

# Equality Impact Assessment

<b>Name of item being assessed:</b>	Policy for Supporting Adults with a Learning Disability
<b>Version and release date of item (if applicable):</b>	Policy statement for supporting adults with a Learning disability – version 1.4, August 2013
<b>Owner of item being assessed:</b>	Tandra Forster – Service Manager Contracts and Commissioning
<b>Name of assessor:</b>	Tandra Forster – Service Manager Contracts and Commissioning Barbara Billett – Quality Assurance Manager WBC Community Care Management Team
<b>Date of assessment:</b>	July 2013

## 1. What are the main aims of the item?

To revise and update our policy statement in relation to supporting adult with a Learning disability. This will replace our existing policy Local Services for Local people 2007.

The updated policy aims to better align with national developments and ensure we work in a transparent way with a commitment that we support Adults with a Learning Disability in a way that maximises opportunities for independent living in an affordable way.

## 2. What are the results of your research?

Consultation conducted for this policy is detailed below:

A number of specific meeting (focus groups) were set up, these included

- i- Learning Disability Partnership Board - Wed 15<sup>th</sup> May
- ii- DES (Disability Equality Scrutiny) Board mtg – Thurs 18<sup>th</sup> July 2013
- iii- Learning Disability Users and Carers
  - Parent / carers group organised by Mencap / Family Voice – 31<sup>st</sup> May 2013
  - Its My Life group – Learning Disability forum run by service users – 11<sup>th</sup> June 2013
  - Link up – 24<sup>th</sup> July 2013
- ii- Staff – CTPLD team mtg 6<sup>th</sup> June 2013 :

The discussions were divided into two parts, the first part consisted of an overview presentation from a WBC Service Manager to highlight the proposed changes to the policy and secondly the following questions were asked to ascertain views.

1. This policy replaces the 'Local Services for Local People Policy 2007'. Do you expect the changes and clarification on how West Berkshire Council supports adults with a Learning Disability to have an impact either on you or the organisation you represent?
2. If you consider there to be any negative impact of the refreshed policy, can you suggest any ways in which the Council might reduce this?
3. Do you think any other individuals or groups of people may be impacted by the policy?
4. Are there any other comments you have on the principle or impact of this policy?

An easy read version of the overview and questions were made available and presented at the

meetings with users. In addition to the consultation events above an email was sent to a wider group of staff (Children's Services / commissioning and complaints) and providers of learning disability services to invite their views. The consultation was placed on WBC website consultation finder – with the proposed policy, summary of changes and questions between the 1<sup>st</sup> May and 26<sup>th</sup> July 2013.

*Note which groups may be affected by the item. Consider how they may be affected and what sources of information have been used to determine this.*

*(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)*

<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this</b>
Adults with Learning Disabilities	<p>Shift from emphasis on local services to providing services to meet <u>assessed need</u>, with a greater focus on affordability.</p> <p>The policy may increase anxiety that an individual's needs will not be met in West Berkshire. People with a learning disability are more likely to be at increased risk of social isolation and will need additional support, often from family/friends, to prevent this. This may not be available if they move outside of the district.</p> <p>Greater clarity regarding our approach and options available, this may cause greater anxiety as people have a more realistic understanding of options.</p>	<p>Feedback and consultation to draft policy, summary of main findings detailed below</p> <p>Policy provides clarity about the services and options available</p>
Age -Families and carers of people with learning disabilities (this relates to older parents or families that have younger dependents)	<p>Shift from emphasis on local services to providing services to meet <u>assessed need</u>, with a greater focus on affordability. The policy may increase anxiety for older parents that relationships will be affected because they are unable to visit if placements are made outside of the district.</p> <p>Greater clarity regarding our approach and options available, this may cause greater anxiety as people have a more realistic understanding of options</p>	<p>Feedback and consultation to draft policy, summary of main findings detailed below</p> <p>Recognition of Carers role and entitled to carers assessment reflected in policy</p>
Age  Transition - specifically young people aged 16 as they prepare to move to adult services	<p>Transition from Children's Services to Adults</p> <p>Greater clarity regarding our approach and options available, this may cause greater anxiety as people have a more realistic understanding of options</p>	<p>Feedback and consultation to draft policy, summary of main findings detailed below.</p> <p>Recognise importance of good transition planning which is now reflected in policy</p>

#### **Further comments relating to the item:**

**Key areas of concern /impact and additional evidence are noted below**

##### **1. Access to support when ineligible for Adult Social care**

The policy does not set the eligibility framework; this is set through the national Fair Access to Care framework and is such outside the scope of this policy.

However we recognise the need for Adult Social Care to provide information and signposting to

anyone that is not eligible. We have now reflected this within the policy

## **2. Transition from Children's to Adults services**

Concern raised regarding the support available for individuals transitioning from children to adult services. The Council recognises that good transition planning is key to supporting people and we have recently appointed a transition specialist social worker to lead on the transition work for adult services and work co-operatively with all other services involved. Support is on a case by case basis. This is reflected in the policy.

We are reviewing existing transition arrangements to develop a more effective approach that is clear on what is available in the transition for children moving into Adults Services by 31/03/2014. This new policy should assist in providing clarification of our approach to providing services to adults with a learning disability.

## **3. Greater transparency & clarity in the provision of and availability of Supported Living Options**

This was a consistent area of concern. The policy originally identified that 'supported living' would be our first option. However feedback from the consultation has resulted in the need to amend this statement to provide greater clarity.

- Feedback from staff highlighted that we would look at 'support within family homes' as our first option,
- Feedback from users / carers was that although they welcomed this statement, the policy needed to reflect reality and practice.

In reflection the policy has been adjusted to reflect that support within family homes will be our first consideration, where assessed needs cannot be met within current environment we will look at community based supported living options.

Data to date indicates that we already have a greater proportion of Learning Disability clients supported in the community rather than Residential / Nursing Care, this policy statement further supports this practice. (see table 1)

## **4. Removal of emphasis on 'local' support and ability to monitoring quality care if placements made outside area.**

An issue identified was that people will be placed outside the district which means it is harder for them to maintain established links and important family relationships.

The individual assessment under s47 of the NHS Community Care Act will give regard to the importance of family and social support systems

Statistical data available clearly evidences that we already commission placements outside of the district and that this policy supports existing practice. We are actively reviewing all Out of County placements to ensure they are appropriate to meet identified needs

### **Learning Disability Clients receiving services**

*Table 1-Number of adult Learning Disability Clients receiving services  
(Data Source RAP P1, snapshot as at 31st March 2013)*

	<i>Community</i>	<i>Residential</i>	<i>Nursing</i>
<i>18-64</i>	<i>257</i>	<i>72</i>	<i>2</i>
<i>65+</i>	<i>18</i>	<i>6</i>	<i>1</i>
<i>Total</i>	<i>275</i>	<i>78</i>	<i>3</i>

*NB – 100% health funded (s28A)placements not included*

*Supporting People Services – snapshot end of July*

- *Over 100 people are receiving supporting people funded services in West Berkshire*

*Contracts database snapshot 22<sup>nd</sup> July 2013*

- *Snapshot indicates 79 Residential Nursing placements funded completely or partly by Adult Social Care (this does not include Health funded Section 28A)*
- *Of these only 26 are placed within West Berkshire with the majority (53) placed out of county, many of which have been established for a number of years.*

## **5. Carers**

Consistent feedback of the need to recognise Carers role in providing support and ensure Carers have appropriate support available. The policy has been adjusted to reflect this and the right of all Carers to receive an assessment

<b>3. What actions will be taken to address any negative effects?</b>			
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Outcome</b>
1. The following areas of the Policy will be amended:  2.2 Added that where people are assessed as ineligible for services we would provide information and advice and signpost to relevant agencies 2.3 Expand reference to transition to recognise support available  4.3 - 4.6 - Amended to reflect that our first point of consideration is whether an individual's assessed eligible need can be met within family homes, supported living options will be looked at if it is identified that assessed critical need cannot be met in current environment. Emphasising that options will be limited and the council may consider the relevant cost if there is a choice of placements that meet need.  4.7 - Res / nursing care placements – confirmed where people placed outside West Berkshire we would retain responsibility to provide an annual review  4.8 – Expanded reference to carers that the are entitled to a Carers assessment to take into account their needs	TF	September 2013 , prior to going to Executive Board for approval	Revised new policy

2. Communication of new policy and implementation to staff to ensure a consistent approach and regard to issues identified	TF	December 2013	Clear communication of expectations and revised policy
3. Development of WBC – A guide to services for adults with a learning disability	TF	March 2014	To provide transparency and improve information and guidance on the options available

**4. What was the final outcome and why was this agreed?**

(Was the item adjusted, rewritten or unchanged? Refer to page 15 of *Meeting the Equality Duty in Policy and Decision Making* for more information.)

Yes, the policy was adjusted as detailed above in response to some of the concerns identified. The aim of the adjustments is to ensure that the policy is more transparent in our approach to supporting adults with a learning disability, and addresses any key areas of concern.

It was felt that for many issues raised that the council was able to evidence that due consideration had already been given, the issue was already addressed within the policy or that it was outside of the scope of the policy.

**5. What arrangements have you put in place to monitor the impact of this decision?**

Impact of new policy will be monitored through the Adult Social Care Commissioning Team

- Where needs cannot be met within the family home then supported living options will be considered. Availability of Supported Living options monitored and reviewed through Supported Living Development Programme.
- Purchasing of any Residential & Nursing Home placements will be monitored through the contracts database.
- The Care Quality Board will monitor any concerns regarding quality of care for placements outside the Local Authority Area and make any decisions regarding future commissioning through the governance of WBC Care Quality Framework
- Feedback on any issues arising from the application of this policy will be sought from care workers. Deficiency notice procedure in place.

**6. What date is the Equality Impact Assessment due for Review?**

This EIA will be reviewed 1 year from the date that the new policy comes into force.

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**Date:** 27.08.13