

Appendix B

Equality Impact Analysis (EIA) Resident/Service User

| | |
|--|--|
| 1. Details of function, policy, procedure or service: | |
| Title of what is being assessed: Your Choice Barnet Contract 2017-2020 | |
| Is it a new or revised function, policy, procedure or service? Revised service | |
| Department and Section: Adult Social Care | |
| Date assessment completed: October 2016 | |
| 2. Names and roles of officers completing this assessment: | |
| Lead officer | Caroline Glover Workplace Inclusion Lead Officer Adults and Health Commissioning |

| 3. How are the equality strands affected? | | | |
|--|---|---|--|
| Equality Strand | Affected? | Explain how affected | What action has been taken already to mitigate this? What action do you plan to take to mitigate this? |
| 1. Age | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | <p>The younger adults will particularly benefit from having services that support them to meet their aspirations of living in their own home and being supported to find paid employment</p> <p>Younger adults leaving residential school will benefit from the implementation of the placements commissioning strategy, as this is</p> | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> |

| | | | |
|---------------|-------------------------------------|--|--|
| | | likely to deliver more placements in and closer to Barnet and making the return from residential school back to living in Barnet a smoother process. | |
| 2. Disability | Yes x / No <input type="checkbox"/> | <p>Individual's with a range of learning disabilities will particularly benefit from having services that support them to meet their aspirations of living in their own home and being supported to find paid employment</p> <p>Data:</p> <p><u>Autism</u> Approximately 1% of the adult population has an Autistic Spectrum Condition (ASC), which equates to about 2,600 people in. In March 2016, autism was recorded as a care need for 321 social care service users. National forecasts indicate that the number of young adults with autism will increase by 2.7% over the next 5 years, in Barnet this will mean a 9% increase. These figures show that there are more cases of ASC being diagnosed</p> <p><u>Learning Disabilities</u></p> <p>The proportion of people with learning disabilities (PWLD) is under 0.5% of the overall Barnet population; however over 11% of Adult Social Care service users are PWLD.</p> <p>Overall the number and proportion of service users with PWLD has remained relatively stable during the period 2011-2014. However, this current trend is not expected to</p> | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> |

continue in the future. Improved survival rates at birth, increasing life expectancy, and growth among communities at higher risk of learning disabilities (for example, the South Asian community) mean that more PWLD and people with complex needs accessing adult services are expected to access the service in the future. The majority of these residents will require on-going social care throughout their lives. A 14% growth in the number of residents with moderate to severe learning disabilities is projected over the next decade.

Employment

People with learning difficulties find it much harder to get a job than people without learning difficulties. It is estimated that around 65% of people with learning difficulties would like to work, and with the right support they make highly valued employees

In February 2015 the proportion of adults known to Barnet Social Care with learning disabilities who were paid in employment was 9.4%, compared with the Outer London average of 9.9% and the England average of 6.7%

| <p>3. Gender reassignment</p> | <p>Unknown</p> | <p>No available data.</p> | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> | | | | | | | | | | | | | | | | | | | | |
|-----------------------------------|--|---|--|--------------|-----------------|-------|-------------------------|--|--|--|-------|-----|----|-----|-------|----|---|----|------------------------|----|---|-----|--|
| <p>4. Pregnancy and maternity</p> | | <p>No available data.</p> | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> | | | | | | | | | | | | | | | | | | | | |
| <p>5. Race / Ethnicity</p> | <p>Yes x / No <input type="checkbox"/></p> | <p>Data</p> <p>The table below shows the number of adults in contact with Barnet Social Care Service with a learning disability, broken down by age and ethnicity.</p> <table border="1" data-bbox="600 1066 1229 1385"> <thead> <tr> <th></th> <th>Age 18 to 64</th> <th>Age 65 and over</th> <th>Total</th> </tr> <tr> <th colspan="4">Number of Service Users</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>510</td> <td>95</td> <td>600</td> </tr> <tr> <td>Mixed</td> <td>20</td> <td>0</td> <td>20</td> </tr> <tr> <td>Asian or Asian British</td> <td>95</td> <td>5</td> <td>100</td> </tr> </tbody> </table> | | Age 18 to 64 | Age 65 and over | Total | Number of Service Users | | | | White | 510 | 95 | 600 | Mixed | 20 | 0 | 20 | Asian or Asian British | 95 | 5 | 100 | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> |
| | Age 18 to 64 | Age 65 and over | Total | | | | | | | | | | | | | | | | | | | | |
| Number of Service Users | | | | | | | | | | | | | | | | | | | | | | | |
| White | 510 | 95 | 600 | | | | | | | | | | | | | | | | | | | | |
| Mixed | 20 | 0 | 20 | | | | | | | | | | | | | | | | | | | | |
| Asian or Asian British | 95 | 5 | 100 | | | | | | | | | | | | | | | | | | | | |

| | | <table border="1"> <tr> <td>Black or Black British</td> <td>50</td> <td>0</td> <td>50</td> </tr> <tr> <td>Other Ethnic Group</td> <td>80</td> <td>5</td> <td>85</td> </tr> <tr> <td>Not Stated</td> <td>10</td> <td>0</td> <td>10</td> </tr> <tr> <td>Total</td> <td>765</td> <td>105</td> <td>870</td> </tr> </table> <p>*Figures rounded to the nearest 5 service users</p> | Black or Black British | 50 | 0 | 50 | Other Ethnic Group | 80 | 5 | 85 | Not Stated | 10 | 0 | 10 | Total | 765 | 105 | 870 | | | | | |
|--------------------------------|---|---|--|--------|------|-------|--------------------------------|----|---|----|--------------|-----|-----|-----|-----------------|------------|------------|------------|--------------|------------|------------|------------|--|
| Black or Black British | 50 | 0 | 50 | | | | | | | | | | | | | | | | | | | | |
| Other Ethnic Group | 80 | 5 | 85 | | | | | | | | | | | | | | | | | | | | |
| Not Stated | 10 | 0 | 10 | | | | | | | | | | | | | | | | | | | | |
| Total | 765 | 105 | 870 | | | | | | | | | | | | | | | | | | | | |
| 6. Religion or belief | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | Add data | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> | | | | | | | | | | | | | | | | | | | | |
| 7. Gender / sex | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | <p>Data</p> <p>The table below shows the number of adults in contact with Barnet Social Care Service with a learning disability, broken down by gender.</p> <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="4" style="text-align: center;">Number of Service Users</td> </tr> <tr> <td>Age 18 to 64</td> <td>335</td> <td>430</td> <td>765</td> </tr> <tr> <td>Age 65 and over</td> <td>55</td> <td>50</td> <td>105</td> </tr> <tr> <td>Total</td> <td>385</td> <td>485</td> <td>870</td> </tr> </tbody> </table> | | Female | Male | Total | Number of Service Users | | | | Age 18 to 64 | 335 | 430 | 765 | Age 65 and over | 55 | 50 | 105 | Total | 385 | 485 | 870 | |
| | Female | Male | Total | | | | | | | | | | | | | | | | | | | | |
| Number of Service Users | | | | | | | | | | | | | | | | | | | | | | | |
| Age 18 to 64 | 335 | 430 | 765 | | | | | | | | | | | | | | | | | | | | |
| Age 65 and over | 55 | 50 | 105 | | | | | | | | | | | | | | | | | | | | |
| Total | 385 | 485 | 870 | | | | | | | | | | | | | | | | | | | | |

| | | *Figures rounded to the nearest 5 service users | |
|-------------------------------|-------------------------------------|--|--|
| 8. Sexual orientation | Unknown | No available data. | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> |
| 9. Marital Status | Unknown | No available data. | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> |
| 10. Unemployed parents | Yes <input type="checkbox"/> / No x | No available data | <p>This will be a positive change.</p> <p>Individual discussions will be had with service users to agree their person centred support plans. These will help to identify service provision going forward</p> |

5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

Implementation of the new agreement and proposals will be overseen by the Adults and Health transformation programme, using the Council's project management methodology. A dedicated project board is being set up to manage implementation of the proposals.

Key to the implementation of the new model will be an on-going dialogue between the Adults and Communities Delivery Unit, the 0-25 Service, Barnet Homes and YCB to ensure that service user reviews and care planning is aligned and that robust forward planning takes place. A monthly YCB Task and Finish Oversight Group has been established to ensure that there is on-going dialogue between the Adults and Communities Delivery Unit, the 0-25 Service, Barnet Homes and YCB, to ensure that service user reviews and care planning are aligned and that robust forward planning takes place.

In preparation, in 2016/17 all individuals who aspire to employment or increased independent living will be supported to agree their person centred plans and these will identify the service provision going forward that will be needed. New care plans will be drawn up with those service users who have indicated that they would like to live with greater independence and have more opportunities to work or volunteer. These care plans will be reviewed annually.

| 7. Initial Assessment of Overall Impact | | |
|---|---|---------------------------------------|
| Positive Impact <input checked="" type="checkbox"/> | Negative Impact or Impact Not Known ¹ <input type="checkbox"/> | No Impact <input type="checkbox"/> |
| 8. Scale of Impact | | |
| Positive impact: Minimal <input type="checkbox"/> Significant <input checked="" type="checkbox"/> | Negative Impact or Impact Not Known Minimal <input type="checkbox"/> Significant <input type="checkbox"/> | |

| 8. Outcome | | | |
|-----------------------|-------------------------------|--|--|
| No change to decision | Adjustment needed to decision | Continue with decision <i>(despite adverse impact / missed opportunity)</i> | If significant negative impact - Stop / rethink |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

9. Please give full explanation for how the overall assessment and outcome was decided

This initiative will have a positive impact on individuals as it will:

- Enable service users to receive services and support in line with what demand dictates will be needed moving forwards
- Provide a more personalised approach, working closely with individuals to match accommodation and support provision to their aspirations for a home, friends and good work
- Enable all client groups currently using YCB to benefit from a more person centred, aspirational approach
- The proposals take in to account that the aspirations for younger adults with learning disabilities have changed significantly. The proposals recognise that there is a declining demand for traditional day service provision from some client groups (mental health and young people with learning disabilities) and that the model for the service needs to change in order to better support people to meet their aspirations to live lives with greater choice and independence
- Allow clients with the most complex needs will benefit from these proposals as they will enable continuity of service.
- Consultation with YCB service users, their families, YCB staff and other key stakeholders took place 6th June 2016 to 23rd September 2016. Feedback from all key stakeholder groups was generally positive and the findings of the consultation do not change the finding of the initial equality impact assessment, that the transformation of YCB services is likely to have a positive or neutral impact on service users.