

**Report of the Cabinet Member for Services for
Adults & Vulnerable People**

Cabinet – 21 January 2016

REVIEW OF ABERGELLI & THE BEECHES ALTERNATIVE DAY SERVICES

Purpose:	<ol style="list-style-type: none">1. To agree a consolidation of the Beeches and Abergelli Day Services into one service.2. To agree that the Beeches is declared surplus for service use.3. The rationale behind the service remodelling4. The likely workforce implications of the service remodelling.5. Outline the approach to communicating the change to the workforce.
Policy Framework:	All Wales Strategy for people with a Learning Disability; The Statement on Policy & Practice for Adults with a Learning Disability; The Social Services & Wellbeing Act 2014; Carers Strategy Wales 2013.
Reason for Decision:	To consider the content of the report and to agree on the way forward.
Consultation:	Access to Services, Head of Corporate Building and Property Services; Legal and Finance.
Recommendation(s):	It is recommended: (1) To agree to the proposed remodelling of Abergelli & The Beeches ADS by consolidating the two services, using the Abergelli building as the premises; (2) Under the Council's Disposal Procedure Rules, the Chief Operating Officer to undertake an initial feasibility test to establish if the surplus property, the Beeches, should be disposed of.
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1.0 INTRODUCTION

Vision and Philosophy

Following the individual reviews of service users of both services involving discussions with service users and their carers about what is the best service to meet their needs, there is now reduced demand for both services. Running one service would be sufficient to meet the current demand and would leave capacity for future demand as and when it arises. Following consideration of both premises, it is felt that Abergelli ADS building is more accessible for people with mobility issues. Whilst the Beeches is well located, there are significant challenges with accessibility and car parking which would be difficult to address without significant investment. It is therefore felt that Abergelli is better suited as a building to meet the needs of the service.

The City & County of Swansea's Learning Disability Services aims to promote safer independence by supporting people with a Learning Disability (and their families) to live their lives as independently and safely as possible, within their own communities.

This is supported by:

- 1.1 **The All Wales Strategy for people with a Learning Disability (1983)** to:
 - Have a normal life in the community
 - Be treated as individuals
 - Get extra help and support so they can reach their potential
- 1.2 **The Statement on Policy and Practice for Adults who have a Learning Disability (2007)** to:
 - Live healthy, productive and independent lives with appropriate support to develop to their maximum potential.
 - Decide everyday issues with appropriate and responsive advice and support where necessary
 - Live their lives within their community
 - Support from their communities and access to general and specialist services
- 1.3 **The Social Services and Wellbeing Act 2014** which builds on this by further emphasising:
 - The move to more ordinary patterns of life
 - Information, advice, community support and access to universal services for those who need some help
 - Managed support for people with more complex needs and are most vulnerable and at risk

1.4 **Carers Strategy Wales (refreshed) 2013** outcomes for carers include:

- Genuinely involved in all decisions that affect them and the people they care for
- All have their needs appropriately assessed and met
- More carers receive the right information at the right time and in appropriate formats
- More carers receive timely and appropriate practical and emotional help, support and training
- More carers are consulted and involved in strategic planning, delivery and evaluation of health, social care and other relevant services
- More carers maintain a normal a life as possible, and enabled to have a life outside their caring role.

This fits with the social model of disability that the disability lies with the barriers to access that people face; be this physical or perceptions of others.

This is a nationally agreed direction for social care in Wales with a greater expectation to work with mainstream services and communities to remove the barriers that currently restrict people with a learning disability and support them to find the main solution to living as much of an ordinary life as possible.

To do this effectively we need to continue to review our Day Service Provision and link with and align with the work of the Commissioning Reviews for Residential, Domiciliary Care and Day Care.

2.0 **CURRENT POSITION**

2.1 Learning Disability services have continued to develop and change over the years in response to the above legislation, policy and local demand.

- The Beeches Alternative Day Service (Uplands) and Abergelli Alternative Day Service (Fforestfach) provide day time support and activities for older people with a learning disability (50+ is an age guide) and some people with a learning disability who need a slower pace of life (yet are still active) than the local day services are able to provide (as they cater for anyone over 18 years). The services runs Monday to Friday 8.30am – 4pm
- The two day services also help family carers to have respite during the day.
- Over the years the needs of people using the services have changed, and individual's needs are reviewed each year to consider if the service is the best option to meeting these needs e.g. deteriorating health.
- People using the services also have other groups, activities and social networks they use so the day service is only part of their life.

2.2 The current staff team comprises:

The Beeches		Abergelli	
Assistant Manager	37 hrs	Assistant Manager	37hrs
Day Service Officer	18.5 hrs	Day Service Officer	37hrs
Day Service Officer	18.5 hrs	Day Service Officer	37hrs
Day Support Worker	20 hrs	Day Service Officer	37hrs
Kitchen Assistant	7.5 hrs	Day Support Worker	30 hrs
		Day Support Worker	25hrs
		Day Support Worker	15hrs
		Kitchen Assistant	10hrs

2.3 Both services support up to 30 places a day.

2.4 The budget for The Beeches ADS for 15/16 is £118,300 having achieved savings of £83k in 14/15 via the reduction of staff following a number of ERVRs. The budget for Abergelli for 15/16 is £163,200. Both staff teams work across the two services.

2.5 The Beeches is in a good location but the building is over 3 storeys and even with a lift is not very accessible to people with mobility problems. Due to its location, there is also very limited car parking, which presented challenges for service users and staff to easily access the building. Abergelli is a new building on one floor and is designed to cater for people with mobility problems.

2.6 Transport is provided to and from each service following a Transport Assessment from the care manager. Social Services transport is provided if there are no alternative methods for the individual to access the day service.

2.7 Although people using both services have an annual care plan review, the outcome can be the continuation of the same service without exploring who and what other support could be provided that better meets both the needs and the lifestyle of the individual and ensure they are supported to be as independent as possible. In fact we have sometimes done a disservice to people using the services. Some people are exhausted after attending the day service, getting up early to catch the bus, and having a long day. Even though the services aim to have a more relaxed day this still can be too much for some people.

2.8 In line with meeting outcomes that benefit people's whole lifestyle, and with the expectations of the Social Services and Wellbeing Act for people to have more control over their lives and use their assets and social networks to support them maintain or improve their wellbeing, all the people using the two services have had an individual review to discuss what was important to them, what there is to support their needs, and

agree outcomes that will benefit their wellbeing and maintain or increase their independence.

Some examples of successful changes following reviews:

- During one lady's review it was identified that she wasn't meeting up with her sister as usual as she was too tired to go to town on a Saturday (something which she had enjoyed doing for a long time). The lady had a three day Beeches placement so it was suggested that she drop a day in service to rest in order for her to continue this visit, which she really liked the idea of and thought she had to attend the day service. Once she realised she didn't have to attend she decided to look at other activities and chose to retire from day service. So instead of coming to Beeches 3 days a week she now meets her sister one day a week to keep family contact, she has enrolled herself in Time to meet on a Wednesday and informs us there are trips being planned which she will enjoy and attends two evening clubs without getting overly tired. She still maintains contact with her friends who attend Beeches and has popped in the service for a coffee to tell everyone about her life.
- One very able gentleman who attended 3 days a week chose to retire as he said he was able to catch buses all over Swansea and enjoyed going to a coffee shop in town, seeing his brother and Auntie more often. He has also joined Time to meet where he can catch up with old friends and continue some of the activities he liked at Day service.
- Two ladies have now retired from the service, which has meant they don't have to get up early to get buses to day service, they can have a comfortable nap in the afternoon if that's what suits and live their lives at their pace making use of community facilities when they feel like it.
- One gentleman had a historical placement at Beeches of two days a week. After introducing him into various activity groups it was apparent that he only really wanted to sit in the conservatory and have a chat on a one to one basis with staff. The gentleman was choosing very little engaged activity with others. At review it was discussed with his home and social worker and direct payments sought for this gentleman. He is really enjoying life, getting out in his mobility vehicle, going for walks, spending time on a one to one basis, loving going out when he wants for coffee. He attends a local Community Centre every Thursday where he can sit and chat to others, play bingo, enjoy raffles and drink as much coffee he likes all for £2.00.

2.9 The reviews have resulted in demand for only one Alternative Day Service as a range of alternative options have been identified which better meet needs and outcomes.

3.0 WHAT NEEDS TO CHANGE

- 3.1 The outcome of each service user's review of their support package has identified the need to change packages of care and support. For example, retiring from the service, reducing the number of days they attended due to their health or age, or to undertake different activities or social opportunities at different times of the day or to take up a Direct Payment.
- 3.2 Family carers needs were also considered where the ADSs provide respite and taken into account in the revised care plan. However a number of service users live in staffed accommodation where there is no requirement for respite.
- 3.3 Due to the number of people deciding to reduce or leave the service to pursue other options two services are no longer required to meet demand.
- 3.4 It is proposed to remodel and consolidate The Beeches ADS and Abergelli ADS in to one service with an increase in capacity by 5 places per day in the new service but an overall reduction of 25 places.
- 3.5 Abergelli ADS is the preferred building base, being a relatively new, modern and accessible base to meet the needs of service users.
- 3.6 The use of the Beeches Alternative Day Service building will need to be determined as part of the Corporate Asset Management process.
- 3.7 The staffing structure in the new service is to be revised to accommodate the remodelled service.
- 3.8 Transport use and routes are to be reconfigured. There is the potential to achieve some savings.
- 3.9 Following the merger of the two services the remaining service will continue to be reviewed as part of the Commissioning Review for Day Services across Learning Disabilities, Mental Health and Younger Adults.
- 3.10 The approach of reviewing individual care packagers against needs and outcomes ensures a person centred approach to service delivery and future service remodelling.

4.0 WHO WILL BE AFFECTED BY THE CHANGE- Equality and Engagement Implications

- 4.1 All people using the service and family carers have been engaged in reviewing their needs as part of their annual review, with appropriate support identified and arranged for service users. Any changes to support are being supported by the care manager and service providers and are being undertaken in a phased approach to ensure all

arrangements are in place. The change in transport routes has resulted in shorter journey times for a number of people and no significant increase for other people.

- 4.2 Formal Staff consultation will take place following agreement re: service merger, with the support of HR, Unions and Legal where necessary. There are vacant posts in Abergelli ADS and other services so it is envisaged there will be no redundancies. A Delegated Powers Report will be produced with the new staffing structure.
- 4.3 A full Equality Impact Assessment has been undertaken on the review of Abergelli ADS and The Beeches ADS and is attached to this report.

5.0 Financial Implications

- 5.1 Savings of £83k have already been achieved through staffing changes in 14/15. Some further savings can be made in staffing of potentially £33,389 following the staffing restructure of the new service, alongside a reduction in some transport, likely to be in the region of £11,848 and the running costs of The Beeches building of £18,000 p.a.
- 5.2 Any building related revenue budgets will be captured as part of sustainable Swansea asset strand. In accordance with current policy, the capital receipt generated will contribute towards the Council's overall capital receipt target and will not be allocated for any other specific purpose.
- 5.3 Adult Services have not identified a use for the Beeches building so it can be considered for disposal with associated savings or considered for use by the Authority to support other needs/initiatives.

6.0 Legal Implications

- 6.1 Given that there are no intended redundancies there are no resultant employment law considerations. Staff contracts contain a mobility clause and therefore a change of operating base should not be an issue however there should be adequate consultation on this to allow staff time to make relevant arrangements.
- 6.2 In accordance with the Council's Land Transaction Procedure Rules, all land is held corporately, however, the decision taken by a Director/Head of Service to declare an operational asset surplus will be via their delegated authority in relation to operational responsibilities in conjunction with the Chief Operating Officer or his nominee. Once potential land has been identified as surplus or under used, the Chief Operating Officer or his nominee will need to undertake an initial feasibility test to establish if the land can be disposed of. It is possible that there will need to be further consultation with Planning and Highways colleagues and with Legal Services to generate a Report on

Title to establish if there are any legal constraints, including but not limited to title restrictions and legislative restrictions. Subject to these investigations, a discussion will need to take place between the appropriate Director/Head of Service and the Chief Operating Officer, or his nominee, for an appropriate handover for the premises budget to enable the ongoing management of the asset up to disposal and then the appropriate saving being returned to the Corporate Centre.

- 6.3 Ultimately, Section 123 of the Local Government Act 1972 and the Council's Land Disposal Rules under its constitution apply this this proposed disposal which gives the Council a statutory responsibility to obtain the best consideration that can be reasonably obtained. The responsibility of determining in what manner any land to be disposed of in order to obtain best consideration lies with the Chief Operating Officer.

Background Papers: Equality Impact Assessment

Appendices: None.