

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Outcome</b>	<b>People in Southampton live safe, healthy, independent lives</b>
<b>Code</b>	<b>SHIL 9</b>
<b>Name or Brief Description of Proposal</b>	<p>Increase employment, skills development, volunteering and other opportunities which promote and maintain independence as an alternative to day services.</p> <p>This covers all day care including those provided by external providers and Council services at Sembal House and Woolston Community Centre. This proposal incorporates a review of how the council funds transport to and from day services for people predominantly aged 18 to 65 years (excludes transport provided for the older person day service which is subject to a separate review).</p>
<b>Brief Service Profile (including number of customers)</b>	
<p>This proposal aims to address inequalities experienced by people, predominantly those with learning disabilities, but includes a small group of individuals with mental health and physical disabilities, who use the day services, from getting and keeping paid employment. The full impact will not be clear until implemented and outcomes can be monitored.</p> <p>The Care Act 2014 promotes individual wellbeing, and for some this may be about finding employment or voluntary work to build confidence and skills. This, coupled with the financial climate provides the basis for exploring an alternative approach to the way we support individuals currently using day services.</p> <p>Data from Adult Social Care Outcomes Framework (ASCOF) shows that 6.3% of individuals with a reported Severe Learning Disability in Southampton are in employment is higher than the national average of 6% but lower than the previous year of 9.4% and lower than the regional</p>	

average 8%.

Further ASCOF data for this group reveals that 3.6% of this client group would like to work. The percentage was higher at 6% for those clients within Southampton Day Services, Southampton City Council internal provision who were asked recently if they would like employment support. In Valuing People Now (2009) it was estimated that 65% of people with learning disabilities (moderate & severe) would like a paid job.

Current provision of day services for people with a learning disability (LD) equates to 281 individuals of which the Council provides 41% of the total market. The level of employment among other users of day services is expected to be comparable to those with LD.

Southampton Day Service (SDS) is a day service provision running out of two buildings, across the city providing service users with different types and levels of need. SDS operates from 2 locations:

- Sembal House
- Woolston Community Centre

Across both services provision is offered to 114 individuals a week. These individuals access the services for one to five days a week. 60 individuals who require a support ratio of 6-1 (clients to staff) attend for 157 sessions a week. These individuals would be more likely to be supported into a work opportunity in partnership with a supported employment team.

36 individuals who require periods of 1-2-1 or smaller group work attend 69 sessions a week. 17 individuals who require 1-2-1 support at all times access 71 sessions a week. It is likely these individuals would still require access to a standard day services provision which could be provided via the external market.

SDS offers a range of activities such as sports, arts and crafts, life skills and educational programmes and in some cases offers specialist therapy services. The in house services provide transport, support for trips and activities in the community. The service is used predominantly by individuals with learning disabilities and has a higher number of individuals with more profound and multiple learning disabilities than individuals using external services.

Work often plays a pivotal role in defining an individual's quality of life, sense of independence and may be an integral part of a person's overall life experience. Employment should be an achievable goal for people including those with disabilities (LD, mental health and physical disabilities) as much as it is for non-disabled people in our society.

The current Day Service offer across both internal and external costs on average £40,833 per week for 281 individuals making the annual cost

£2,123,316.

The proposed savings would reduce the budget portfolio by 33% in year two onwards. The overall reduction would be across all day services providers but where alternative employment, skills development and comparable opportunities are sourced within the wider external market, it would enable the effective closure of internal services. During the period of development and change, the in house services would focus their support delivery around employment, while external services would focus their development towards the higher more complex needs.

### **Summary of Impact and Issues**

Access to employment or comparable opportunities is likely to provide a significant positive impact. However, a potentially negative impact of this will be the prospective closure of the internal provision of day services, as well as a reduction or change in the use of the external provision to meet the needs of the individuals with complex needs.

There would need to be extensive consultation and co-production work carried out with external providers in order to gain successful buy-in and ensure that the needs of those clients with more complex needs are appropriately supported within external service provision.

There is likely to be a requirement for the Council to support appropriate skills development within external provider workforce.

Attention will need to be made regarding suitability of accommodation of external providers to meet accessibility requirements of the new cohort of clients. This could require capital investment from the Council.

Individuals, carers and their families may experience both positive and negative impacts depending on their individual circumstances and how they perceive the changes. For around 60 -100 individuals who are expected to move closer to the employment setting, the initial impact may feel more negative, especially for individuals with learning disability who find change more challenging. However, the long term impact is expected to be positive.

The impacts are described for the current population using day services. However, there will be a positive impact for a larger number of individuals in the long term as the younger population gains increased access to positive experiences of employment and comparable activities.

Carers may experience both a positive and negative impact as they see their loved ones gain increased choice and independence; equally they may find the change impacts negatively on their caring responsibilities.

Transport is often an important part of someone's independence. Where this is transferred to suitable alternatives the impact is likely to be

positive. However, with all changes, the process of change and the move to using different transport options may have a negative impact on individuals.

**Potential Positive Impacts**

Accessing employment, skills development and comparable opportunities is known to be a positive improvement in the lives of most people. This will be extended to those individuals who are supported through this change as well as the cohort of younger people who will be provided with a more independent and flexible approach.

Alongside the changes, individuals may choose to have a Personal budget and / or take a Direct Payment and be supported to do so through appropriate services. This will enable people to make arrangements to meet their individual needs themselves thus increasing personal control and independence in managing their own care and support.

<b>Responsible Service Manager</b>	Ricky Rossiter Service Manager - People
<b>Date</b>	14 October 2016
<b>Approved by Senior Manager</b>	Paul Juan Acting Service Director – Adults, Housing and Communities
<b>Date</b>	17 October 2016

**Potential Impact**

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	<p>People with learning disabilities experience a range of health problems earlier than the general population which needs to be factored into the design of alternative services.</p> <p>Some service users have older carers who have their own support needs or who may develop needs in the future.</p>	<p>All service users will have an assessment prior to any consideration of service closure. This will address individual needs including age, complexity and access issues.</p> <p>Carers are entitled to assessments in their own right and would be able to access this where necessary.</p>
<b>Disability</b>	The recommendation will impact on people with learning disabilities, physical disabilities, sensory	All service users will have an assessment prior to any consideration of service

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	<p>impairment and mental health needs. The recommendation may have either a positive or negative impact depending on the individual and the extent to which they prefer current models of service.</p> <p>A negative impact for some will be the change in service location</p> <p>This could impact specifically on people with physical disabilities who need to use services and buildings which are accessible. Some of the buildings currently providing SDS have good access arrangements but other community resources may not be as suitable.</p>	<p>changes. This will address individual needs including age, complexity and access issues.</p> <p>In addition to individual assessments the phased closure of SDS will consider which buildings should be retained in the initial phase in order to address any potential impact. This will also provide the time to seek suitable alternatives for people.</p> <p>Capital investment from the Council may be required to ensure alternative accommodation of service provision for Clients with complex needs meet accessibility requirements and personal care needs.</p>
<b>Gender Reassignment</b>	No identified negative impacts.	N/A
<b>Marriage and Civil Partnership</b>	No identified negative impacts.	N/A
<b>Pregnancy and Maternity</b>	No identified negative impacts.	N/A
<b>Race</b>	<p>The recommendation may have either a positive or negative impact depending on the individual.</p> <p>Building based services have not traditionally attracted people from Black and</p>	<p>All service users will have an assessment prior to any service change which will include cultural issues.</p>

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	<p>Minority Ethnic (BME) communities suggesting in-house services are not attractive to these communities and shift of focus may improve service take up.</p>	
<b>Religion or Belief</b>	<p>The recommendation may have either a positive or negative impact depending on the individual, although increased use of personal budgets is usually experienced as a positive impact, allowing individuals with different requirements to be addressed individually.</p>	<p>All service users will have an assessment prior to any of service change which will address matters of religion and belief.</p>
<b>Sex</b>	<p>No identified negative impacts.</p>	<p>N/A</p>
<b>Sexual Orientation</b>	<p>No identified negative impacts.</p>	<p>N/A</p>
<b>Community Safety</b>	<p>National research identifies disabled people are more likely to experience crime and anti-social behaviour, than non-disabled people. This may be harder to identify in a wider, employment based setting.</p> <p>There could be a negative impact on Individuals who feel safer accessing city council buildings in areas that they know and feel comfortable in.</p>	<p>Assessments will consider community safety issues for individuals including service location.</p> <p>The Community Safety team works with a wide range of partners to address and provide a more resilient response to community safety issues.</p>
<b>Poverty</b>	<p>Access to employment and other comparable opportunities usually leads to improved economic situations. However, there are potential impacts if people have to travel further at extra cost to access their support or need to access</p>	<p>All services users will have an assessment prior to any service change which will address these issues.</p> <p>Good information and advice about employment based benefits will be provided</p>

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
	<p>the benefit system.</p> <p>A change of service for those not accessing employment skills could cause financial difficulties.</p> <p>Alternatively people can chose to access more local services.</p>	<p>through the changes.</p> <p>Individual financial circumstances will be considered in any new arrangements that are agreed with the individuals.</p> <p>Costs of transport can be included in a personal budget/direct payment.</p>
<b>Other Significant Impacts</b>	No identified negative impacts.	N/A