

Equality Impact Assessment (EIA) Tool

Document Control

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Title of EIA/ Decision (DDM):	Planned Respite Service for Working Age Adults with a Learning Disability and Autism
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If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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2		

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Rosey Donovan	Equality and Employability Consultant	25/08/2023

Glossary of Terms

Term	Description
Respite	In the context of this decision respite is an overnight provision for a short period of time (weekend, midweek or whole week) to give the citizen, carer and family members a break.
Liquid Logic	Adult Social Care computerised system for storing citizen information securely.
EIA	Equality Impact Assessment
Expression of Interest (EOI)	Mini competition where providers of residential care can apply to deliver a particular service, in this case planned respite. Providers responses to a series of questions are marked on set criteria and the provider who best meets the criteria is selected.
Whole Life Disability Team	Adult Social Care Team supporting citizens with social care needs.

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

There has previously been a shortage of respite provision in Nottingham City and this was especially acute for citizens with a learning disability and autism who may display behaviours which challenge. This had been the case for a significant period of time since the closure of an accommodation-based respite service in 2015.

The consequence of this was that a number of citizens were not able to access regular planned respite for a significant period of time. According to the Whole life Disability (WLD) Team who work with this citizen group and have responsibility for sourcing respite placements, this had led to approximately 30 households reaching or nearing crisis

point. This was based on feedback from citizens and their families and the teams knowledge of the citizen group. The WLD team were of the view that there were an additional number of citizens who had respite contained within their support plans but were unable to access this provision and did not near the point of breakdown. This ultimately meant that households were maintaining their living arrangements but had not been able to access the respite provision that they have an assessed need for. This can put a large amount of pressure on the household as a whole and ultimately put these citizens at risk of carer breakdown which could lead to citizens requiring long term accommodation-based care.

This was an unsustainable position for Nottingham City Council as citizens were unable to access a service for which they had an assessed need under the Care Act. The number of citizen complaints in relation to this also increased.

Following an Expression of Interest (EOI) in early 2022 , an option was put forward by a provider of residential care, to utilise one of their services which could provide 4 units of respite provision. The accommodation would be available solely for the use of respite and would provide a solution for immediate lack of capacity for planned respite.

This service was initially commissioned as a three-month trial / pilot period and has subsequently been extended for a full year which ends in Dec 2023. The intention is to continue to deliver planned respite using this model of provision, but to complete a further EOI to ensure that Nottingham City Council is achieving best value for its citizens.

A review of the current respite service has been completed and there has been a positive response from citizens and their families / carers who have accessed this service and from the WLD Team who have been able to refer citizens in.

Members of the Commissioning Team made direct contact with citizens and their carers who had accessed the current respite service to obtain their views on the service. Feedback has been extremely positive and the vast majority have had a positive experience. Each citizen has their own support plan which, where appropriate, is enablement focused and they have an individually tailored programme of activities to take part in while there are at the service. Individual needs are met as part of the support plan.

The main point of concern reported by family members was that the service would end and they would not have another service and would be again unable to access respite support.

Colleagues also gave positive feedback of the service and that this had led to positive outcomes for citizens, as well as a more efficient use of their time. A citizen's experience was highlighted who had only been able to utilise 5 days respite per year under the previous arrangement and is now able to benefit from their full entitlement of 51.

All citizens who were deemed to have been in crisis have been referred to the service and all but a small number with very complex support needs have been able to access the service. The needs of this specific cohort of citizens will be included within the upcoming EOI to determine whether there is an alternative provider who can meet their requirements.

1. b. Information used to analyse the equalities implications

Information contained within Liquid Logic regarding citizens who have an assessed need for respite provision has been used to identify the unmet need for a respite provision. There isn't an accurate reporting mechanism within Liquid Logic so this will be monitored with the provider and will inform any future decision making.

The citizens utilising the service provision will be monitored by the Commissioning Team through regular meetings with the provider. If as a result of this, any equality impacts arise, this EIA will be updated reflect these along with any mitigations. The citizens who have accepted the service will be monitored as well as

those who have refused the provision. Analysis of refusal reasons from both the citizen and provider side will be ongoing and adjustments to service delivery will be made where appropriate and possible.

As part of the monitoring of this provision we will consult with the citizens and their families who have been offered this respite provision. The outcome of this will inform the further decision-making process.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
	People from different ethnic groups			X			

	Men			X		
	Women			X		
	Trans			X		
	Disabled people/ carers	X			The service will support citizens with a learning disability and Autism	Monthly monitoring meetings will continue to ensure that citizens who require this service are able to access this. If as a result of this, any equality impacts arise, this EIA will be updated reflect these along with any mitigations
	Pregnancy and maternity			X		
	Marriage/Civil Partnership			X		

	People of different faiths/ beliefs and those with none			X			
	Lesbian/ Gay/ Bisexual people			X			
	Older			X			
	Younger			X			
	<p>Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background.</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>						

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The impact of this service is expected to be positive for citizens with a learning disability and their carers and families. Access to the service will be monitored through regular meetings with the provider to ensure that access and take up is equitable across all citizen groups. Where there are any concerns identified

these will be addressed as part of the ongoing monitoring of the service. If appropriate, this EIA will be updated reflect these along with any mitigations

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.	No mitigation required at this point. Potential concerns will be identified through monitoring measures already identified.	Claire Labdon-West / Dawn Barrett	1 st April 2024	
Advance equality of opportunity between those who share a protected characteristic and those who don't	No mitigation required at this point. Potential concerns will be identified through monitoring measures already identified.	Claire Labdon-West / Dawn Barrett	1 st April 2024	
Foster good relations between those who share a protected characteristic and those who don't	No mitigation required at this point. Potential concerns will be identified through monitoring measures already identified.	Claire Labdon-West / Dawn Barrett	1 st April 2024	

(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Karla Banfield, Head of Commissioning scandmd@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p> <p>30th August 2023</p>
<p>Approving Manager Signature:</p> <p>Karla Banfield</p>	<p>Date of final approval:</p> <p>30th August 2023</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
 Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

