

## Equality Impact Assessment Form (Page 1 of 2)

### screeintip-sectionA

**Title of EIA/ DDM:** Introducing the Progressive Model for citizens in receipt of a Learning Disability Service

**Name of Author:** Nick Webster

**Department:** Children and Families

**Director:** Helen Jones

**Service Area:** Learning Disabilities

**Strategic Budget EIA Y (please underline)**

**Author (assigned to Covalent):** Helen Jones

### screeintip-sectionB

#### **Brief description of proposal / policy / service being assessed:**

The report proposes introducing of the progressive model of assessment for Adults within Nottingham City who receive Learning Disability Services. This model of assessment will support the Authority to address perceived failings of 2 key services it commissions to meet the needs of adults with a learning disability. These being, Care Support and Enablement services and Supported Housing.

#### **Care Support and Enablement (CSE):**

Nottingham City recognise that the current commissioning and review of Care Support and Enablement (CSE) does not actively support adults with a learning disability to 'progress' or develop their independence skills. This has resulted in a reliance on CSE services as opposed to that service enabling the Citizen to progress to a more independent and fulfilling life.

A peer review was undertaken in March 2017, this highlighted that the current commissioning and reviewing processes were promoting reliance not independence. This was resulting in the need for longer-term packages of care to be in place and promoting a 'parental' approach which was risk averse and not in line with the learning disabilities service's national direction of promoting independence, and adults with a learning disability receiving progressive support.

It is proposed that all adults with a learning disability accessing CSE support will receive a review to assess what their outcomes and aspirations for independence are. This will be undertaken through a progressive model of assessment, with clear outcome focused goals to ensure that the services a Citizen receives are not inhibiting independence and promoting reliance on the service they receive. Where this is identified it is proposed that the Citizen will receive short intensive support to assess if the CSE services can be removed as it is no longer required and the Citizen is then independent in that area.

#### **Supported Housing:**

Currently within Nottingham City a higher proportion than the national average of adults with a learning disability are placed in unsettled accommodation (Residential Care). Out of county accommodation options have also historically met the needs of Citizen's with a learning disability due to lack of local accommodation options. This has subsequently meant individuals having to leave their local communities and any professional, personal, or community networks and supports.

Within a transition assessment young adults are also more likely to be accommodated in unsettled accommodation and remain there, as opposed to more community based settled accommodation being the founding block for their longer term support needs

It is proposed that a review is undertaken of all adults with a learning disability within residential accommodation receives a full review by a social care worker (Social Worker/Community Care Officer) to assess if and how they could be supported to move into a supported living environment.

The option allows the Citizen to gain 'settled' accommodation with the benefits of tenancy rights and being accommodated within a home where they have more choice and control.

There is agreed professional recognition both within Social Care and Health that Citizen's with a learning disability have better outcomes in regard to health, wellbeing and increase the opportunity to community connection, when their accommodation is secure and the building block for a pathway to independence.

The proposal is a long term change in the approach to accommodating adults with a learning disability, however a projection of 3 years has been identified to complete initial reviewing processes.

The proposal for the new approach is underpinned by the following legislation and policy guidance:

Care Act 2014

The Mental Capacity Act 2005

Building the Right Support Oct 2015

Think Local Act Personal

## [screentip-sectionC](#)

### **Information used to analyse the effects on equality:**

#### **Care Support and Enablement:**

#### **Nottingham City Council Learning Disability Strategic Commissioning Review 2015:**

#### **Demographic:**

- There are proportionately less over 65's in the LD population than the general population due to decreased life expectancy correlating with severity of LD.
- Specialist services should expect to cater for a younger cohort (52% are aged 18-34)
- Over 65's are under-represented in services; this is to be expected in line with lower life expectancy.
- The majority of LD service users are under 65 (91%).

- Very few citizens with LD live in independent settings - 75% live either with friends, family or in a residential setting.
- Citizens with LD and their carers want to live in more independent settings - 70% nationally and 60% locally.

### **Ethnicity**

- White British are the largest group accessing services (as expected)
- LD is 3 x more prevalent in South Asian communities
- BME communities are under-represented in all services, including the Asian community.

### **Accessing opportunities**

- Making a choice about which opportunities to access is difficult for citizens and carers as knowledge of opportunities is only obtained via social workers or word of mouth-true choice is restricted
- Sometimes cost of transport can outweigh cost of opportunities, because of this finance for transport and lack of suitable transport can restrict access to opportunities

### **Further education opportunities**

- Significantly less citizens with LD leave school and go on to further education, 32% compared to 78% of the general LD population (Population defined as number of adults identified with a diagnosis of LD in the UK)
- Education opportunities for citizens with high needs seems very limited or not available

### **What activities would citizens like?**

- Citizens stated they wished to take part in more sport and fitness activities
- They felt barriers to accessing these were lack of someone to accompany the citizen and there needed to be more disabled swimming sessions at evening and weekends

### **Barriers to accessing universal opportunities**

- The top 3 barriers to accessing universal opportunities are
  - Finance (1<sup>st</sup>)
  - Lack of Support Worker to accompany the citizen (Joint 1<sup>st</sup>)
  - Lack of knowledge of facilities
  - Lack of LD specific activities

### **Universal opportunities**

- Information on accessibility of universal opportunities is limited- particularly in leisure centres

- There are LD specific events happening in universal settings, however these are not well publicised
- Citizens access cinemas, bowling and swimming the most, they access leisure centres<sup>1</sup>, theatres, gym & fitness classes, libraries and places of worship the least

Nottingham Cities CSE provider specification/framework has undertaken a review to incorporate a progressive/outcome focused model and this proposal supplements the implementation of the outcomes of this review

### **Supported Housing:**

#### **Nottingham City Council Learning Disability Strategic Commissioning Review 2015:**

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### **Current barriers to accessing accommodation:**

- Lack of information was seen as the greatest barrier to accessing different accommodation types - 86% and 94% thought information about housing and support options was not accessible and available.
- There seems to be little in the way of supporting citizens and carers to work towards skills for independence, which would widen their accommodation options.
- More help to increase skills for independence was a common theme.
- There appears to be a lack of 'future planning' with citizens and their carer, which leads to citizens with LD having very different aspirations and accommodation options to other citizens their age. This is tied into the lack of knowledge around accommodation options.
- Housing options are very limited for those not in receipt of a social worker
- The full range of housing options for people with learning disabilities is not being utilised

Due to the 3 year plan of the proposal there are 2 strands of information being used to analyse the effects on equality:

Strand 1: A series of pilots are currently being undertaken to assess the outcomes of the proposed changes and analyse the data collected:

- A 2 year pilot consisting of a housing broker working closely with the learning disability teams to stimulate the housing market and seek housing for Citizen's with a learning disability. This will enable Citizens to move back to their local area, remain in their local area, or have a permanent presence in a new area so that community connections can be established.
- Individual Service Fund to be used in a 5 bed project to analyse if this process of commissioning promotes more flexibility and Citizen choice in regard to personal support provision.
- 24/7 grid to be used in a 12 bed supported living project to assess the most proactive and positive use of support available.
- Nottingham Pathway Team to undertake 12 week outcome focused intense programmes to assess how and what support Citizens will require to start and facilitate progression towards independence.

Strand 2: The review and development of a new Care and Support model:

A programme of consultation and analysis has been completed to develop the new CSE model. This work has taken into account the needs of citizens and carers, perceived gaps in services and the relationship of CSE to other types of support available to citizens, carers and their families (for example, residential and nursing care, supported accommodation, in-patient care, etc.). A number of consultation events took place between 2014 – August 2017 as part of three reviews. These were The Learning Disability Review 2014/15, the Mental Health (MH) Accommodation & Support Pathways Review 2016/17 and the CSE Review 2016/17.

There is no demographic data from Nottingham City Council Learning Disability Strategic Commissioning Review 2015 or the CSE framework review to suggest that any particular group would be adversely affected due to age, gender, ethnicity, or sexuality by this proposal.

However, The proposal could particularly benefit Citizen's with specific support needs due to strength based and progressive assessments, using individual service funds and direct payments for commissioning, and co-production to ensure that choice and control is maximised for the Citizen.

<a href="#">screentip-sectionD</a>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	X	X
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>

Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p style="text-align: right;"><a href="#"><u>screeintip-sectionE</u></a></p> <p><b>How different groups could be affected</b> (Summary of impacts)</p>	<p style="text-align: right;"><a href="#"><u>screeintip-sectionF</u></a></p> <p><b>Details of actions to reduce negative or increase positive impact</b> (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <ul style="list-style-type: none"> <li>Streamlined pathways for citizens and their families/ carers accessing CSE with clearer outcomes and focused reviewing processes</li> <li>The expectation of how CSE is delivered is based on promoting co-production with local people and communities and therefore is likely to create support which is responsive, community based and focused on keeping citizens in control of their lives</li> <li>The proposal is based on co-production with voluntary sector partners and key stakeholders therefore creating a more holistic approach, using individual service funds and direct payments as a first choice to maximise choice and control</li> </ul>	<p><b>1 Actions will need to be uploaded on Covalent.</b></p> <ul style="list-style-type: none"> <li><b>A new 'Pathway Team' will be operational in Dec2017, this team will undertake a person centred assessment with individuals, their families, advocates, and any other significant individuals to provide intensive support to help Citizens with a learning disability to achieve their independence goals. This will include an allocated worker who will follow an agreed action plan of up to 12 weeks of intensive support.</b></li> <li><b>A social worker from the Learning Disability Transitions team will undertake an outcome focused review or assessment for CSE and agree actions, and review packages with Citizens and their cares/advocates to promote co-production and control.</b></li> <li><b>Review will be undertaken April 1<sup>st</sup> 2018 in line with</b></li> </ul>

The introduction of this approach is expected to increase security of tenure in regard to long term settled accommodation.

Supported living accommodation (as opposed to residential care) provides a more suitable environment to support a progressive model of assessment, which will support a Citizen to maximise their independence

Citizens may incur a Loss of long term friendships in current accommodation.

This could result in an impact on wellbeing and anxiety due to potential loss of friendships and lack of experience of new environment:

Carer anxiety at loss of traditional 24 hour residential care:

Citizen's with tenancies for a supported living environment have more choice and control over their environment, the support they receive and the other people they share the accommodation with (in a shared service environment)

## proposal review

- **A strength based progressive outcome assessment and review will be undertaken by a Social Worker from the Learning Disability Transition team prior to any proposed move. This new placement will be reviewed 6 weeks after it is commissioned**
- **Reviews will be completed co-productively with the citizen, family members, and providers. Citizen will be supported by an identified social worker post review until the 6 week review**
- **If the citizen and or their representative do not agree with the social worker's assessment, then they will have recourse to the complaints processes.**
- **An outcome focused commissioning process and assessment will be completed that will promote continued independence, maintaining existing friendship/support networks, and promoting new social and community options.**
- **Review will be undertaken April 1<sup>st</sup> 2018 in line with proposal review.**

Has consultation been done or planned for this proposal? •Completed  •Planned X

[screentip-sectionG](#)

Has human rights legislation been considered in this proposal? •Yes X •No

[screentip-sectionH](#)

**Outcome(s) of equality impact assessment:**

- No major change needed X •Adjust the policy/proposal  •Adverse impact but continue   
•Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of. To be reviewed on 1<sup>st</sup> April 2018 in line with proposal review.

**Approved by (manager signature):**

The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.

**Date sent to equality team for publishing:**

30<sup>th</sup> November 2017  
Send document or link to:  
equalityanddiversityteam@nottinghamcity.gov.uk

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://gossweb.nottinghamcity.gov.uk/nccextranet/index.aspx?articleid=9770>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.