

# Equality Impact Assessments

## Equalities Impact Assessment Proforma

### Stage 2 – FULL IMPACT ASSESSMENT

A full EIA will be needed if the initial assessment has identified the potential for negative impact, on the basis of race, sex, disability, age, sexual orientation or religion.

The attached Proforma will need to be completed for each process. It is suggested that the assessment should be carried out by one or two people and that at least one should be the Project Manager, and if possible one from the Department or Unit, to give any expert advice on the operations of the department. Consideration needs to be given to which groups/individuals will be consulted during this process.

### Policy/Strategy/Project- Aims and Objectives

**1. What is the name of the policy/strategy/project?**

A day opportunities strategy for people with learning disabilities in Bromley

**2. Briefly describe the aim and purpose of the policy/strategy/project? How does it differ from any existing policies/strategies or projects and who is it intended to benefit?**

This strategy has been developed to draw together a number of key elements that have been developed in Bromley over recent years. Since the publication of Valuing People in 2001, there have been significant developments in the provision of day time activities to people with a learning disability in Bromley. More people in Bromley are now enjoying fulfilling lives through open or sheltered employment opportunities and are participating in a wider range of social, educational and leisure activities. More people are using direct payments and planning their own daily activities supported through person-centred plans.

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This day services strategy sets out our vision, our future direction and the shared outcomes for people with learning disabilities that we are committed to achieving; it enables us to review the purpose and effectiveness of current services against our aims and objectives. and enables us to move from short-term to long-term planning, taking into account demographic factors and ensuring that our planning mechanisms are responsive to changing circumstances over the next five years.

The strategy has been designed to benefit people with a learning disability in Bromley, including young people coming through transition into adulthood and those adults who may not be eligible for social care that is funded by the Council.

### 3. Who are the main stakeholders of the policy/strategy/project or proposed process?

The main stakeholders in the day service modernisation strategy are people with learning disabilities who use the service.

A total of 320 individuals use the service but the number of people from BME communities is small. The breakdown is as follows:

Black British	2
Black African	3
Mixed race	1
Chinese	1
Asian	6
Traveller	2

7 people are Muslim

The age and gender profile is:

Age	male	female
18-24	1	2
25-34	24	25
35-44	58	48
45-54	52	42
55-64	36	23
65+	17	22

(The above figures include the people who live in the PCT residential service, not all of whom access the day service at the moment; hence the total is greater than 320.)

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The key Stakeholders are as follows: -

- People with a learning disability who use the day service
- Family carers
- Day service staff
- Paid carers
- Elected members and PCT Board members
- Local private and voluntary organisations such as Bromley Mencap, Bromley Autistic Trust, Bromley Mytime
- Colleges of adult and further education

### **4. Have you consulted externally as part of your assessment? Who have you consulted? What methods did you use? And what have you done with the results i.e. how do you intent to use the information gathered as part of the consultation?**

There has been regular consultation with all key stakeholders since the beginning of the day service modernisation programme in November 2002. A series of initial meetings was held to seek views on the best way to modernise the day service. There were separate meetings for service users, carers and staff as it was anticipated that the concerns would be different in each case. Following these meetings, a draft strategy was produced. This was presented at a number of follow up meetings with the same stakeholders, plus smaller meetings with individual organisations. There was a final public meeting for all stakeholders and then the final version of the strategy was adopted as Council policy in July 2003.

Since that date, there have been monthly consultation meetings with service users, some recorded on video so that others can discuss the issues at their own pace with their support workers. There have been monthly consultation meetings with carers and with staff.

A draft equality impact assessment was prepared which highlighted the lack of discussion with service users and carers from BME communities. Following this, the BME forum was established. This meets quarterly and is linked to the Partnership Board. The Forum addresses issues of concern to people with learning disabilities and their carers who are from a BME background; the day service modernisation programme is one of these issues.

In 2007, a review of the day service plan began. In order to do this, a consultation document was prepared, 'Next Steps in Achieving Day Service Modernisation', in text and easy read versions. The consultation was launched at the Partnership board in October 07 and lasted for three months. A number of consultation meetings took place during this time, with all key stakeholders. Comments received during this time were used to prepare this revised strategy.

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**5. Is there any evidence to suggest that this could have an adverse impact on some groups? If so, please specify the nature and reasons for this adverse impact?**

Adjusting to the changes in the service has been difficult for a very small number of individuals. These are mostly people with autistic spectrum disorder who need a high level of support to manage change. The closure of the two day centres has been particularly difficult for this group. The change was managed through a process of individual person centred programme planning, carried out with all users as part of the closure preparations. This work identified each individual's needs and choices and identified suitable activities with them.

**6. Is there any evidence or reason to believe that some groups could be differently affected by this policy/strategy or project (e.g. lower rate of participation, directly excluded or discouraged)?**

The consultation highlighted that people with complex needs had not been given enough consideration in the draft strategy. This has been addressed in this revised strategy.

We will use person centred planning and person centred approaches to identify the needs and choices of all service users, including those from BME communities and those with complex needs.

**7. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?**

There has been concern amongst a group of carers that the needs of people with complex needs have not been considered. This revised strategy addresses this.

**8. Is the policy/strategy/project directly or indirectly discriminatory?**

No as individuals preferences have been considered in all decisions taken relating to day opportunities.

**9. If in your judgment, the proposed policy/strategy/project does have an adverse impact, could that impact be justified? You need to think whether the proposed change will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.**

Not applicable.

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**10. What amendments could be made to the policy/strategy/project to eliminate discrimination, if any has been identified?**

Not applicable.

**11. If you have identified an adverse effect which cannot be justified or illegal discrimination what action will be taken to rectify the situation?**

Not applicable.

**12. What arrangements have been/will be made for publishing the results of this EIA?**

This Equalities Impact Assessment will be published as an appendix to the revised day service strategy and made available to the Adult and Community Services Departmental Equalities Group who are responsible for holding and monitoring the progress of all Impact Assessments. Progress is reported quarterly to the Adult and Community Services Departmental Management team.

**13. Can you please outline what arrangements you have made to monitor the impact of this policy/strategy/project in the future.**

The strategy will be implemented within the overall framework of the Adult & Community Services Portfolio Plan and Bromley Primary Care Trust's Local Delivery Plan. These will contain objectives, measurable targets and a timeframe for delivering them. Detailed implementation plans will be drawn up for each key outcome and these will be reviewed annually.

The Learning Disability Partnership Board and the Learning Disability Executive will monitor the strategy on a quarterly basis, through the Day opportunities sub group. The Partnership Board is co-chaired by a person with a learning disability and a local Councillor and includes significant representation of people with learning disabilities.

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Signed by the Manager undertaking the assessment: \_\_\_\_\_

Full name (in capitals please): SEÁN CONNOR\_\_\_\_\_

Dated: \_\_\_\_\_ Position in Council: \_\_\_\_\_

When you have completed this form, please take a copy and send it to the responsible Assistant Director so that they can report corporately on what service areas are doing.