

Equality Impact Assessment Form **Reference –**

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| **Department** | Health and Wellbeing | **Version no** | 1 |
| **Assessed by** | Imran Rathore | **Date created** | 06.01.22 |
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The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of the proposal to be assessed.**

£3m of additional funding to help support demand pressures across Adult Social Care and also mitigate against the delays to the delivery of Adult Social Care demand management savings.

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

**1.2a Proposal**

It is proposed that an additional £3m funding will be invested in Adult Social Care, with a specific focus on supporting the Learning Disabilities service to mitigate challenges and pressures, and associated demand management budget-saving targets assigned to the service.

**1.2b Background/context**

The latest statistics from Projecting Older People Population Information (POPPI) and Projecting Adult Needs and Service Information (PANSI) project a 2% yearly increase in the number of service users up to 2030.

In addition to this demographic growth, the service is also facing pressures from other challenges which impact our ability to deliver savings within budgetary limits and saving targets – these include:

* Ensuring both funding and resource are sufficient to meet our statutory duties to provide good quality of care, and offer choice and control. According to national benchmarking data from the LGA:
  + *The care purchasing budget for people with learning disabilities in Bradford was ranked 132nd out of 151 spending councils on younger people’s care, per adult population for 2019/20.*
  + *Bradford is the 127th lowest spender on long-term care services for people with LD (bottom quartile).*
  + *Bradford is 35th best spender on short-term preventative services (top quartile).*
  + *There are a high number of people living at home with parents compared to similar authorities*
  + *The above points indicate a generally low investment profile for this client group, and there is therefore a risk that when scrutinised*
* Meeting more complex and greater levels of support needs.
* Increasing cost of care packages.
* Unstable independent care market.
* Additional demand arising from Covid related hospital discharge and long Covid support needs for those who already have significant health and social care support requirements.
* Recruit and retain a skilled and caring workforce to meet existing and potential spikes in demand.

**1.2c Approach**

The learning disabilities service has made good progress in managing and reducing demand while securing positive outcomes for the people we support. For example;

* through collaborative and strength-based discussions with the person (and where required Carer and or advocate) the service has been able to reduce the numbers of people living in expensive and low-independence residential care in favour of supported living services.
* Our prevention and early intervention support has helped to ensure that the no new detententions under Section 3 of the Mental Health Act have been made to the Asessment and Treatment Unit, and our last Bradford resident detained in the ATU discharged in September to his own home.
* the Preparation for Adulthood Team have successfully managed demand from young people transitioning to adult care services by offering support for people to remain living at home with parents, rather than in independent accommodation.

The work done by the service has suppressed around £7m of demand over the last three years. However, our local experience and evidence from research at the national level have highlighted the need for a long and sustained approach to reduce and manage demand for this cohort, mainly due to the high and complex nature of the support needs. As such, we have implemented a transformation programme that recognises the need for a holistic and longer-term approach and builds on the good work done to date. It focuses on a collaborative approach to developing support solutions that promote independent living, strength, and outcome-based daycare provision, prevention, and early intervention.

Our Transformation Programme has been developed through detailed engagement with service users, families and carers and reflects their feedback on the issues they feel need to be addressed to ensure their needs, outcomes, and aspirations are being met. The principles of co-production and co-design will continue to be at the forefront of our service design and market-shaping approach, ensuring that that we increase the choice and type of support available to individuals, while also ensuring they have a strong voice in determining where they live, the level of support they receive and how this is provided.

The additional funding secured through this proposal will help us to continue delivery of ongoing service provision and meeting outcomes for individuals, while also ensuring that we maintain moment on delivering the change implemented through the transformation programme, which includes the following components.

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| **Reimagining days** | * To work with people to develop day services that give people with learning disabilities more choice over the types of support they want and when and where they want to access them. |
| **Partnership working and transformational change** | * Improving Health and Wellbeing for people with LD * Upholding Citizens Rights * Co-Production with person, and their carer or advocate * Embed a culture of continuous improvement |
| **Learning Disabilities Operating Model** | * Small * Preparation for Adulthood (PFA) * Prevention and Early help - Community Led Support * Front Door Operating Model * Reviews |
| Autism & Neurodiversity | * Develop a new offer for people with Autism and Asperger’s Syndrome to enable them to live their best life, investing in sensory therapeutic approaches, encouraging supported employment and independent living. |
| Contract review | * Review of contracts and care packages and block contracts |

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

Yes, the additional funding will enable the service to provide support to vulnerable people with learning disabilities who share a protected characterisitic to retain their independence within their own home (or supported living), while enabling them to continue to activitly engage in their wider community.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

Yes, the additional funding will enable the service to provide support to vulnerable people with learning disabilities who share a protected characterisitic to retain their independence within their own home (or supported living), while enabling them to continue to activitly engage in their wider community.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

No

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

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| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** | N |
| Low income/low wage | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

N/A There are no negative impacts of this proposal.

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

The departmental leadership team within Adult Social Care has consistenly engaged with our partners within the Health and Social Care System to develop and refine our plans. No additional issues equality impacts have been identified from these conversations.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

* [Poppi](https://www.poppi.org.uk/) and [Pansi](https://www.pansi.org.uk/) data
* [ONS population projections](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections).
* [Joint Strategic Needs Assessment](https://jsna.bradford.gov.uk/)
* Care Act (2014) - implementation and performance monitoring of outcomes for people receiving services (Adult Social Care Outcomes Framework).
* Adult Social Care - Finance and performance data
* Carers feedback
* Service user feedback

**4.2 Do you need further evidence?**

* Implementation of plans will include the involvement of experts by experience including carers throughout the redesign and procurement process.
* Ongoing Performance monitoring of delivery activity
* Quality assurance review to help monitor the quality of care and practice.

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

*The proposal will allow increased/improved provision based on the assessed need of the client. No consultation has been undertaken, other than the normal feedback mechanisms already in place.*

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**