

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary details		
1	Title of EIA:	Living your best life – transformation of LD and autism provision
2	The person responsible for the assessment:	Julie Burroughs
3	Contact details:	julie.burroughs@trafford.gov.uk
4	Section and Directorate:	Integrated Commissioning Directorate
5	Name and roles of other officers involved in the EIA, if applicable:	Julie Burroughs, Nathan Atkinson,

B. Policy or function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	The purpose is to develop a programme of work to deliver savings whilst delivering more personalised and improved outcomes for young people and adults with a learning disability and autistic young people and adults. The programme is entitled Living Your Best Life with the premise being that people receiving care and support within the scope of the programme; maximise their aspirations and harness their talents through access to more community focused offers and mainstream services rather than defaulting to specialist support. However, where specialist support is required, it is outcome focused, designed around the person, and offers value for money. This engrains the Ordinary Life principle first articulated in the Valuing People white paper in 2001 and further enshrined in the Building the Right Support action plan in 2022 for people with a learning disability and autistic people.
4	Is the policy/function associated with any other policies of the Authority?	<ul style="list-style-type: none"> • Trafford Joint Strategic Needs Assessment (JSNA) • Trafford Learning Disability Strategy(draft) • Supported Housing Strategy 2023 • Valuing People White Paper 2001 • Building the right support - 2022
5	Do any written procedures exist to enable delivery of this policy/function?	Yes
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	People with a Learning Disability, Autism or behaviour that challenges our services and their families. They will benefit as the service will provide much-needed changes to a traditional model of support. This will be coproduced around the following areas:

		<ul style="list-style-type: none"> • <i>The Best Offer:</i> <ul style="list-style-type: none"> - Number of short breaks available. - Number of children and young people accessing short breaks. - Take up of direct payments to support short breaks or alternative support for SEND. - Number of people receiving support from the Waiting Well Hub. - Number of children, young people, families and carers participating in peer and community led support. - • <i>The Best Move:</i> <ul style="list-style-type: none"> - Cohort detail from Year 9. - Number of cohort progressed under the Care Act. - Number of cohort signposted to non-statutory offer. - Number waiting for a service and the available options - Website hits for Preparing for Adulthood webpages. • <i>The Best Place to Live:</i> <ul style="list-style-type: none"> - Number of new units of supported living developed (split by type). - Number of people brought back into the borough vs placed out of borough. - Number of Shared Lives placements with accommodation. - Number of short breaks and supported holidays available. - Number who have stepped down from residential provision to supported living. - Number of voids in shared supported living. • <i>The Best use of my day:</i> <ul style="list-style-type: none"> - Number of Direct Payments used for Day opportunities. - Number of people in employment, volunteering and skills training (split by type). - Number of new social enterprises developed. - Number of people requiring specialist transport. - Number of people accessing active travel solutions.
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8	How will the policy/function (or change/improvement), be implemented?	The changes will be implemented in collaboration as the provider works with individuals to develop new ways of working which are person-centred and build on individual skills, interests and ambitions. Assessment of the individuals within the schemes will need to be agreed upon where changes are required.
9	What factors could contribute or detract from achieving these outcomes for service users?	<p>Risks:</p> <ul style="list-style-type: none"> • Insufficient capacity within CLDT (Community Learning Disabilities Team) to assist with capacity assessments and best interest processes if clients need to move out of existing accommodation and/or reduce or increase support when the process of '<i>Just enough support</i>' has been used. • Insufficient resource to support the programme of work. • Insufficient appropriate accommodation where there is an identified need to move on, particularly those 18 – 25 or those with a physical disability or behaviour that challenges • People /Families objecting to changes required. • People being unable to move on from the service, due to a lack of suitable move-on accommodation. • Insufficient provider staff to support the work required to reduce staffing support for clients. • Recruitment of staff is delayed due to current social care market recruitment issues across the sector. • Inability to achieve the savings identified. <p>Opportunities:</p> <ul style="list-style-type: none"> • New models of support • Initial Outcomes from all four elements of the Living Your Best Life programme • Education and/or training and employment after school year 11. • Independent living. • Participating in society/being part of their local community/friends and relationships. • Being as healthy as possible. • Less reliance on formal staff support and strengthened links with communities in which they live.

		<ul style="list-style-type: none"> • To become valued members of the community in which they live • Opportunities for Providers to collaborate
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	The responsibility for the changes to the existing function will be managed across Commissioning, the providers and CLDT. The providers have identified a change programme which will be monitored and supported by Commissioning.

C. Data collection		
1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	The number of service users that need to be considered is : Please see Appendix 1.
2	Please specify monitoring information you have available and attach relevant information*	Please see Appendix 1 for a snapshot of Adult Social Care, Learning Disability Supported Accommodation clients monitoring data for Oct 2023.
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	We monitor services on a quarterly basis to ensure that data is gathered on the effectiveness of the service and on the uptake from different equality groups. We can then compare to demographic data to ensure proportionate uptake from these groups. From the quarterly reports and itool visits we can capture the quality of provision/service being provided. Project groups will be set up to also measure progress in any developments against agreed financial targets.

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

D. Consultation and involvement		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	<p>There is evidence from engagement events that Providers are committed to delivering quality services that focus on outcomes. Providers are keen to work with Trafford to further enhance and deliver quality services. We have Monitoring data and itool visits that evidence changes in support are required across the sector.</p> <p>There is also national research and evidence on SCIE (Social Care Institute for Excellence) and TLAP (Think local act personal) of the impact of new models of supported living, community engagement etc.</p>
There	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	A consultation took place in June 2023 through the Trafford Learning Disability Provider Forum and workshops. The groups included: professionals from across the public and third sector including health, social care, criminal justice, advocacy, carers etc to identify areas that work well and those areas that need improvement.
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	One key barrier is the fear of change and the potential impact on service users from families. Through the Learning Disability & Autism partnership boards, we aim to develop relationships with families and individuals as they move through the diagnostic pathway, therefore capturing a greater proportion of people diagnosed. Advocates and carers attend the consultations to assist and support with communication needs required. There will be a range of face-to-face meetings at times throughout the day and evening as needed.

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low ☐

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;	x	x		Consideration will be given to the needs of all individuals to ensure that specific support / adjustments are in place that may be required due to each person's gender especially during transition period to new and improved facilities. Positive outcomes in long-term for children and young people.
Pregnant women and women on maternity leave	x	x		Consideration will be given to the needs of all individuals to ensure their support needs are being met during and post pregnancy and if required, in relation their employment and maternity leave. gender especially during transition period to new and improved facilities. Positive outcomes in long-term for children and young people.
Gender Reassignment	x	x		Consideration will be given to the needs of all individuals and consideration to being supported in the right way to maintain their identity. gender especially during transition period to new and improved facilities. Positive outcomes in long-term for children and young people.
Marriage and Civil Partnership	x			Consideration will be given to the needs of all individuals. gender especially during transition period to new and improved facilities. Positive outcomes in long-term for children and young people.

Race- include race, nationality and ethnicity (NB: the experiences may be different for different groups)	x	x		Consideration will be given to the needs of all individuals in relation to their ethnicity and culture and appropriate signposting to relevant community links. especially during transition period to new and improved facilities. Positive outcomes in long-term for children and young people
Disability – physical, sensory and mental impairments	x	x		The change(s) will be positive for people with Learning Disability /Autism as it should maintain and/or improve services. Those identified as requiring support will be able to remain in Trafford close to their families which will enable them to remain connected to friends and the wider Community.
Age Group - specify e.g. older, younger etc.)	x	x		Consideration will be given to the needs of all individuals in determining their suitability in and for schemes identified with regard to their age should this highlight any particular need/s, should any changes be required. especially during transition period to new and improved facilities. Positive outcomes in long-term for children and young people
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people	x	x		Consideration will be given to the needs of all individuals with links to the relevant support organisations.
Religious/Faith groups (specify)	x	x		Consideration will be given to the needs of all individuals regarding their religious and cultural needs, and need for support from and/or links to local faith groups and places of worship.

As a result of completing the above what is the potential negative impact of your policy?

High ☐

Medium ☒

Low ☒

Neutral ☐

F. Could you minimise or remove any negative potential impact? If yes, explain how.		
Race:		All factors will be considered in relation to identified needs
Gender, including pregnancy and maternity, gender reassignment, marriage and civil partnership:		All considerations will be incorporated
Disability:		All needs will be identified as part of the assessment of need
Age:		The individual requirements will be considered as part of the assessment of need.
Sexual Orientation:		Any specific requirements will be met as part of the care plan
Religious/Faith groups:		This will be considered as part of the assessment of need
Also consider the following:		
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	Yes, there may be a delay in suitable provision to support individuals
2	Could the policy have an adverse impact on relations between different groups?	N/A
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	N/A

G. EIA Action Plan				
Recommendation	Key activity	When	Officer Responsible	Progress milestones
To appoint a Project Manager/Lead to oversee the work required and coordinate	Develop a project plan, timeline and Communication plan that incorporates any potential risks and issues as the programme commences.	tbd	DASS	Project lead identified and/or recruited
To engage with all stakeholders	Liaise with: <ul style="list-style-type: none"> • Locality health & social care teams • Community Learning Disability Team health & social care • Councillor engagement • Trafford Extended Services • Autism Partnership Board • Carers Centre • Families and people with LD/ASD And any other stakeholders to explain the intended outcomes.	April 2024	SLT	Communication and engagement events are planned for all identified stakeholders.
To agree approach, timeline for changes to be implemented	Liaise with all stakeholders to share approach and timescale	June 2024		

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed J.A. Burroughs
 Lead Officer Julie Burroughs
 Date 25/10/2023

Signed N. Atkinson
 Corporate Director, Adults & Wellbeing
 Date 26/10/2023

Snapshot of Adult Social Care, Learning Disability Clients Data – October 2023

Count of LAS_ID	Column Labels				
Row Labels	18-64	65-74	75-84	85&over	Grand Total
Any Other Asian Background	7	1			8
Any Other Black Background	13	1			14
Any Other Ethnic Group	6	1			7
Any Other Mixed Background	8	1			9
Any Other White Background	5				5
Bangladeshi	1				1
Black - African	6				6
Black Caribbean	6				6
Chinese	3				3
Indian	5				5
Information Not Yet Obtained	6				6
Pakistani	13				13
White - British	356	43	13	1	413
White - Irish	3	1			4
White and Asian	6				6
White and Black African	2				2
White and Black Caribbean	3				3
Grand Total	449	48	13	1	511

Appendix 2

Fact sheet -Just enough support

[Just enough support Nov23](#)