

Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?	
Service Area:	Learning Disability Services
Directorate:	People

(a) This EIA is being completed for a...

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below...

The Commissioning Strategy for People with a Learning Disability sets out our strategic commissioning intention based upon the vision for adult social services and the set of co-produced outcomes for people with a learning disability, sitting within the context of Sustainable Swansea. It seeks to understand current and future demand for care and support and explores strengths and weaknesses of current provision in meeting need and delivering outcomes. It is strong on user and carer voice and aims to support co-productive approaches. There is a detailed action plan attached which directs a set of activity aimed at delivering outcomes, re-modelling provision and making efficiencies.

(c) It was initially screened for relevance to Equality and Diversity on December 2016

(d) It was found to be relevant to...

Children/young people (0-18)	<input checked="" type="checkbox"/>	Religion or (non-)belief.....	<input checked="" type="checkbox"/>
Any other age group (18+).....	<input checked="" type="checkbox"/>	Sex.....	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Pregnancy and maternity.....	<input checked="" type="checkbox"/>	Carers (inc. young carers)	<input checked="" type="checkbox"/>
Race	<input checked="" type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>

(e) Lead Officer

Name: Lisa Banks

Job title: Planning Officer

Date (dd/mm/yyyy):

(f) Approved by Head of Service

Name: Alex Williams

Date (dd/mm/yyyy):

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

To develop a Commissioning Strategy for People with a Learning Disability to ensure we meet our obligations within the Social Services and Wellbeing Act 2014 and work alongside citizens to deliver services and support which will deliver wellbeing outcomes whilst, at the same time, delivering the Sustainable Swansea agenda.

The Commissioning Strategy will establish the basis for the delivery of the National Wellbeing Outcomes and it will outline the structures, processes and actions that will support a co-productive approach to service planning and delivery.

We hope that this co-productive approach will ensure the Commissioning Strategy works as intended.

Who has responsibility?

The development of the Commissioning Strategy emerged through the Commissioning Review process in a desire to take a population approach rather than a service review approach.

The implementation of the Commissioning Strategy will be the responsibility of the People Learning Disability Commissioning Group co-chaired by Mark Campisi, Principal Officer, and Rachel Evans, Principal Officer, Commissioning, Prevention and Wellbeing.

Who are the stakeholders?

The Commissioning Strategy is aimed at Adults (18+). It will be relevant for citizens, carers, providers, partners and care management.

Section 2 - Information about Service Users (See guidance):

Please tick what information you know about your service users and provide details/evidence of how this information is collected.

Children/young people (0-18)		Carers (inc. young carers)	<input checked="" type="checkbox"/>
Any other age group (18+).....	<input checked="" type="checkbox"/>	Race.....	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or (non-)belief.....	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex.....	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>

What information do you know about your service users and how is this information collected?

Western Bay population needs assessment:

<http://www.westernbaypopulationassessment.org/en/home/>

Age and Gender

We collect information on an individual basis through the assessment and care management process. Information is collated and analysed at a strategic level through PARIS, our information system.

Gender	Numbers	%
Males	525	58
Females	368	42

Age	Numbers	%
Under 18	19	2%
18 - 25	231	26%
26-64	555	62%
65+	87	10%

Disability

The PARIS system also collects information about people's diagnosis and specific health conditions and reports can be produced for strategic analysis.

We have 120 people who are on the disability register.

Carers

The PARIS system collects information from individual assessments regarding primary carers, their age and any health conditions they may have.

Civil Status

Recorded through individual planning on PARIS.

Civil status	Numbers	%
Married	7	0.007
Single	436	48
Divorced	5	0.005
Separated	2	0.002
Widowed	1	0.001
Not recorded	440	49

Welsh Language

Recorded through individual planning and on PARIS. There are currently 3 people recorded as Welsh first language.

Gender reassignment, pregnancy and maternity and sexual orientation

Information about individuals' sexual orientation and gender reassignment is recorded. If a couple, friends or partners have needs which make them eligible for respite, and this is to be taken together, this would be provided to them in accordance with their wishes. In cases of gender reassignment, the recording in PARIS reflects their identity rather than the gender they were assigned at birth. Gender is reportable through the PARIS system, but it would not report on gender reassignment or sexual orientation.

Ethnicity

This is recorded on PARIS

Ethnicity	Numbers	%
White British	423	80
White European	1	0.1
Bangladeshi	1	0.1
White	6	1
Non Stated	22	4
Not recorded	48	9
Mixed White/Black Caribbean	1	0.1

Mixed race	1	0.1
Chinese	1	0.1
Pakistani	1	0.1
Any other White Background	16	3
Any other Asian Background	2	0.3
Any other Mixed Background	2	0.3

Religion

This is recorded on PARIS

23 religions are represented within the client group. The main ones being Church of England and Roman Catholic. In 600 cases religion is either not known or not recorded.

- Consider the information we currently collect and report on to ensure it is adequate for the purposes of understanding the profile of people with protected characteristics

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group (18+) →	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Disability →	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race →	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>
Religion or (non-)belief →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers) →	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case.

Needs Further Investigation: We know that it is likely that people from **Black and Minority Ethnic groups (BME)** are underrepresented as users of our services. We need to explore how we can improve our knowledge and understanding of the needs of these groups.

We also know from our engagement that the needs of carers need to be better understood and addressed in light of the Social Services and Wellbeing Act.

This is being addressed through specific actions within the Action Plan:

- Support people with a learning disability and their carers to develop a peer led strategy to address building strong relationships and social networks
- Develop a carer led strategy to

address how more carers can work, if this is what they want

- Ensure the views of younger people and their carers are captured when developing accommodation options
- Consider peer approaches to supporting people with a learning disability and their carers to overcome the barriers to healthier lifestyles

Neutral: Services will continue to be provided taking appropriate account of these characteristics protected by the Equality Act, and providing specific responses to ensure that gender, Welsh language and religious beliefs are acknowledged and positively addressed. During the development of this strategy consultation and engagement has not brought up any issues relating to these characteristics.

Positive

We anticipate that by taking a ‘People’ approach, younger people with a learning disability will benefit by having a voice in the strategic planning of adult services. Given we have co-produced our strategy and directly responded to what people have told us within it we would hope that the strategy will have positive outcomes in relation to disability and age. However, we need to undertake further investigation for specific elements of activity within the Commissioning Strategy. We will be co-producing specific activity through this commissioning strategy and the public consultation on the strategy will help us to understand whether we have this right or not. We have held a number of co-production events where we co-produced our outcomes for people with a learning disability in Swansea, had ‘what matters to you’ conversations, and developed the action plan to deliver the outcomes. Many of the actions in the plan will be led by people with a learning disability and their carers e.g. *Service Provider Forum, Commissioners, Swansea People First and carers to work together to co-produce a monitoring and measuring tool for measuring outcomes in both internal and external services* and *Consider peer approaches to supporting people with a learning disability and their carers to overcome the barriers to healthier lifestyles*

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view? Please provide details below.

Supported Living Workshop – November 2015 developing insight into what matters to people with a learning disability, and their carers in relation to supported living provision. People with a learning disability, parent carers, providers, care managers, landlords and commissioners attended this event. It was attended by approximately 100 people

Commissioning Review Workshop – January 2016 An event of approximately 130 people developing insight into what matters to people with a learning disability, their carers and staff identified throughout the Commissioning Strategy can be summarised as follows:

What does a good life look like?	What outcomes do we want to achieve for people with a learning disability?	What support do people with a learning disability need to live a good life?
1. Good mental health/wellbeing Hope, Happy, Belonging	Independence Choice	College Guidance and Reassurance Peer support
2. Good physical health Fitness	Meaningful activity	Family support Information and advice (accessible)- signposting
3. Independence Doing things for myself	Development or maintenance of current skills	Social Work Health workers Advocates
4. Good relationships and belonging Being an part of the	Being part of community	Volunteers Social Services – clubs and day opportunities

community getting out and about Family Friendships marriage Good social life e.g. discos	Support for working parents	Friendship House Support to develop skills Support to work Financial Positive staff who value them Personal assistants Daily Living Skill – budgeting, personal hygiene, cooking, clothes washing, household chores etc.
5. Choosing where I live	Good health	To find activities Manage health conditions Routine - somewhere to go in day Transport – getting around
6. Feeling valued/respected		
7. Having opportunities Holidays Taking risks some sometimes New experiences Learning new things		
8. Having choices and control about how I live my life Securing rights Knowing where to turn when things aren't right		
9. Feeling Safe and Secure Personal safety Financial security Security of tenure/living arrangements		
10. Being Occupied/Having purpose Work – paid/unpaid 'Attending day service' Contribution /Supporting others Interests – 'supporting the swans'		

We used this information to inform the commissioning strategy and the actions that fall out of it.

Co-production Group Meetings with people with a learning disability, their carers, staff providers and commissioners throughout 2016/17, developing outcomes and the commissioning strategy action plan This group will continue to deliver the implementation of the Commissioning Strategy on a co-productive basis

Co-productive work took place with people with a learning disability through Swansea People First over spring 2017 to develop a Supported Living Framework and to develop an ongoing monitoring framework led by people with a learning disability to measure all our services against.

Carers Consultation 2012, which remains relevant today – asking carers their views on a range of issues relating to the accommodation and support needs of the people they care for. This information is incorporated into the strategy and has been used to inform action planning.

Co-production group including parent carers, people with a learning disability and staff established to consider developing daytime activities in the community and social enterprise working alongside social services day centres. A public consultation on the draft commissioning strategy and action plan was held from December 2017 to February 2018 and we will also publicly consult on specific areas of activity that come out of the commissioning strategy as this work progresses e.g. Re-modelling of Supported Living. We asked respondents to complete the corporate 'About You' form, which has enabled us to understand whether there are any unintended consequences of our proposals on any of the protected characteristics by cross-referencing responses to each of the latter where disclosed.

We received 158 online responses across the three Draft Commissioning Strategies. We have analysed and themed the responses. The themes are summarised as follows with an associated response to the issues where required.

The responses noted that the draft strategies lacked detail; specifically on what early intervention and prevention looked like for each group. Some wanted assurance that strategies would be joined up with health strategies. Some people were concerned regarding the resource used to develop strategies at the expense of directly providing services and were sceptical about their impact.

Some people raised the need for an easy read version of the draft strategy. We did organise two sessions for people with a learning disability and produced an easy read version of the Budget Consultation to support understanding and engagement.

We received comments about the need to improve transition planning to adult services. We have included a specific action relating to this area in the action plan.

Some people felt there should be more focus preparing people for work readiness in order to increase income. This was in conjunction with concerns about welfare reform.

There was a call for increased availability for flexible accommodation for vulnerable people.

There was support for more funding to be prioritised to meet need and improve services for vulnerable individuals along with concerns that any cuts would have an impact on these groups

There were a number of comments related to how the Council funds the delivery of services. There was support for internally provided social care services with the perception of reliability and good quality. There were concerns about contracting with a limited number of profit making private providers who some perceived as delivering less reliably with lower quality of service and public funds going to profit.

There was a suggestion of introducing a multi skilled workforce to avoid duplication limiting the number of staff a person deals with in Social Services. Some commented at the lack of speed of undertaking the improvement work and the cost of the process.

There were some comments on the Adult Service framework and assessments. There was concern that shifting resources away from services for people with complex needs to support people with lower level needs is creating inequality and that the equality impact assessments should be published to contextualise this plan. There were comments on the current perceived limited access to service unless in crisis, which was, felt was against the principles of the new Acts i.e. early intervention and prevention. There was concern that access to services should be needs led. There was a comment that there was too much reliance on family in care plans and there should be more involvement in developing care plans from primary health Services e.g. GPs as they know people best.

We had a range of comments on how the Council works together with stakeholders. There was an expectation that the public and those who will use services will be involved in coproducing changes.

The issues raised through the consultation have been addressed by changes to the strategy where relevant

The protected characteristics of those who responded to consultation:

Gender	Male	63	39%
	Female	89	55%
	Blank	12	7%
Gender	gender the same as assigned from birth	162	99%
	Blank	1	1%
Age	16-25	3	2%
	26-35	29	18%
	36-45	54	33%
	46-55	26	16%
	56-65	30	18%
	66-75	18	11%
	76-85	1	1%
	over 85	1	1%
	Not say	1	1%
Nationality	Would you describe yourself as.....British	89	55%
	Welsh	66	40%
	English	6	4%
	Irish	5	3%
	Scottish	1	1%
	Non British	1	1%
	Other European	1	1%
	Western European	1	1%
Ethnicity	White British	23	14%
	Asian or Asian British Bangladesh	5	3%
	Asian or Asian British Indian	5	3%
	Asian or Asian British Pakistan	5	3%
	Mixed White & Caribbean	5	3%
	European	1	1%
	Mixed European	6	4%
	White other European	1	1%
Religion	Christian	67	41%
	Muslim	10	6%
	No Religion	73	45%
	Spiritual	5	3%
	Wiccan	5	3%
Actively Practising	Yes	54	33%
Sexual Orientation	Bisexual	1	1%

	Gay/Lesbian	1	1%
	Heterosexual	141	87%
	Other	5	3%
	Not Say	6	4%
	Transgender	5	3%
	Why do you need to know	6	4%
Welsh	Understand Spoken	10	6%
	Speak Welsh	16	10%
	Read Welsh	11	7%
	Write Welsh	11	7%
	Learning Welsh	10	6%
	None	120	74%
Language	English	151	93%
	Welsh	11	7%
	French	1	1%
	Other European	1	1%
	Spanish/Japanese	1	1%
Do you have a long Standing Illness, Disability or infirmity?	Yes	52	32%
Does this illness/infirmity limit your activities	Yes	42	26%

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge).

- Engage with BME groups through the Regional BME Network and ask them for their views on the strategy.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see the specific Section 4 Guidance for definitions on the above)

Please explain any possible impact on each of the above.

Foster good relationships

The Strategy focuses on people with a learning disability and how they are valued and perceived within their communities. This includes being active members of the community, being good neighbours and contributing to society, but also supporting people to feel safe in their communities.

Advancement of Equality of Opportunity

The Strategy identifies a number of areas where people with a learning disability do not have equality of opportunity, most notably employment and health. The strategy identifies specific actions to address this e.g. *Through local GP networks and the patient representative groups look at issues of access, experience and health equality*

Elimination of discrimination..

People with a learning disability face discrimination and this can usually occur because of a lack of understanding from society about the needs that people with a learning disability have. We have identified in our strategy a specific piece of work that will explore how we support the public at large to have a better understanding of learning disability and the difficulties having a learning disability can bring for individuals. We hope that this will support people to be more understanding, tolerant and less discriminatory

Reduction of Social Exclusion and Poverty

People with a learning disability are more likely to be socially excluded and live in poverty than the rest of the population. The Strategy addresses this issue and sets action to tackle this by supporting more people into work and supporting activity that will build community presence and participation to reduce social exclusion e.g. *Support people with a learning disability and their carers to develop a peer led strategy to address building strong relationships and social networks*

What work have you already done to improve any of the above? Activity over the years has tried to address these issues and more people with a learning disability are supported in the community and more people are working together to develop their interests and organise social activity for themselves (e.g. Time To Meet – a peer led project that brings people with a learning disability with common interests together). We have also strengthened our work development service to support more people into work. We have identified a range of actions that we will support people with a learning disability to lead on which addresses this issue.

Is the initiative likely to impact on Community Cohesion? Please provide details.

The Strategy is likely to have a positive impact on community cohesion if we are successful in implementing the actions designed to connect people to their communities.

How will the initiative meet the needs of Welsh speakers and learners?

We have 3 individuals who are affected by this strategy whose first language is Welsh.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- Ensure Welsh speaking staff are available for future engagement exercises

Section 5 - United Nations Convention on the Rights of the Child (UNCRC):

In this section, we need to consider whether the initiative has any direct or indirect impact on children. Many initiatives have an indirect impact on children and you will need to consider whether the impact is positive or negative in relation to both children's rights and their best interests

Please visit <http://staffnet/eia> to read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people? If not, please briefly explain your answer and proceed to Section 6.
The Strategy relates to Adults with a Learning Disability who are over the age of 18. We

are aware that the strategy will also impact upon children with a learning disability who will at some point in their life enter adult services and we need to ensure we have anticipated and understood their needs. It is for this reason that we are developing the 'People' approach to commissioning learning disability services. A clear focus will always be transition from Children's Services to Adult Services.

Is the initiative designed / planned in the best interests of children and young people? Please explain your answer.

This strategy relates to adults age 18+, however we have considered the needs of children who will be coming through from Children's Services in the Western Bay population assessment We have also developed the strategy from a 'People' perspective which is an approach which sets out to understand needs and responses to needs through life. In this sense it is an attempt to better anticipate what children and young people with a learning disability need as they enter adulthood.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

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Section 6 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this initiative:

Monitoring arrangements: The Strategy Action Plan will be monitored by the People Commissioning Group for Learning Disability Services on a bi-monthly basis.

Actions

- Monitor and report on the progress of the Commissioning Strategy action plan to the People Commissioning Group for Learning Disability

Section 7 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern



Outcome 2: Adjust the initiative – low level of concern



Outcome 3: Justify the initiative – moderate level of concern



Outcome 4: Stop and refer the initiative – high level of concern.



For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 8 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – acesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.

- 3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.**

Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
<ul style="list-style-type: none"> Consult on the draft strategy and action plan to ensure it captures what matters to people with a learning disability 	Learning Disability People Commissioning Group	March 2018	Public consultation will have taken place and feedback analysed and used to make necessary changes	Public consultation has taken place and the results included in this document. Changes have been made to the Draft Strategies as a result of the consultation
<ul style="list-style-type: none"> Ensure Welsh speaking staff are available for future engagement exercises 	Lisa Banks	July 2018	Any identified needs will be addressed	
<ul style="list-style-type: none"> Monitor and report on the progress of the Commissioning Strategy action plan to the People Commissioning Group for Learning Disability 	Learning Disability Co-production Group	This will be ongoing as a standing agenda item	Regular reports on progress to the Learning Disability 'People' Commissioning Group	
Consider the information we currently collect and report on to ensure it is adequate for the purposes of understanding	Strategic Commissioning Group	September 2018	improved knowledge on the profile of those with protected characteristics	

the profile of the with protected characteristics				
<ul style="list-style-type: none"> ● Consultation with BME groups through the Regional BME Network 	Lisa Banks	March 2018	Changes will be made to the strategy as a result of this engagement if required	

*** Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).**