

**Title/Subject:** Review of Day Services (Younger Adults) Update  
**Meeting:** Integration Joint Board  
**Date:** 1 December 2017  
**Submitted By:** Head of Social Work Adult Services  
**Action:** For Decision

## 1. INTRODUCTION

- 1.1. A report was presented to the Integration Joint Board on the 6<sup>th</sup> October 2017 regarding the review of day services for younger adults. The purpose of this report is to update the IJB.

## 2. RECOMMENDATION

The Integration Joint Board is asked to:

- 2.1. note the redesign of day services is in line with Self-Directed Support principles to empower and enable service users to have choice and control over the design of their own support and develop alternative community based services
- 2.2. approve the reduction in the number of buildings in which service is currently provided in Day Services for Younger People, through the cessation of service provision at Bainsford Day Centre and Camelon Cottage,
- 2.3. note that day services will continue to be provided at Dundas Resource Centre and Oswald Avenue with consideration given to necessary refurbishment,
- 2.4. note that the current programme of consultation and engagement about the review of day services will continue, with a next phase focused on co-produced models of alternative community based support, including exploration of scope for capital investment in alternative models of provision,
- 2.5. note that a further report will be presented to a future meeting of the IJB detailing progress and planning for the implementation of the day service review in the New Year.

### **3. BACKGROUND**

- 3.1. At the IJB meetings in June and October the Board noted the consultation that has been undertaken about the redesign of current in house day service provision, to enable it to be sustainable for the future. The Board was appraised of findings from the consultation exercise. In a context of Self Directed Support [SDS], the intention is to enable the service to be responsive both to emerging and growing expectations of new forms of support, and to existing demand for a model of service with which current service users and carers are satisfied and familiar. In the report of 6 October the Board was asked to note that it is anticipated over time and on a planned basis there will be a reduction in the number of building based services currently provided. The day service review has not been driven by the need for budget savings but requires to take account of budgetary pressures, and to build a sustainable financial framework attuned to the principles of SDS.
- 3.2. The SDS principles require that through our approach to service and supports we empower and enable service users who wish to have choice and control over the design of their own support, tailored around their individual priorities. This means that services need to adapt to become more flexible to meet individual need. During discussions it was evident that some adults with disabilities want a 24/7 service available to access in the evening and at weekends. It is worth noting that this may not necessarily be in a building but participating in an activity in the community which is supported by day service staff.

### **4. REDESIGN OF DAY SERVICES**

- 4.1. Earlier reports to the Board have emphasised the need to embrace and fulfil legislative policy and demographic drivers to enable adults with disabilities to live a life they choose, participating equally alongside other citizens in their families, communities, and workplace with individualised support. This means having the right to practical assistance to enable service users to achieve their personal outcomes and aspirations. The checklist of questions on which Audit Scotland's 2017 Self Directed Support Progress Report recommends seeking assurance includes 'Are we working with communities to develop alternative services and activities that meet local needs?' The present programme of redesign of day services addresses this question by providing opportunities to work together with local communities on reshaping future provision.
- 4.2. In total 14 engagement events have taken place. Eleven of these were with service users and carers and three with younger people who are not currently using day services. 76 people attended. The engagement events are summarised at Appendix 1.

- 4.3. Feedback from the consultation programme concluded that not everyone with a disability wishes to access current buildings based day services, as they aspire to be supported differently, accessing community based activities and opportunities. Younger people told us that they want services which are flexible and available in the evenings and weekends and are tailored to meet their needs. Current service users and their carers told us that they also value flexibility and having a choice of activities, and that they value positive aspects of the existing model of building based provision. As previously reported to the IJB, during the initial consultation, feedback also included the suggestion that day services could be offered from fewer buildings. This was in response to discussion around how the model of day service provision in Falkirk could be made more sustainable.
- 4.4. The Bainsford building requires critical repairs to its roof with an estimated capital cost of £1.6m. Given the need to invest in more community based alternatives, it is sensible to close Bainsford, relocate services as part of the redesign and invest some of the capital in upgrading the remaining sites. Currently Camelon Cottage provides a programme of activities for Adults with learning disabilities for 16 service users and employs 2 staff with management being provided by the manager from the Rowans. The small scale of this service makes it unsustainable and it is proposed to close this building and relocate service provision. This provides an opportunity to improve the quality of the remaining facilities at Oswald Avenue and Dundas Resource Centre and to provide a wider range of activities and to enable the development and commissioning of more community based alternatives. This change around use of buildings would have an indicative timescale for completion around July 2018, with scope for this date to extend in response to need.
- 4.5. At the end of the ongoing programme of consultation, in response to a request from service users and carers, the Head of Social Work Adult Services and Falkirk Council Health and Social Care Portfolio Holder attended two question and answer sessions on 9 November 2017. During these meetings service users, parents and carers were informed that it is proposed to close Camelon Day Service and Bainsford Day Service in 2018.
- 4.6. The HSCP has a responsibility to meet the needs and aspirations of existing service users and carers who are familiar with and appreciate the existing approach to in house day service provision. Existing service users will be offered a community care review. Additional capacity, through a specifically appointed Community Care Worker, will be made available. The post holder will carry out outcomes based reviews, unless the service user has an existing allocated worker in which case that member of staff will undertake the review.

- 4.7. Some service users who attend the day centres are living in funded supported living arrangements with independent sector providers. Over time and on a planned basis their support package may be rebalanced towards their supported living provider supporting them with increased engagement in community based activities. The Service will work with the independent sector in partnership to achieve the best possible outcomes for service users through this transition.
- 4.8. It is acknowledged that the change programme set out in the present report will cause anxiety for some service users and carers. As the aim is to provide personalised care and support plans based around individual need it is not possible to describe how change will happen for each person, and this can cause understandable anxiety. The service is committed to supporting service users and carers sensitively through the transition, giving assurance that change will not happen without people having been involved and participating as full and equal partners.
- 4.9. Since the meeting on 9 November 2017 the Partnership has received a number of complaints and expressions of concern. The Chief Officer has been engaged in responses to these concerns, for example, meeting with a concerned parent. The Chief Officer will lead a programme of engagement meetings from December with service users and carers. These will have a focus on developing a co-produced model of alternative community based supports. The details of these sessions are subject to ongoing discussion with key individuals.
- 4.10. The output of these discussions will be presented at the next IJB meeting.
- 4.11. It is acknowledged that staff working in the service will also have support and development needs during the redesign programme. Senior Managers will continue to work closely with staff, supported and advised by Human Resources, and keeping staff side representatives informed.

## **5. CONCLUSIONS**

- 5.1. The strategic intention set out in the present report is to place current services in a sustainable and stronger position to respond to change and innovation in social care policy and practice. This includes enabling our existing service users to achieve individual outcomes, offering choice, control and flexibility to people over the design of their package of care. In taking forward the redesign programme on a basis of partnership and co-production the HSCP will encourage and support people with disabilities to become more independent, and be active and contributing citizens in their local communities.

**Resource Implications**

There are no budget reduction implications arising from this report. The move towards offering more support within the community than currently happens will involve a programme of support and development for staff and this will be subject of discussion with the staff group and trade unions.

**Impact on IJB Outcomes and Priorities**

As stated in the Strategic Plan, Falkirk Citizens will be part of their local community regardless of their individual need or disability.

**Legal & Risk Implications**

Legal and risk issues will be considered as required.

**Consultation**

Throughout the review of day services, consultation and engagement with service users, parents, carers and other agencies have been instrumental in laying the foundations of redesigning our current in-house provision. The consultation which has been carried out to date is described in the reports to the IJB on the 16 June 2017 and 6 October 2017.

**Equalities Assessment**

A full Equalities and Poverty Assessment has been completed and will continue to be updated as the modernisation of the service develops [see attached].

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Approved for submission by: Joe McElholm, Head of Social Work Adult Services

**Author** – Nikki Harvey, Service Manager

**Date:** 10/11/17

**List of Background Papers:**

## Appendix 1

| <u>DAY</u> | <u>DATE</u>       | <u>TIME</u>                    |
|------------|-------------------|--------------------------------|
| Monday     | 20 March 2017     | 14:30 – 16:00<br>18:00 – 19:30 |
| Wednesday  | 22 March 2017     | 14:30 – 16:00<br>18:00 – 19:30 |
| Wednesday  | 29 March 2017     | 14:30 – 16:00<br>18:00 – 19:30 |
| Friday     | 26 May 2017       | 10:30 – 12:00<br>13:00 – 14:30 |
| Tuesday    | 30 May 2017       | 18:30 – 20:00                  |
| Thursday   | 31 August 2017    | 19:00 – 21:00                  |
| Tuesday    | 26 September 2017 | 19:00 – 20:30                  |
| Thursday   | 28 September 2017 | 19:00 - 21:00                  |
| Monday     | 2 October 2017    | 10:30 – 12:00                  |
| Tuesday    | 3 October 2017    | 19:00 – 21:00                  |
| Wednesday  | 8 November 2017   | 15:00 – 16:30<br>19:30 – 21:00 |

# Equality & Poverty Impact Assessment

## SECTION ONE: ESSENTIAL INFORMATION

|                                |  |  |  |   |
|--------------------------------|--|--|--|---|
| <b>Service &amp; Division:</b> | Adult Services Social Work   |  | <b>Lead Officer: Name</b>  | Joe McElholm  |
|                                | Day Service Provision for Younger Adults   |  | <b>Team:</b>   | Social Work Adult Services Management Team  |
|                                |  |  | <b>Tel:</b>  | 01324 504005  |
|                                |  |  | <b>Email:</b>  | joe.mcelholm@falkirk.gov.uk   |
| <b>Proposal:</b>               | <p>Redesign of Day Services for Younger Adults with physical and learning disabilities to facilitate a choice of more flexible, responsive community based support options. This is consistent with the HSCP Strategic Plan vision and outcomes, Self Directed Support (SDS) principles and the expressed views of younger service users. To enable the service to accommodate the aspirations, views and needs of new and existing service users, the proposal is to invest in more community based provisions through the reduction and relocation of building based services.</p> |  |  | <b>Reference No. (if applicable):</b>   |
| <b>What is the Proposal?</b>   | <b>Budget &amp; Other Financial Decision</b>   | <b>Policy (New or Change)</b>  | <b>HR Policy &amp; Practice</b>  | <b>Change to Service Delivery / Service Design</b>  |
|                                | The current proposal does not involve a reduction in revenue budget for the service.   | The proposal reflects the commitment to implementing national and local level policy priorities in terms of Self Directed Support, support for carers and related policy documents including Keys to Life. | Staff will be using their existing skills in new settings and will be supported through a staff development programme. | The shift towards offering a greater choice of options for support, enabling people to access more community based resources and networks involves fundamental change and redesign of the Service Delivery model. |

| Who Does the Proposal Affect?  | Service Users  | Members of the Public | Employees                                    | Job Applicants | Other, please specify: |
|--|--|-----------------------|--|----------------|------------------------|
|  | Current and future <b>service users</b> , and their <b>carers</b> .  | N/A                   | Employees who currently work in the service. | N/A            |                        |
| <b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b> |  |                       |  |                |                        |
| 22/11/2017   | <p>The proposal is intended to shape present and future provision of services and support in Falkirk to enable adults with a learning disability and / or physical disability achieve better personal outcomes which are person centred, meeting the individual need of the service user, while also supporting their carer. This means all people with a disability having the same freedom, choice, dignity and control as other citizens at home, at work and in the community. It means having the right to practical assistance and support to participate in society and live an ordinary life, including accessing education, employment, community participation (friendships), sport and leisure. The change programme will enhance the flexibility of services and supports delivered within the Partnership, thereby enabling an effective, planned response to changing public expectations and demand associated with SDS. The proposal will help to manage down medium term risk to financial control associated with SDS, by enabling new forms of support to be funded alongside meeting the aspirations of people who use the existing day service model. A key aspect of the proposal at operational service delivery level is that in order to create capacity to deliver more service within community settings, current buildings based provision would change to service being provided at two buildings rather than four as at present.</p> |                       |  |                |                        |

## SECTION TWO: FINANCIAL INFORMATION

| For budget changes ONLY please include information below:       |                               |  | Benchmark, e.g. Scottish Average |
|---|-------------------------------|--|----------------------------------|
| Current spend on this Service (£'000s):                         | Total:                        | N/A – the current proposal, while it contributes towards placing the strategic financial management of the service on a sustainable footing, does not entail a budget change against the 17/18 budget. |                                  |
| Reduction to this service budget (£'000s)                       | Per Annum:                    |  |                                  |
| Increase to this service budget (£'000s)                        | Per Annum:                    |  |                                  |
| If this is a change to a charge or concession please complete.  | Current Annual Income Total:  |  |                                  |
|   | Expected Annual Income Total: |  |                                  |
| If this is a budget decision, when will the saving be achieved? | Start Date:                   |  |                                  |
|   | End Date (if any):            |  |                                  |

**SECTION THREE: EVIDENCE** Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups)

**A - Quantitative Evidence:** This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Falkirk day services for younger adults [those up to the age of 65 years] are currently delivered in four building based services. Three of these services support adults with a learning disability and the other adults with a physical disability.

- Bainsford Day Service primarily support service users with Profound Multiple Learning Disabilities who have been assessed as a critical or substantial level of need. The service supports an estimated 50 service users each day. The staffing level is approximately 30 staff per day.
- Oswald Avenue supports a majority of service users who are currently assessed as having substantial or moderate needs. There are approximately 45/50 service users each day. The staff team comprises of 16.5 staff daily. The service has a Community Café and encourages the community and third sector to use the establishment in partnership with them
- Camelon Cottage is a smaller building and only 12 service users attend daily. This service provides day opportunities to those assessed as having moderate to substantial need. Approximately 50% of these users travel independently to the service. The staff team consists of 3.5 staff daily.
- Dundas Resource Centre supports adults with a physical disability. Most service users have been assessed as having a substantial to critical level of need. There is an average of 35 service users each day and a staff team of 13.5 each day.

Presently there are 172 service users who access day service provision. 133 of these service users having a Learning Disability and the remaining 39 service user primary disability is physical.

The services are for those between 18 – 65 years of age.

|                                   |    |
|-----------------------------------|----|
| 18 – 25 years                     | 8  |
| 26 – 40 years                     | 64 |
| 41 – 55 years                     | 51 |
| 56 – 65 years                     | 49 |
| Living at Home Independently      | 22 |
| Living with Partner               | 19 |
| Living with Parents/Family        | 95 |
| Living in Supported Accommodation | 38 |

A Population Health Needs Assessment for Scotland, quoted in the national policy document ‘Keys to Life’ found estimates to be credible of from 2.7 to 3.8 per 1000 population having moderate to profound learning disabilities. This suggests that between 340 and 475 adults living in Falkirk may have moderate to profound learning disability.

Audit Scotlands 2017 review of implementation of SDS emphasised the importance for Partnerships of planning and commissioning in a way which takes account of changing demand linked to SDS.

**B - Qualitative Evidence:** This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social** - case studies; personal /group feedback / other:

This proposal for change is intended to deliver improved outcomes for present and future users of the Day Services, through the achievement of the aims and outcomes set out in Section 1 above. The achievements of these outcomes were evaluated highly positively in research which was done in 2012 around the effectiveness of the earlier policy 'Same as You', as reported in 'Keys to Life.' For this reason the overall impact in terms of EPIA is **low** impact. On the other hand it is known from engagement events [described below] that for some people who currently use the services, and their carers, there is apprehension about how potential impacts of the change, with anxiety around whether people will remain eligible for services which they value and whether there will be a loss of continuity, through a possible relocation of their service to a different building.

**Best Judgement:**

**Has best judgement been used in place of data / research / evidence?**

It is necessary to use some best judgement to predict future demand, both levels of demand [numbers of people who will want to access services] and nature of demand – the extent to which SDS will change people’s aspiration about wanting to be supported in more individualised ways than is possible with only the existing model.

**Who provided the best judgement and what was this based on?**

Best judgement is based upon professional knowledge of services, awareness of current trends in terms of young people moving through transition from children’s services to adult services, and national level data and projections published by Audit Scotland and Scottish Government.

**What gaps in data / information were identified?**

As noted above, there is an inevitable gap in terms of hard quantitative data around level of future need.

**Is further research necessary?**

There is a continuing need for local and national level research in order that we can carefully track emerging trends in terms of changing demand.

**If NO, please state why.**

**SECTION FOUR: ENGAGEMENT Engagement with individuals or organisations affected by the policy or proposal**

|  |            |  |
|--|------------|--|
| <b>Has the proposal / policy / project been subject to engagement?</b>   |            | Yes  |
| <b>If YES, please state who was engagement with.</b>   |            | A programme of 14 engagement events were undertaken as part of the development of this proposal, 11 events with existing service users and their carers, and 3 events with young people who are mostly not currently attending Day Centres but who potentially have eligible need.   |
| <b>Engagement with users of service / stakeholders should take place. If NO engagement has been conducted, please state why.</b> |            | N/A  |
| <b>How was the engagement carried out?</b>   |            | <b>What were the results from the engagement? Please list...</b>   |
| <b>Focus Group</b>   | <b>Yes</b> | <p>14 engagement events which involved face to face meetings with existing service users, carers and young people not currently using the services who might in future have an eligible need. The engagement events provided feedback that people valued a range of opportunities including stimulation through physical activities and spending time with friends, social interaction, outside activities, getting a break from caring or being at home and they would want the impact of a change proposal to be that these outcomes were met.</p> <p>Key messages from the events with people who currently attend the day centres include that people highly value the support they get from accessing day services, valuing for example that they have a back up, knowing that there is somewhere people can go as a contingency. People also felt that there was not enough flexibility for example about when and what activities happen. At the request of Users and carers Joe McElholm, Head of Social Work Adult Services and Councillor Collie, Portfolio Holder for Health and Social Care attended an event where focus of discussion was the reduction in number of buildings within which service is provided. Service users and carers expressed strong opposition to reduction in number of buildings, understandably having concern about how this change will be managed and its potential impact for them individually. This is addressed in Section 5 below.</p> <p>Key messages from the three events with younger people were that they also valued opportunities for social interaction, being part of friendship groups, and that they did not want to go to a Day Centre to be supported with these opportunities. They wanted to be involved in activities within their communities rather than in a</p> |

|   |    |  |
|---|----|--|
|   |    | Centre based model.<br><br>There has also been engagement with the Care Inspectorate, partner external providers and advocacy services.  |
| <b>Survey</b>   | No | Information was circulated online from the 13 <sup>th</sup> of February – 400 letters sent to service users/parents/carer/ external providers and third sector providers.  |
| <b>Display / Exhibitions</b>  | No |  |
| <b>User Panels</b>  | No |  |
| <b>Public Event</b>   | No |  |
| <b>Other: please specify</b>  |    | Keith Etherington of In-Control Scotland has been engaged as a facilitator for the engagement events providing an independent perspective and ensuring that the programme has drawn upon extensive knowledge of similar change programmes across Scotland. |
| <b>Has the proposal / policy / project been reviewed / changed as a result of the engagement?</b> |    | The proposal has been developed on a co-production basis.  |
| <b>Have the results of the engagement been fed back to the consultees?</b>                        |    | Yes.   |
| <b>Is further engagement recommended?</b>   |    | Further engagement is planned.   |

**SECTION FIVE: ASSESSING THE IMPACT**

**Engagement with individuals or organisations affected by the policy or proposal**

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

| Protected Characteristic | Neutral Impact | Positive Impact | Negative Impact | Please provide evidence of the impact on this protected characteristic.  |
|--------------------------|----------------|-----------------|-----------------|--|
| <b>Age</b>               |                | x               | x               | <p>A number of service users have a parent or parents who are older and are their main carers. As noted in Section 4, carers are concerned that the change might mean that they will not have the same level of respite, getting a break from caring, through the person they care for [supported person] having less access to support. Mitigation of this impact is addressed in Section 7.</p> <p>A positive impact of the change for present and future older carers is that for some service users there are likely to be greater opportunities to optimise their capacity for independence and participation in a range of activities which will support them to be less dependent upon their carer. In some cases this will prepare the way for the supported person to choose to live in their own tenancy with support, significantly reducing the main carer’s caring responsibilities.</p>  |
| <b>Disability</b>        |                | x               | x               | <p>People with disabilities are adversely affected in terms of social inclusion, being less likely for example to be able to access employment and this proposal can have a positive impact on such discriminatory outcomes by supporting them to build personal capabilities, providing more access to opportunities to engage in community activities such education, leisure, sport and employment.</p> <p>A possible impact for some people who currently use day services while also being supported by an independent sector provider of supported living services is that the primary responsibility for their day time support would return to their supported living provider. While this would be expected to deliver opportunities for the person to be included in community based activities and opportunities, one impact could be a loss of friendship networks which have been established within the existing service model. Mitigation of this impact is referred to in Section 7.</p> |

|   |   |   |   |   |
|---|---|---|---|---|
| <b>Sex</b>  | x |   |   |   |
| <b>Ethnicity</b>                                  |   | x |   | The change enhances the Service’s capacity to deliver culturally appropriate support. While every effort is taken to ensure that the existing buildings based support is culturally appropriate, the opportunity to offer more individualised support packages offers people the choice to design their support around their own needs.   |
| <b>Religion / Belief / non-Belief</b>             | x |   |   |   |
| <b>Sexual Orientation</b>                         |   | x |   | The change enhances the Service’s capacity to deliver appropriate support on an individualised basis. While every effort is taken to ensure that the existing buildings based support is sensitive and appropriate to individual circumstances, the opportunity to offer more individualised support packages offers people the choice to design their support around their own needs, taking into account different aspects of identity and priorities..   |
| <b>Transgender</b>                                |   | x |   | The change enhances the Service’s capacity to deliver appropriate support on an individualised basis. While every effort is taken to ensure that the existing buildings based support is sensitive and appropriate to individual circumstances, the opportunity to offer more individualised support packages offers people the choice to design their support around their own needs, taking into account different aspects of identity and priorities. .  |
| <b>Pregnancy / Maternity</b>                      | x |   |   |   |
| <b>Marriage / Civil Partnership</b>               | x |   |   |   |
| <b>Other, socio-economic status, e.g. Poverty</b> |   | x |   | For some people the change will mean greater access to employment opportunities as a route out of poverty.  |
| <b>Carers</b>                                     |   | x | x | In regard to impact for carers, see also Age characteristic above. The proposal has potential to enable service users to increase their independence, reducing the caring responsibilities of carers. On the other hand carers of existing users of the service have expressed concern during the consultation process that they may lose some of the break that they get from caring through having less access to service as a result of the change. Please see Section 7 for mitigating actions. |

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

duty to report progress on mainstreaming the equality duty; duty to publish equality outcomes and report progress; duty to assess and review policies and practices; duty to gather and use employee information; duty to publish gender pay gap information; duty to publish statements on equal pay, etc; duty to consider award criteria and conditions in relation to public procurement; duty to publish in a manner that is accessible, etc.; duty to consider other matters; and, duty of the Scottish Ministers to publish proposals to enable better performance.

|  | <b>Evidence of Due Regard</b>   | <b>Negative Impact</b> |
|--|---|------------------------|
| <b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b> | One of the known barriers faced by people with disabilities is disability hate crime, including verbal harassment. This proposal is intended to enhance the service's capacity to support people to gain confidence and feel empowered to access their communities, developing strategies to address such barriers.                                     |                        |
| <b>Advance Equality of Opportunity:</b>  | In the consultation key messages, things that were highly valued included feeling safe and confident in support and getting out and about. The proposal will enhance the capacity of the service to enable people to be active and contributing members of their communities, having improved access to employment, leisure, sport and social networks. |                        |
| <b>Foster Good Relations (promoting understanding and reducing prejudice):</b>                     | Good relations will be fostered through the greater opportunities for social exchange / interaction which will flow from the proposed change.   |                        |

## SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

| Which sectors are likely to have an interest in or be affected by the proposal / policy / project? |     | Describe the interest / affect.  |
|--|-----|--|
| <b>Business</b>  | Yes | Businesses will require to be responsive to more people with disabilities using their services, for example by consideration of provision of Changing Places toilets. Falkirk Community Trust will have a key role in offering alternative day opportunities.  |
| <b>Councils</b>  | Yes | The present proposal for reduction in number of buildings is not linked to an upcoming budget saving or staffing level reduction, although there will be an impact for staff in relocation with shift towards their supporting more people in the community. This will require support through staff development programme.  |
| <b>Education Sector</b>  | Yes | There is likely to increased demand on courses offered by education providers.   |
| <b>Fire</b>  | No  |  |
| <b>Independent Sector Provider of Supported Living packages</b>                                    | Yes | Some people who currently live in supported living arrangements, spend some of their day times in Day Centre provision. For these providers there is likely to be a need to develop alternative support provision as these service users make the transition towards community based support. There will be wider opportunities for the independent sector to develop alternative models of support. |
| <b>NHS</b>   | Yes | Some impact as above, as a small number of service users live in NHS provided support arrangements.  |
| <b>IJB (Integrated Joint Board)</b>  | Yes | The proposal is intended to enable delivery of key Joint Strategic Plan priorities including support for enablement and social inclusion.  |
| <b>Police</b>  | No  |  |
| <b>Third Sector</b>  | Yes | The proposal opens development opportunities for the third sector to contribute to development of alternative models of support.   |
| <b>Other(s): please list and describe the nature of the relationship / impact</b>                  |     |  |

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** As a result of performing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by the Equality Act

| Identified Impact   | To Who                    | Recommendation to address the issues raised   | Lead Officer  | Evaluation and Review Date  | Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes |
|---|---------------------------|---|---|---|---|
| Concern at loss of buildings provision, loss of continuity of staffing support. | Service users and carers. | Although the existing buildings provision will move from being delivered at 2 sites rather than 4, there is capacity at the remaining 2 sites to offer increased level of support there. Support provided to both service users and carers through individualised review and assessment process. Where the service users is living in a supported living placement, there will be close partnership working with the provider to ensure that outcomes are maintained or enhanced. | Service Manager with responsibility for day services. | To be monitored across the implementation stage and reviewed and reported on to IJB second quarter of calendar year 2018. |   |
| Concern about loss of break from caring.  | Carers.                   | This understandable concern will be mitigated through individual assessment and review for both service users and carers with careful and sensitive care planning which will take account of each individual's needs, with no one who has an eligible need being left unsupported.  | As above.   | As above.   |   |

|   |                           |  |           |           |  |
|---|---------------------------|--|-----------|-----------|--|
| Concern that support will be reduced because peoples assessed level of need is below the level which is considered eligible under recently implemented eligibility framework. | Service users and carers. | This possibility will be dealt with sensitively. Where it is identified that there would be adverse consequences of applying the new eligibility framework – these may o be mitigated through planned derogation from the new framework. | As above. | As above. |  |
| Impact for people using existing day services who live in independent sector supported living provision whose service .   | Service users.            | The Social Work Service will work in partnership with providers to ensure a that service users are supported well to achieve food outcomes. Support will be provided to maintain friendships during the transition.                      | As above. | As above. |  |

**No Mitigating Actions**

**Where a negative impact on diverse communities has been identified what is the justification for continuing with the proposal / policy / project and why the recommendation cannot be implemented?**

N/A

**Are actions being reported to Members?  
If yes when and how?**

Actions are regularly reported to the Integrated Joint Board.

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select on and provide your reasons.

|  |   |  |
|--|---|--|
| <b>No major change required</b>  | X | The proposal is critical to realisation of strategic policy objectives. The adverse impacts identified are linked to effectiveness and sensitivity of the implementation programme and can be mitigated through appropriate operational interventions. |
| <b>The proposal has to be adjusted to reduce impact on protected characteristic groups</b>                         |   |  |
| <b>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups</b> |   |  |
| <b>Stop the proposal as this is potentially in breach of equality legislation</b>                                  |   |  |

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

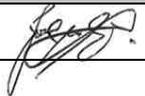
|                   |                               |              |            |
|-------------------|-------------------------------|--------------|------------|
| <b>Signature:</b> | Nikki Harvey, Service Manager | <b>Date:</b> | 24/11/2017 |
|-------------------|-------------------------------|--------------|------------|

**SECTION TEN: EPIA TASK GROUP USE ONLY**

|  |          |                          |
|--|----------|--------------------------|
| <b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties? |          | Yes / No                 |
| <b>ASSESSMENT FINDINGS</b><br><br>If YES, use this box to highlight evidence in support of the assessment of the EPIA<br><br>If NO, use this box to highlight actions needed to improve the EPIA   |          |                          |
| Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes</u> been made?   | Yes / No | If YES, please describe: |

| LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA: |          |          |
|---|----------|----------|
| LEVEL   |          | COMMENTS |
| HIGH  | Yes / No |          |
| MEDIUM  | Yes / No |          |
| LOW   | Yes / No |          |

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

|                             |   |                        |
|-----------------------------|---|------------------------|
| Director / Head of Service: |   |                        |
| Signature:                  |  | Date: 24 November 2017 |