



Equality Impact and Needs Assessment Form

A) General Information

Name of service, function, policy (or other) being assessed

A range of services provided by Midland Heart comprising;

- 1 – Residential Accommodation – Hereford and Leominster
- 2 – Supported Living – Hereford and Leominster
- 3 – Respite Service – This unit is based in Hereford City but serves the county as a whole
- 4 – Move On service – countywide

Directorate or organisation responsible (and service, if it is a policy)

Adults & Wellbeing

Date of assessment

September 20- November 15

Names and/or job titles of people carrying out the assessment

John Gorman Commissioning Officer (Commissioning)

Accountable person

Martin Samuels, Director of Adults & Well Being

B) Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:

Midland Heart provide a range of services for people with Learning Disabilities across the county. The services are concentrated in Hereford and Leominster. The services are provided in four parts;

- 1 – Residential Accommodation. This is provided at two locations; one in Hereford and the other in Leominster.

2 – Supported Living. This is provided at a range of locations in both Hereford and Leominster.

3 – Respite Service. This is located at Southbank Close in Hereford

4 – Move On service. This service is intended to be focused on the housing and accommodation needs of LD service users and works closely with the AWB LD team.

The four elements of this contract are intended to deliver against the following corporate priorities and objectives:

- To maximise the service user’s capacity for independence and self-care.
- To improve and maintain the service user’s quality of life and capacity for self-fulfilment.
- To assist with health, personal and domiciliary care tasks as necessary.
- To support service users’ involvement in their social networks and local community.
- To maximise the service user’s capacity for self-determination and control over their own life.

The proposal

1 - It is proposed to re-procure the residential service but, as the majority of the current services users are aged 50 plus, the service will be re-focussed as a specialist provision for older learning disabled people. The contract would exclude most daytime opportunities provision for residents which would be provided by a range of providers in order to promote personalisation, choice and control.

2 - It is proposed to re-procure the supported living service more or less “as is”.

3 - It is proposed to keep the respite unit open and to explore other options for its use including bringing in younger service users in transition to Adult Services

4 - It is proposed to downsize the Move On Service and to bring it in house to provide accommodation and housing support to the complex pathway, under the leadership of the Mental Health Housing Officer.

C) Context - describe, in summary;

<p>The number of people and/or providers that may be affected by the proposal.</p>	<p>Service Users 1 – Residential Accommodation. The residential provision is for 16 people. 2 – Supported Living. There are around 45 places in supported accommodation across a number of different sites</p>
---	--

	<p>3 – Respite Service. The residential respite unit has 5 beds and currently 15 or 16 people use the service on a regular basis</p> <p>4 – Move On service. Currently there are around 40 to 45 service users on the books of the Move On Team</p> <p><u>Support Provider</u> All of the elements described in this paper are currently being delivered by Midland Heart.</p>
<p>What are the values of the contract(s) affected by the proposal? (if appropriate).</p>	<p>The current (2015/16) annual contract value is approximately £3.5m. This figure has been reduced as a result of several reductions made for efficiency savings during the life of the contract.</p> <p>The elements of the contract are valued as follows;</p> <p>1 – Residential Accommodation; £1.12m. 2 – Supported Living; £1.7m 3 – Respite Service; £360,000 4 – Move On service; £125,000.</p>
<p>What are the geographical locations of those that might be affected by the proposal?</p>	<p>Hereford and Leominster. The Respite Unit serves the whole of the county.</p>

D) Who are the main stakeholders in relation to the proposal?

<ul style="list-style-type: none"> • Service users • Carers and families • Current provider • Landlord(s) of various sites • Adult and Wellbeing directorate

E) What are the anticipated impacts of the proposal?

<p>Positive impacts.</p> <p>1 – Residential Accommodation; Older LD service users are an emerging group with their own distinctive range of need and issues which are not always adequately addressed within traditional ‘mixed age’ LD care settings. LD dementia, for example, is one such emerging trend that requires a specialised care approach. The proposed refocus of this service into a service that is consciously aimed at older LD residents will allow a new provider to bring in specific services and innovations aimed at that age group to meet their particular needs. The refocussed service will also include a</p>
--

greater range of day opportunities provided by a wider range of providers giving service users a better choice of services.

2 – Supported Living; As it is intended to re-procure the same level and style of service, there are no positive or negative impacts anticipated for the majority of service users by the proposed changes.

3 – Respite Service; As it is intended to re-procure a similar level and style of service, there are no positive or negative impacts anticipated for service users by the proposals.

4 – Move On service; by bringing this service 'in-house' service users will no longer have to go through 'third parties' to access services and effect changes to their living arrangements. This will give service users a greater sense of continuity and control as they will be dealing with fewer links in the decision making chain. Operationally this change will also allow the LD and MH operational teams to offer a much more responsive and targeted service as they will be able to exercise a greater degree of control over how the service is deployed.

Overall, the proposed changes are expected to provide better value for money. The changes will also allow a greater degree of choice, control and targeted support for groups such as older LD service users.

Negative impacts

1 – Residential Accommodation; There are no significant negative impacts anticipated by the proposed changes as the majority of current service users will, by reason of their age, fall into the proposed user group that this realigned service will be aimed at. A small number of slightly younger users however, will need to be relocated in alternative accommodation as their needs will no longer be met by this service. Where these changes are required they will need to be handled carefully following a full consultation with the service users and their families to ensure that they are happy with any changes made.

2 – Supported Living; There are no negative impacts to service users anticipated by the proposed changes.

3 – Respite Service; There are no significant negative impacts anticipated by the proposal

4 – Move On service; There are no negative impacts to service users anticipated by the proposed changes

F) With regard to the stakeholders identified and the diversity groups set out below;

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Age	Yes	<p>The service users for these services vary in age.</p> <p>1 – Residential Accommodation; It is intended that this service will focus more on a residential service for older LD service users. As most of the current service users are in an older age group they will not notice any change to the service they receive. A small number of younger residents may need to be relocated into more suitable accommodation. These moves will only be undertaken following in depth assessments, consultations and discussions with the service users, their families and appropriate health professionals.</p> <p>2 – Supported Living; it is not intended that we make any substantive changes to the delivery of this service.</p> <p>3 – Respite Service; There are currently 15 or 16 regular users of this service. It is not intended that we make any substantive changes to the way this service is delivered but it is expected that it will be made available to a larger number of people with a greater range of need</p> <p>4 – Move On service; it is proposed that this service will be brought back in-house. Service users should not notice any change to how they access the service. It is expected that the in house service will enable service users to access a larger range of professional support advice and help.</p>		
Disability	Yes	<p>Yes. All of the service users within this contract are Learning Disabled. Changes to services received by this group will need to be carefully planned and fully explained before they are implemented.</p>		
Race	<i>No data available to allow analysis</i>			

Gender	<i>No data available to allow analysis</i>
Sexual Orientation	<i>No data available to allow analysis</i>
Religion/ Belief / Non Belief	<i>No data available to allow analysis</i>
Pregnancy / maternity	<i>No data available to allow analysis</i>
Marital Status	<i>No data available to allow analysis</i>
Gender Reassignment	<i>No data available to allow analysis</i>

DRAFT

G) Consultation

Please summarise the consultation(s) undertaken with stakeholders regarding this proposal

A. Consultation with current Provider

Face to face meetings have taken place to consult with the current provider regarding the future commissioning intentions.

B. Consultation with AWB Locality teams

AWB Locality teams have been consulted with regarding the current service delivery, future intentions and anticipated timeline for the project

C. Service Users

All residents and their families will be consulted with and up to date information communicated to them.

H) Additional information and / or research

Include here any references or other sources of data that you have used to inform this assessment.

Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact(s) of this proposal? If yes, please list them here

If you have identified gaps in your evidence or conclusions, how will you explore the proposal in greater depth. Or, if no further action is required, please explain why.

- Frameworki data base
- Liaison and discussion with the current provider
- The services affected will be monitored on an ongoing basis to ensure all risks are managed effectively, between the provider and the commissioner.

Ongoing communications will continue with AWB locality teams referring into the service to manage reassessments appropriately.