is insufficient information to determine likely impact, what information is needed and how will it be obtained in the future?

Whilst individual Care Act reviews would be undertaken should recommendations be implemented, the completed consultation period (April 2024 – August 2024 public consultation provides the information required which has been included in this updated EIA following the outcome of consultation.

Once the Cabinet's decision is known, Care Act review will be required for each individual who attend any Day Centres/Short Break Units which Cabinet approves for closure. These reviews will be conducted on an individual basis, involving family carers, staff, and the individual themselves. This process will also allow for the clarification of any detailed questions and concerns raised by individuals, their families, and carers. Their carers will also be offered a review of their cares assessment or a full carers assessment if they require one.

Derbyshire's Day Service Framework is an accredited list of providers from which we can buy services to meet assessed needs, enabling access to meaningful, personalised and person-centred activities based on individual choices, by people eligible for support under the Care Act (2014). This framework is monitored and managed by Derbyshire County Councils contracts team who ensure providers meet our standards, delivering a high-quality service designed to adapt and flex to demand.

When a decision is made by Cabinet as regards the ongoing DCC building based day opportunities, providers who are able to provide services that can also meet the needs of some or all of this group of people should be able to flex in response and provide alternatives, Once a decision is reached there is scope for the providers on the framework to develop additional services in response to any shortage in care and support provision which may arise within local communities, including those areas impacted by these proposals.

It is important that when people and their carers have their eligible needs reviewed or re-assessed due to a change in need following any closures, that a range of reasonable and alternative options in which to meet those needs are available, having regard to individual choice and preferences, It will be clearer after these reviews have been done about the best way to meet a person and/ or their carers eligible need.

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 have a negative, positive or no impact, including where this could constitute unfair treatment, limit access, or result in additional inequality or disadvantage, hardship, or exclusion.

For any identified negative potential impact, 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 towards the rear of this document to record the action and the monitoring that will take place to deliver or identify appropriate mitigation.

<i>Protected Characteristic or Group</i>	<i>Positive impact</i>	<i>Negative impact</i>	<i>No impact</i>
All protected characteristics/ general population			
Age	X	X	
See page 18-20 of this EIA for age demographics	<p>The proposed redesign of services will have a direct impact on people with a learning disability and / or who are autistic who are older and will impact on older carers.</p> <p><u>Section A: Day opportunities</u></p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<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 building based 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 and/or promotes access to other meaningful activities such as education, volunteering, leisure activities etc. • 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><u>Section B: Short Breaks</u></p> <ul style="list-style-type: none"> • The focus will be on contingency planning which is particularly relevant for people in the care of elderly carers. • Contingency planning will become part of a carers assessment and support planning. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • Work undertaken with our Shared Lives offer and Direct payment/PA offer could positively impact on people’s abilities to be supported in an age-appropriate setting with peers of their choice. <p>The proposed redesign presents some potential negative outcomes / impacts for people with regards to age</p> <p><u>Section A: Day opportunities</u></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). • Those currently attending a building based service did so prior to the previous redesign and may have therefore already moved to an alternative building based Council run service in the last two years 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p><u>Section B: Short Breaks</u></p> <ul style="list-style-type: none"> Ageing carers have shared their concerns about the lack of accessible crisis support – particularly in areas where services are proposed to be discontinued. The proposed pledges for delivering the changes commit to working with carers as well as individuals affected. A team of reviewers 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. 		
Disability	X	X	
	<p>Everyone who accesses a DCC day centre or residential short breaks unit has a diagnosis of 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 proposed redesign of services will have a direct impact on people with a learning disability and / or who are autistic.</p> <p>The proposed redesign presents some potential positive outcomes with regards to disability:</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p><u>Section A: Day opportunities</u></p> <ul style="list-style-type: none"> • The redesign of services is aimed at ensuring people with a learning disability and / or who are autistic can 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. • 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. In addition to this people will have more control and choice through the offer of direct payments and contingency planning. <p>Section B: Short Breaks</p> <ul style="list-style-type: none"> • The redesign of services is aimed at ensuring people with a learning disability and / or who are autistic can be supported to live more fulfilling and independent lives which is in-line with best practice and national and local 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>policy. This will be enabled by the implementation of a progression model with in the short breaks provision.</p> <ul style="list-style-type: none"> 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. In addition to this people will have more control and choice through the offer of direct payments and contingency planning and other ways of providing carers respite and a short break for the individual, including having a variety of options available . <p>The proposed redesign presents some potential negative outcomes / impacts for people with regards to disability</p> <p><u>Section A: Day opportunities</u></p> <ul style="list-style-type: none"> 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 to the building-based one they have been attending may regard the new service to be unsuitable for them with regards to 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>physical access or adaptations required to meet their disability, or the distance they would have to travel to the alternative provision is further away. Similarly, someone who is autistic 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>Section B: Short Breaks</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 to the building-based one they have been attending may regard the new service to be unsuitable for them with regards to physical access or adaptations required to meet their disability, or the distance they would have to travel to the alternative provision is further away. Similarly, people might struggle with a new environment and new people that have been attending one centre for many years and a change of environment, peers and support staff may be particularly distressing to them.</p>		
Gender re-assignment			No Impact

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>No one currently attending any of the services subject to these proposals falls within this category.</p> <p>However, anyone considering gender reassignment would need to approach people they trust to discuss their feelings.</p> <p>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. Anecdotal evidence exist that suggest that people have been hindered in expressing their gender identity in the way the day services were provided and have found this easier to do when given the opportunity to be supported in a more community integrated/inclusive setting.</p> <p>It is also worth noting that people can use their personal budget to access appropriate and local groups to meet their needs.</p>		

<i>Protected Characteristic or Group</i>	<i>Positive impact</i>	<i>Negative impact</i>	<i>No impact</i>
Marriage & civil partnership¹			No Impact X
None of the people attending the services in the proposal fall within this category	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <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 proposals for the day opportunities service and to a lesser extent the proposals for the short break's services may impact on people's ability to sustain or form relationships, if this is identified in their support plan. In this case they may receive support or support will be designed around this outcome (sustaining friendships) which in turn could provide an equal opportunity to marry or form a civil partnership.</p>		

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

Protected Characteristic or Group	Positive impact	Negative impact	No impact
Pregnancy & maternity			No Impact X
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>None of the people currently attending the services in the proposal fall within this category</p> <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 hold or collect this information for any purpose. However, as part of the integration and inclusion agenda for people with protected characteristics person centred support would be provided for individuals with a learning disability in relation to pregnancy and maternity if and when appropriate.</p>		
Race & ethnicity	X	X	
Race and ethnicity demographics can be	<u>Section A: Day opportunities</u>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
found on page 18-20 of this EIA	<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 Day Opportunities services is below the Derbyshire average. • Work undertaken with our Shared Lives offer and Direct payment/PA offer could positively impact on people’s abilities to be supported in a setting with peers of their choice, including the option to have cultural or needs and or preferences relating to ethnicity. This would certainly apply to the available alternative option to employ a PA via a direct payment <p>The proposed redesign presents some potential negative outcomes / impacts for people with regards to race and ethnicity:</p> <p>Only 2 % of the people that are currently accessing DCC’s building-based Day Opportunities are from a BAME background compared to 4.2 % of the overall Derbyshire population. However, whilst they are not directly impacted by the potential proposed discontinuation of the Day services and or Residential Short Breaks</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>provisions if the 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.</p> <p><u>Section B: Short Breaks</u></p> <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, who's representation in current Short Break services is slightly higher than the Derbyshire average. • Work undertaken with our Shared Lives offer and Direct payment/PA offer could positively impact on people's abilities to be supported in a setting with peers of their choice, including the option to have cultural or needs and or preferences relating to ethnicity. This would certainly apply to the available alternative option to employ a PA via a direct payment 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>The proposed redesign presents some potential negative outcomes / impacts for people with regards to race and ethnicity:</p> <p>Only 5.5 % of the people that are currently accessing DCC's Residential Short Breaks provision are from a BAME background compared to 4.2 % of the overall Derbyshire population. However, whilst they are not directly impacted by the potential proposed discontinuation of the Day services and or Residential Short Breaks provisions if the 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.</p>		
Religion/ belief²			No Impact
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>There is currently insufficient information with regards this protected characteristic, as the Council does not currently hold or collects this information for any purpose. 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</p>		

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

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>reflective of the wider Derbyshire population with the majority of people identifying as Christian.</p> <p>None of the people who are currently attending any of the Day services and Short Breaks for people with a learning Disability and or who are Autistic attend any religious or spiritual activities (e.g. Church, Mosque) during attendance.</p> <p>The proposed redesign presents some potential positive outcomes with regards to religion/belief:</p> <p>Work undertaken with our Shared Lives offer and Direct payment/PA offer could positively impact on people’s abilities to be supported in a setting with peers of their choice, including the option to have religious or spiritual or needs and or preferences relating to religion and or beliefs. This would certainly apply to the available alternative option to employ a PA via a Direct Payment, including support to attend religious or spiritual ceremonies.</p> <p><u>Section A: Day opportunities</u></p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<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 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.</p>		
Sex or gender³	X	X	
	<p>As the majority of the existing users and employees of each facility are female, there is a gender impact, but as the proposals would not affect male and female service users or employees particularly differently, providing that consideration was taken of the needs of all individuals, then this would not amount to unlawful discrimination or another form of prohibited conduct under the Equality Act 2010.</p> <p>The proposed redesign presents some potential positive outcomes with regards to sex and gender:</p>		

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	Positive impact	Negative impact	No impact
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>The 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> <p>The proposed redesign presents some potential negative outcomes with regards to sex and gender:</p> <p>Work undertaken with our Shared Lives offer and Direct payment/PA offer could positively impact on people’s abilities to be supported in a setting with peers of their choice, including the option to have sexual or gender related needs and or preferences. This would certainly apply to the available alternative option to employ a PA via a Direct Payment</p> <p><u>Section A: Day opportunities</u></p> <p>People looking to connect with community-based activities may experience discrimination based upon gender or the gender perception of roles they wish to</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>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.</p>		
Sexual orientation			No Impact
	<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><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>The proposals for the future of the learning disability services 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>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>This will further be promoted through the involvement the Community Connector service has with young people preparing for adulthood (from the age of 14) and the wider work Adult Social care are doing on transitions and providing opportunities to express themselves and to be able to live fulfilling and inclusive lives.</p> <p>Work undertaken with our Shared Lives offer and Direct payment/PA offer could positively impact on people’s abilities to be supported in a setting with peers of their choice, including the option to have sexual orientation related needs and or preferences. This would certainly apply to the available alternative option to employ a PA via a Direct Payment</p>		
Human Rights	X	X	
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>The proposed redesign presents some potential positive outcomes with regards to Human Rights</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>The aims of the redesigned service should enable more people to have greater choice / control over their lives, opportunities to try out different activities more closely aligned to individual needs, to seek employment and to form meaningful relationships and experience a fuller sense of adulthood. In addition to this people will have more control and choice through the offer of direct payments and contingency planning. New services would mean new experiences, new staff and new approaches and the potential to make new connections with people using other services.</p> <p>The proposed redesign presents some potential negative outcomes with regards to Human Rights</p> <p>There will be a sense of loss and anxiety for some people, in terms of possible ending of relationships with fellow people that use services and/or staff where a service could be closed and alternative service provision is then required. 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. Within this it is essential to recognise the risk of carer breakdown as a consequence of people's reluctance to seek and access alternative provisions.</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p><u>Section B: Short Breaks</u></p> <p>The two people living in the Bungalows adjacent to Petersham would be negatively affected as they would need to find alternative accommodation and relocation if the proposals are approved, due to the closure of Petersham.</p> <p>On very rare occasions people visit their loved ones whilst they are on a short break so this may also have a negative impact on the travel time and even the ability to visit at all dependent on the proximity of alternative services.</p>		
Armed Forces personnel/ households			No Impact
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>There is currently insufficient data to draw a conclusion about the potential impact of the proposals on armed services personnel, active or former as the Council does not</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	collect this information for any specific purpose. However, there is no indication that this group would be negatively affected by the proposals.		
Users of British Sign Languages			No Impact
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>There are not understood to be any users of British Sign Language affected by these proposals.</p>		
DCC Employees	X	X	
	<p><u>Section A: Day opportunities & Section B: Short Breaks</u></p> <p>Following the outcome of cabinet consideration of the proposals, a 45 day consultation period would take place with employees and trade unions. Any resultant staffing changes will be considered/approved by the Executive Director for Adult Social Care and Health in conjunction with the Director of People & Organisational Change, Director of Finance and Director of Legal & Democratic Services. The proposals would impact 168 employees (excluding reliefs as at 21 October 2024). Where employees'</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
		<p>roles have been removed from the Council’s structure and no longer exist, any termination of employment will amount to a dismissal by reason of redundancy. The Council will seek to minimise the number of compulsory redundancies and consider appropriate alternative employment, supporting employees to seek redeployment opportunities. A separate EIA in relation to staff impact will be generated subject to the outcome of the Cabinet’s considerations.</p> <p>The proposed redesign presents some potential positive outcomes with regards to DCC employees:</p> <ul style="list-style-type: none"> • Opportunities to undertake new roles within other areas of Adult Social Care and Health or within the Council, where redeployment opportunities are available. <p>The proposed redesign presents some potential negative outcomes with regards to DCC employees:</p> <ul style="list-style-type: none"> • Reduction of services and loss of roles within these environments 	

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • Restricted redeployment opportunities within the LD short breaks service considering the number of establishments which are proposed to close and the geographical location of Morewood • Redeployment to unfamiliar roles, whilst relevant training would be provided • Potential of individuals being at risk of redundancy <p>Whilst not employed by DCC, it is of note that staff employed by external organisations whom we use contracted services e.g. cleaning would also be impacted by the proposals and may be placed at risk of redundancy.</p>		
Community and Voluntary sector organisations working with protected characteristic groups	X	X	
(Please describe)	<u>Section A: Day opportunities</u>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<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. This would be stimulated by The Community Connector using the voluntary sector and other informal support opportunities and promoting the use of direct payments including pooling budgets and Personal Assistants, stimulating and a range of local PVI provisions including PA collectives and micro provisions, working in partnership with stakeholders and services such as Public Health, Housing providers, Care providers, Disability Employment and Advocates. • Should the outcome of the Discretionary Grants proposal result in the ceasing of funding, whilst the full impact upon community and voluntary based services is not certain, the proposal would reduce the inequity of discretionary grant funding and enable the Council to focus its available resources on statutory Care Act duties via commissioned services. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
		<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. • Should the outcome of the Discretionary Grants proposal result in the ceasing of funding, whilst the full impact upon community and voluntary based services is not certain, there would be an inevitable collective impact upon people across these communities and it is acknowledged that, in some cases and localities, these proposals may result in a reduction of available services which may have been included in consideration of alternative support for people using the day services affected by these proposals. • The negative impact may be greater dependent on the cumulative effect of the Councils' proposals on Adult social care discretionary grants to community and voluntary organisations, which will be decided upon at the same time. Decisions made on these proposals will impact on this sector in 2025 <p><u>Section B: Short Breaks</u></p> <p>There will be no impact on the protected characteristics of this group</p>	

<i>Protected Characteristic or Group</i>	<i>Positive impact</i>	<i>Negative impact</i>	<i>No impact</i>
Socio-economic/ financial inclusion/ deprived communities/ Thriving communities	X	X	
Petersham Road 8,494 LSOA Most deprived 10-20%	<p>As the catchment area for both LD&A Short Break services and LD Day Opportunities is varied it is not possible to link Lower Layer Super Output Areas (LSOAs) and data around deprivation to the location of the establishments</p> <p>However the data for the 2 Bungalows attached to the Petersham Centre are included</p> <p><u>Section A: Day opportunities</u></p> <p>The proposed redesign presents some potential positive outcomes with regards to community and voluntary groups:</p> <ul style="list-style-type: none"> • People will be able to better utilise their personal budgets through greater choice of options. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • Potential for employment though opportunities created by the simulation of the market will help strengthen local economies. • Improved choice and control for individuals – increased sense of independence • The introduction of the new PA register should make it easier for people to employ PA's and equally for PA's to find employment as well as the stimulation of micro-provisions and PA collectives. http://www.derbyshireparegister.co.uk/ • Use of direct payments providing more value for money as Direct Payment care packages provided by Personal Assistants are also up to 35% cheaper than care agency support packages and provide more personalised outcomes. <p><u>Section B: Short Breaks</u></p> <ul style="list-style-type: none"> • 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. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>The proposed redesign presents some potential negative outcomes particularly with regards to rural communities: However the data for the 2 Bungalows attached to the Petersham Centre are included.</p> <p><u>Section A: Day opportunities</u></p> <ul style="list-style-type: none"> • Potential for longer travel times to access services those affected by a potential discontinuation of these services 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. <p><u>Section B: Short Breaks</u></p> <ul style="list-style-type: none"> • Potential for longer travel times to access services those affected by a potential discontinuation of these services under the proposals. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> On very rare occasions people visit their loved ones whilst they are on a short break so this may also have a negative impact on the travel time and even the ability to visit at all dependent on the proximity of alternative services. 		
Carers (Unpaid and paid)	X	X	
	<p><u>Section A: Day opportunities</u></p> <p>The proposed redesign presents some potential positive outcomes with regards to community and voluntary groups:</p> <ul style="list-style-type: none"> People will be able to better utilise their personal budgets through greater choice of options. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • Potential for employment though opportunities created by the simulation of the market will help strengthen local economies. • Improved choice and control for individuals – increased sense of independence • The introduction of the new PA register should make it easier for people to employ PA's and equally for PA's to find employment as well as the stimulation of micro-provisions and PA collectives. http://www.derbyshireparegister.co.uk/ • Use of direct payments providing more value for money as Direct Payment care packages provided by Personal Assistants are also up to 35% cheaper than care agency support packages and provide more personalised outcomes. <p><u>Section B: Short Breaks</u></p> <ul style="list-style-type: none"> • 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. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>The proposed redesign presents some potential negative outcomes particularly with regards to rural communities:</p> <p><u>Section A: Day opportunities</u></p> <ul style="list-style-type: none"> • Potential for longer travel times to access services those affected by a potential discontinuation of these services 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. <p><u>Section B: Short Breaks</u></p> <ul style="list-style-type: none"> • Potential for longer travel times to access services those affected by a potential discontinuation of these services under the proposals. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • On very rare occasions people visit their loved ones whilst they are on a short break so this may also have a negative impact on the travel time and even the ability to visit at all dependent on the proximity of alternative services. <p>The proposed redesign presents some potential positive outcomes with regards to Carers:</p> <p><u>Section A: Day opportunities</u></p> <ul style="list-style-type: none"> • People will have multiple alternative provisions capable of meeting their outcomes in relation to daytime opportunities (blended service) in the form of Direct payments/personal assistants, Private/Voluntary/independent sector, community connector involvement. • Alternative provisions may be closer to home, reducing the time to travel in order to access these services. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • Being able to access more services as part of the entire support package also provides a more solid contingency plan to cope with unforeseen circumstances for both people using the services and their families and carers. • The responses from carers during the last consultation referenced the social support that both people with a learning disability and / or who are autistic and their carers received from peers and staff whilst attending the services and feared that this would be lost under the proposal to redesign the support. They also told us they feel not enough alternative opportunities equivalent to the quality and service offered by the Council are available in their localities. Significant work has been undertaken since then through the use of the improved Community Connector Service, Direct Payment offer, Shared lives offer and feedback to our contracts team to improve and diversify the offer. <p><u>Section B: Short breaks</u></p> <ul style="list-style-type: none"> • Will ensure a reliable short break provision where the short break will be provided as arranged and as per support plan. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<ul style="list-style-type: none"> • Will embed a progression model in the short breaks provision which will benefit long term planning, contingency planning and support the individual with developing independent living skills. Following engagement with carers in January 2024, we know there is a shared concern about contingency planning and having a process in place to formulate plans with the person and their family carers to prepare for the most independent future. • Will meet current and future demand for people currently attending DCC short breaks provisions (an average of 36 nights per year for 100 individuals) based on data informing of seasonal fluctuations and peak times. • Being able to access more services as part of the entire support package also provides a more solid contingency plan to cope with unforeseen circumstances for both people using the services and their families and carers. • Provides a joined up approach between the Stake Holder Engagement team, Derbyshire Carers and Health watch to ensure we capture the views and opinions of cares across Derbyshire. <p>The proposed redesign presents some potential negative outcomes with regards to</p>		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p>carers:</p> <p><u>Section A: Day opportunities</u></p> <ul style="list-style-type: none"> • Alternative provisions may be closer to home, reducing the time to travel in order to access these services. • Being able to access more services as part of the entire support package also provides a more solid contingency plan to cope with unforeseen circumstances for both people using the services and their families and carers. • The responses from carers during the last consultation referenced the social support that both people with a learning disability and / or who are autistic and their carers received from peers and staff whilst attending the services and feared that this would be lost under the proposal to redesign the support. They also told us they feel not enough alternative opportunities equivalent to the quality and service offered by the Council are available in their localities. Although significant work has been undertaken since then, we need to recognise some geographical areas are still under resourced and will need to be developed. 		

Protected Characteristic or Group	Positive impact	Negative impact	No impact
	<p><u>Section B: Short breaks</u></p> <ul style="list-style-type: none"> • A reduced Council run Short Break provision(s) will necessitate the need for some people to source local alternative PVI provision to avoid traveling long distances • Whilst it is unusual for carers to visit loved ones during a short break, the recommendations would reduce the ability for carers to visit unless they drive, there are good transport links or alternative provision can be sourced locally. • Some people may be anxious or reluctant to access support from an alternative care provider, and carers therefore unwilling to seek this support which is likely to increase the risk of carer breakdown. • A reduction of Crisis Support arising from the redesign 		

<i>Protected Characteristic or Group</i>	<i>Positive impact</i>	<i>Negative impact</i>	<i>No impact</i>
Other, please state			

Part 4. Summary of key findings

Section A: Day Opportunities & Section B: Short Breaks

As the previous section has identified, there are several potential positive and negative outcomes that could be realised through the proposals that could impact upon users of these services and their carers. The proposal will affect those with a learning disability and/or those who are autistic, their carers and families.

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. The Local Authority does not have to meet those needs directly. Needs may therefore be met in a number of different ways e.g. by attending a day centre, or community based activity. Should an individual's current day centre or short breaks residential provision close, alternative arrangements to meet their eligible needs must be made.

Users of the services and their families are understandably concerned about both the potential impact of transitioning to a different service type or location and the absence of adequate alternative provision within a reasonable distance and these concerns are accepted and understood.

It is imperative that individualised strength-based, person-centred approaches to reviewing, needs assessing and supporting people with identification and access of new services are given absolute priority by the Council. Adherence to the Pledges referenced in Appendix 4 of the Cabinet Report will ensure that these risks are mitigated for individuals and carers alike and proactive engagement by contracting and commissioning partners to stimulate local markets may be required. The establishments and services subject to the proposals are not located in areas or part of communities that are regarded as deprived in accordance with the data referenced in the deprived communities/ Thriving communities' section above

Section B: Short breaks

It has been recognised that short breaks for people with a learning disability and or who are autistic are important provisions for carers that are caring for their loved ones within the community, where carer respite helps to sustain the informal care setting and people being able to remain living at home.

We have approximately **1000** people of working age with a learning disability and/or who are autistic who receive support from Adult Social Care that live with family and **325** of these receive informal care from people over the age of seventy. As carers have informed us it is important for them to get the much needed respite from their caring roles and therefore a planned short break provision needs to be reliable. Engagement with carers and people who use our short break services have not only indicated the importance for carer respite, but also the reliability of the planned short break.

The way Adult Social Care currently provide residential respite for people with a learning disability and/or who are autistic includes mixing planned short breaks with unplanned admissions and crisis placements. Mixing these models has resulted in people becoming long term residents in the establishments but has also affected the availability of capacity to deliver planned short breaks, also due to the nature of the needs and challenges the crisis placements have presented.

Any recommendations to adjust/ stop or change the proposals in light of the above? (These should be recorded in the action plan below alongside any plans to mitigate likely impact via implementation e.g. plans to communicate changes to the public).

None

Part 5. Proposed Equality Action Plan

Please complete this Action Plan to outline any mitigation you intend to take.

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
<p>Access to alternative provision that meets the needs of individuals and carers</p>	<p>Short breaks Organisational commitment to prioritise access to remaining in house Short Breaks provision(s) where appropriate and logistically practical for individuals affected by these proposals.</p> <p>Adult Care, through its Adult Care Brokerage Service and Commissioning & Contracting engagement with the Specialist Residential Framework providers, aims to maximise the range of choices available to people affected by the proposals.</p> <p>We will also explore other alternative short break options including Private, Voluntary, and Independent sector provision, Direct Payments, Shared Lives, support at home, and digital solutions.</p>	<p>Ongoing – in line with implementation of Cabinet report outcomes and recommendations.</p> <p>Lisa Holford, Service Director and Project Sponsor</p> <p>Marcel van der Venne- Practice Lead Adult Social Care Transformation</p> <p>Group Managers, Area Social Work teams</p>	<p>To be tracked locally and centrally until all individuals needs met, and pledges adhered to.</p> <p>Individual project groups are in place with representatives from involved departments at appropriate levels, supported by PMO function.</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>All individuals affected will receive a high priority Care Act review. A specially formed team of social workers and social care practitioners (Central Review team - CRT) would work closely with people who use the services and their carers to ensure that the impact of any change in service is thoroughly assessed and carefully considered for each individual affected by the proposals and does not negatively impact to such an extent as to jeopardise living/carer arrangements</p> <p>In the event that proposals are approved, the Department will be mindful of the short-term impact and accessibility of alternative provision when considering the date by which services would be required to cease, within reason.</p> <p>Day opportunities</p>		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	There needs something here		
	<p>Day Opportunities and Short Breaks</p> <p>Adult Care, through its Adult Care Brokerage Service and Commissioning & Contracting engagement with the LD&A Day Services Framework providers, and the Specialist Placement Provider Framework aims to maximise the range of choices available to people affected by the proposals.</p> <p>Short Breaks and Day Opportunities</p> <p>We will also explore other alternative short break options including Private, Voluntary, and Independent sector provision, Direct Payments, Shared</p>	<p>Once a cabinet decision is reached, this engagement will be prioritised, responding to individualised assessment and identification of potential alternatives within communities.</p> <p>Brokerage</p> <p>Contracting & Market Management Teams</p>	<p>To be tracked locally and centrally until all individuals needs met, and pledges adhered to.</p> <p>Individual project groups are in place with representatives from involved departments at appropriate levels, supported by PMO function</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	Lives, support at home, and digital solutions.		
	All individuals affected will receive a high priority Care Act review. A specially formed team of social workers and social care practitioners (Central Review team - CRT) would work closely with people who use the services and their carers to ensure that the impact of any change in service is thoroughly assessed and carefully considered for each individual affected by the proposals and does not negatively impact to such an extent as to jeopardise living/carer arrangements	Day services users affected will be in the highest priority for assessment. Marcel van der Venne- Practice Lead Adult Social Care Transformation Group Managers, Area Social Work teams	To be tracked locally and centrally until all individuals needs met, and pledges adhered to. Individual project groups are in place with representatives from involved departments at appropriate levels, supported by PMO function.
	In the event that proposals are approved, the Department will be mindful of the short term impact and accessibility of alternative provision when considering	Continuous review alongside assessments and outcomes for individuals.	Individual project groups are in place with representatives from involved departments at

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	the date by which services would be required to cease, within reason.	ASCH Executive Director and Property Services Lisa Holford, Service Director and Project Sponsor	appropriate levels, supported by PMO function.
Suitability and quality of alternative care provision	<p>Short Breaks</p> <p>We will review any new support arranged to check that this is working well for people and make any necessary changes. This includes the two people living in the Petersham Bungalows</p> <p>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 terms of progression to living independently with support i.e. supported living or extra care.</p>	<p>Continuous – Business as Usual</p> <p>Contracting & Market Management Team</p>	<p>Business as usual Contract Management arrangements. Routine & reactive, ongoing.</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>All Providers on the Special Residential Providers Framework are compliance, as well as our Shared Lives Service quality and performance managed.</p> <p>Day Opportunities</p> <p>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 terms of progression to living independently with support i.e. supported living or extra care.</p>		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>All Providers on the LD&A day opportunity Providers Framework as well as our Shared Lives Service are compliance, quality and performance managed.</p> <p>We will review any new support arranged to check that this is working well for people and make any necessary changes.</p>		
Impact of change in service offer	<p>Short Breaks and Day Opportunities</p> <p>In line with the pledges set out below, all individuals affected will receive a high priority Care Act review. A specially formed team of social workers and social care practitioners (Central Review team - CRT) would work closely with people</p>	<p>Lisa Holford, Service Director and Project Sponsor</p> <p>Marcel van der Venne- Practice Lead Adult Social Care Transformation</p>	<p>To be tracked locally and centrally until all individuals needs met, and pledges adhered to, as outlined below.</p> <p>Individual project groups are in place with</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>who use the services and their carers to ensure that the impact of any change in service is thoroughly assessed and carefully considered for each individual resident and does not negatively impact to such an extent as to jeopardise living/carer arrangements</p>		<p>representatives from involved departments at appropriate levels supported by PMO function.</p>
<p>Impact upon carers</p>	<p>Short Breaks and Day Opportunities</p> <p>Adult Care, through its Adult Care Brokerage Service and Commissioning & Contracting engagement with the Day Services Framework providers, aims to maximise the range of choices available to people affected by the proposals.</p> <p>Carers Assessments are available to anyone requiring a new or updated assessment.</p>	<p>Throughout needs assessment and service identification process, to completion</p> <p>DCC Brokerage</p> <p>Contracting Performance and Market Mgt officers.</p> <p>Lisa Holford, Service Director and Project Sponsor</p>	<p>To be tracked locally and centrally until all individuals needs met, and pledges adhered to, as outlined below.</p> <p>Individual project groups are in place with representatives from involved departments at appropriate levels, supported by PMO function.</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
		Marcel van der Venne- Practice Lead Adult Social Care Transformation	
People who due to discontinuation of services at Petersham might need to find alternative accommodation	<p>Short Breaks</p> <p>We will continue to work with the two Petersham Bungalow tenants and their carers and family to find alternative accommodation, ensuring regular contact and intensive support is provided throughout the transition process.</p> <p>We will review any new support arranged to check that this is working well for people and make any necessary changes.</p>	<p>Contracting and commissioning team</p> <p>Lisa Holford, Service Director and Project Sponsor</p> <p>Marcel van der Venne- Practice Lead Adult Social Care Transformation</p>	To be monitored locally and centrally until all individuals needs met, and pledges adhered to, as outlined below.

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>Short Breaks and Day Opportunities</p> <p>In line with the pledges set out below, all individuals affected will receive a high priority Care Act review. A specially formed team of social workers and social care practitioners (Central Review team - CRT) would work closely with people who use the services and their carers to ensure that the impact of any change in service is thoroughly assessed and carefully considered for each individual and does not negatively impact to such an extent as to jeopardise living/carer arrangements</p>	<p>Affected Day Service Users and their carers are Priority one –</p> <p>Throughout needs assessment and service identification process, to completion</p> <p>Locality Group management and Social Work teams</p> <p>Lisa Holford Service Director and Project Sponsor.</p>	<p>To be tracked locally and centrally until all individuals needs met, and pledges adhered to, as outlined below.</p> <p>Individual project groups are in place with representatives from involved departments at appropriate levels, supported by PMO function.</p>
	<p>Managerial oversight at all levels to ensure adherence to the pledges for all individuals affected, <i>as set out below.</i></p>	<p>Throughout needs assessment and service identification process, to completion</p>	<p>To be tracked locally and centrally until all individuals needs met, and pledges adhered to.</p>

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
		<p>Locality Group management and Social Work teams</p> <p>Lisa Holford Service Director and Project Sponsor</p> <p>Marcel van der Venne- Practice Lead Adult Social Care Transformation</p>	<p>Individual project groups are in place with representatives from involved departments at appropriate levels, supported by PMO function.</p>
	<ul style="list-style-type: none"> ➤ We will treat you with dignity and respect, working with you and keeping you informed throughout the process. ➤ We will ensure carers, relatives and friends chosen by you are informed of and involved in the process too. 		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<ul style="list-style-type: none"> <li data-bbox="622 248 1160 395">➤ We will provide timely and appropriate information, advice and support. <li data-bbox="622 472 1160 671">➤ We will offer everyone impacted a thorough review of their care and support and reassessment if required. <li data-bbox="622 748 1160 1114">➤ We will also explore other alternative options including, support at home, digital solutions, Private, Voluntary and Independent sector provision and Direct Payments and Shared Lives. <li data-bbox="622 1190 1160 1390">➤ We will ensure a careful and robust plan is in place to enable a smooth transition for every person impacted by these changes. This 		

Issue identified	Action required to reduce impact/ mitigate	Timescale and responsibility	Monitoring and review arrangements
	<p>will involve thorough and experienced input from Adult Social Care Practitioners and Community Connectors.</p> <p>➤ We will review any new support arranged to check that this is working well for people and make any necessary changes.</p>		

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

Checklist for EIA

Action/ checks	Date	Name
1 st draft agreed by		
Consultation completed and analysed		
2 nd draft agreed		
Forwarded to Policy & Research for comments/ advice		
Comments received from Policy & Research		
Forwarded to HR for comments/ advice		
Comments received from HR		
Forwarded to Legal Services for comments/ advice		
Comments received from Legal Services		
EIA revised in light of above (if applicable)		
Signed off by DMT/ Senior Officer/ CMT		
Authorised for Cabinet or another committee		

Uploaded to Derbyshire Democracy site – date of meeting		
Decision noted		
Final copy forwarded to Policy for EIA library		
Monitoring and review after 6/12 months		