

Policy or Action Disability Equality Impact Assessment (DEIA) and Equality Impact Assessment (EIA)

The modernisation of in house day and employment opportunities for Adults with a Learning Disability.

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Executive Summary

Policy or Action Title:

Modernisation and Review of Darlington Borough Council's in house Day and Employment Opportunities for Adults with a Learning Disability entitled: - ***“What makes a Good Day”?***

Scope:

This impact assessment incorporates a Disability Equality Impact Assessment (DEIA) and a wider Equalities Impact Assessment (EIA). This impact assessment does not assess any impacts associated with the modernisation of day and employment services relating to resource, staffing implications or any wider potential project risks.

Timescales:

This impact assessment must be considered in the context of a live document which will be reviewed, revised and amended as appropriate throughout the lifetime of the modernisation of day and employment services. As it has been a live impact assessment identifying potential impacts at each stage of the modernisation process, a mitigation action plan with key milestones has been devised to summarise the key mitigating actions identified to date. (Paragraph 71, Page 44).

Overview of Key Potential Impacts:

Although the focus of the consultation and impact assessment was clearly embedded in the requirement that services need to change, a consistent response from individuals was that they didn't want things to change. They wanted to be able to continue to access the same services that they have done for a number of years in a similar format as they do now, as they are familiar and comfortable with the existing arrangements.

The control measures identified as part of this impact assessment also need to be monitored alongside the actions arising from the Fairer Contributions Impact Assessment.

The potential positive and negative impacts, outlined below are applicable to any action undertaken as part of the modernisation of day and employment services.

Potential Positive Impacts

Improved service flexibility	Paragraph 29, page 13
Opportunities for refocused employment, training and employment support services	Paragraph 31, page 13
The introduction of retirement planning	Paragraph 33, page 14
Opportunity to review service accommodation	Paragraph 35, page 15

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Opportunity to improve service accessibility in high interest areas and provide individuals with information regarding alternative provision to enable them along with their circles of support to make informed decisions	Paragraph 37, page 15
Opportunity for greater use of personal budgets to tailor make day opportunities Change can create new opportunities	Paragraph 39 - 40, page 16

Potential Negative Impacts

Loss of social networks with other service users and rapport with staff – associated impacts of social isolation, anxiety and loss of confidence	Paragraph 41, page 16
Loss of specialist staff skill	Paragraph 41.1, page 17
Some people will not understand why change has to occur	Paragraph 41.2, page 17
Ineffective transport arrangements to deliver service flexibility, choice and modernised provision	Paragraph 43.1, page 18
New demands on transport	Paragraph 43.2, page 18
Revision to known mode of transport	Paragraph 43.3, page 19
Changes to routine and level of service received – the degree of impact will be particularly significant for individuals with Autism, Compulsive behaviour and particular mental health needs	Paragraph 44, page 19
Staffing levels in services constraining opportunities to deliver flexible services.	Paragraph 46, page 20
Increase in the cost to access day opportunities	Paragraph 47, page 21
Service user facilities and space within resources	Paragraph 48, page 21
Less opportunity to access preferred service	Paragraph 49, page 21
Modernised service provision is in high demand and provision becomes stagnated or inaccessible	Paragraph 50, page 22
Not having a fixed base	Paragraph 51, page 22
Loss of ancillary activities associated with day and employment provision	Paragraph 53, page 23

Further impacts identified which need to be considered in relation to specific modernisation options for day and employment services, a number of individuals felt that a mixture of the options would be the most beneficial outcome.

Option 1: Darlington Borough Council no longer delivers day and employment services and but provides these through other organisations.

Potential positive impacts	Paragraph 54.1, page 24
Potential negative impacts	Paragraph 54.2, page 25

Specific impacts for services and individuals

Carers have a feeling of safety when services are delivered by the Council	Paragraph 54.3, page 25
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Option 2: Staff, parents, carers and or service users takes over the delivery of some or all of day and employment services.

This was an option where staff, parents, carers and services felt more information was required to ascertain what opportunities this would create.

Potential positive impacts	Paragraph 55.2, pages 26
Potential negative impacts	Paragraph 55.3, page 27

Specific impacts for services and individuals.

Reliant on staff taking on responsibilities	Paragraph 55.4, page 27
Carers are an ageing group and saw this as an added pressure that they did not want They consider day and employment services to have a counter benefit as informal respite.	Paragraph 55.4, page 28
Grassroots and Lawson Street café believe they have a model which could be developed through this approach.	Paragraph 55.4, page 28

Option 3: The number of day and employment services delivered by Darlington Borough Council reduces and other appropriate services offered to service users.

Potential positive impacts	Paragraph 56.1, page 28
Potential negative impacts	Paragraph 56.2, page 28-30

Specific impacts for services and individuals.

A number of service users have developed specialist skills in employment services over a number of years, none of the other services would create the same opportunities to utilise these skills.	Paragraph 56.3, page 30
Individuals considered these services as their place of work therefore any consolidation has potential impact upon self esteem.	Paragraph 56.3, page 30
A number of employment services have specialist equipment which can not be accommodated in any of the existing locations.	Paragraph 56.3, page 30
People with complex needs, need to have access services with specialist facilities and access to a base to meet health and care needs. Some individuals will initially have less choice in the services	Paragraph 56.3, page 30
EIA impacts carers	Paragraph 57, page 31

Specific impacts for individuals in the services in the first phase of modernisation.

Specific impacts for individuals have been identified in relation to the Grange, Grassroots, Lifestyles and Lawson Street	Paragraphs,58-62. pages 32-40
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Policy or action Disability Equality Impact Assessment (DEIA) and Equality Impact Assessment (EIA) record sheet

Policy or Action Title: Modernisation/Review of Darlington Borough Council's in house Day and Employment Opportunities for Adults with a Learning Disability entitled:- <i>"What makes a Good Day"?</i>			
Policy Action owner Name and Title:	Helen Watson Temporary Team Leader – Learning Disability Services.		Date: Commencing July 2010 and ongoing
Type of assessment	Type 1	Type 2 Rationale: The action relates to a specific group of learning disabled people utilising in house day and employment services who will be directly affected by the modernisation and review of day and employment services.	Type 3
Is this a policy or an action? The modernisation and review of Darlington Borough Councils in house day and employment services is an action, however the objectives of the action are embedded within Policy, most notably Valuing People Now and the Transformation of Adult Social Care. This action does not serve to directly or indirectly discriminate.			

Timescales and Introduction:

1. The screening for the DEIA and EIA commenced in July, consultation sessions around the modernisation of day and employment opportunities were conducted between the 9th of August and the 28th of October. It is essential that it is recognised that this impact assessment is a reflection of the potential impacts arising from each option considered in the modernisation process. This Information has been gathered from two rounds of consultations. This information has remained within the impact assessment to demonstrate the continual evolution of the process following each stage of consideration. On this basis further precise impact information has been included in the impact assessment following work undertaken with individuals who are likely to be affected in the first phase of the modernisation process through their attendance at specific day opportunities. This impact assessment

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information has been detailed on pages 32-40. This impact assessment must be considered in the context of a live document which will be reviewed, revised and amended as appropriate throughout the lifetime of the modernisation of day and employment services. It is for this very reason that presently no prescribed end date has been specified for this impact assessment. A mitigation action plan has been outlined as part of this impact assessment and is a reflection of the impact information identified to date. The mitigation action plan will be closely monitored and amended as appropriate, throughout each stage of implementation (Paragraph 71, page 44)

2. The consultation sessions undertaken as part of the modernisation of day and employment opportunities, they were disaggregated into two key elements. The first phase of the consultation was structured around “What makes a good day”, through which individuals/parents and carers, stakeholders and staff were given the opportunity to be involved in the consultation and impact assessment work through questionnaires and a number of face to face consultation sessions.

Consultation sessions were structured to identify what individuals considered:-

- a) Would improve services, make peoples experiences better.
 - b) Are the most important elements of service delivery?
 - c) What would the impact would be if they could not access the services/ do not continue to receive the same level or nature of service.
 - d) The positive and negative impacts associated with the modernisation of day and employment services to be.
3. Individuals were also provided with the opportunity to identify any concerns, queries and comments that they may have.
 4. The second phase of the consultation was developed following an analysis of the feedback from the first phase of consultation, and as an opportunity to ascertain potential further impacts outside of those impacts associated with the general concept of change. The second phase of consultation was structured around three potential options for the modernisation of day and employment services.
 - a) Darlington Borough Council is no longer the direct provider of day and employment services and these services are commissioned.
 - b) Staff, service users, parents and carers form a social enterprise to take over the running and delivery of services.
 - c) Darlington Borough Council continues to deliver day and employment services but does so over a reduced number of services.
 5. This impact assessment has therefore been segregated into three key sections to reflect the different stages of the modernisation consideration

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including the individual impacts for each of the individuals in the four services identified in the first phase of modernisation. The first relates to the impacts associated with any modernisation of day and employment opportunities. They are embedded within the potential impacts arising from any change and are therefore applicable to any process of service modernisation within in house day and employment opportunities. The second section of impacts is more closely related to impacts arising from each of the three individual options, and identifies those impacts which are potentially significant for different service provisions. To ensure that individuals were aware of the impact information identified from the first round of consultation, specific impacts were reviewed at each of the phase 2 consultations to ensure that individuals had the opportunity to inform the development of this impact assessment and identify any additional pertinent impacts related to each of the options. A copy of the visual analysis of impacts from the first round of consultation sessions, which were reviewed as part of the phase 2 consultations, have been attached at Annex 2. (page 53)

6. One of the significant challenges to the impact assessment has arisen from the large number of service users accessing very varied in house day and employment services; and that the extent to which an impact may come to fruition as either a positive or a negative impact is entirely dependent upon individual circumstance, and the specific option taken forward. An example of this is, for the same scenario, for some individuals the opportunity for change was identified by them as a positive development creating opportunities to access new services and activities. For other individuals accessing the same service any change to the existing arrangements would have a particularly negative impact as it is only that particular service in its present format that they wish to access as this is a routine that they are familiar and confident with and have undertaken for a number of years. Precise individual impact information has been captured for all the individuals in the four services identified in the first stage of modernisation.
7. An added complexity for the impact assessment is the parameters of the consultation. Phase 2 was focused around specific options for which the potential impacts of taking forward each option from the perspective of a DEIA and EIA have been identified to date. To a certain extent it is difficult for individuals to contextualise what the degree of impact or precise impact will be until the exact shape of the options can be related directly to themselves. For example, for Option 1 - the potential outsourcing of services, individuals could only identify some broad based potential impacts as the detail as to potential suppliers would only become apparent through the different stages of the implementation of modernised day and employment services. Similarly in Option 3 - the reduction of the number of local authority run services - the detail as to precisely what the reduced services would consist of will come to fruition throughout the implementation of the modernisation of day and employment services, and consequently some of the impacts identified remain broader based. It is for this reason that the safety net action planning places a stringent focus on individually tailored transition planning to address any potential negative impacts.

8. In recognition of the variable identification of impacts as either positive or negative at an individual level, throughout the impact assessment process the person centred planning reviewing process was revised to incorporate five new areas regarding indentifying the impact of change at an individual level. The information from the person centred plans has been utilised to inform and enhance the impacts identified to date and to develop supportive actions to reduce any impacts at an individual level arising from the modernisation of day and employment services.
9. This DEIA and EIA has been reviewed and revised through the consultation period and in line with individual impact information, and will continue to be revised throughout the implementation of any associated modernisation of day and employment opportunities. The DEIA and EIA will also be closely monitored once any associated changes occur to ensure that the impacts identified and the control measures implemented are effective.
10. It is therefore essential that both the DEIA and the EIA are considered as working documents which will be systematically reviewed and revised as appropriate in light of any changing scenarios throughout the implementation of the modernisation of day and employment services.
11. Darlington Borough Council needs to review and modernise its day and employment opportunities for people with a learning disability. There are a number of reasons for this, the most pertinent of which are as follows:-
 - a) Current day and employment services do not necessarily provide sufficient choice for people or deliver the most effective support to enable individuals to achieve maximum independence
 - b) Some services are underused. Some people are now using personal budgets to “tailor make” their day activities which do not necessarily include Darlington Borough Council’s in house day and employment services. This is particularly the case with individuals coming through transitions
 - c) Services need to be fit for the future to meet individual needs and future services’ demands and expectations
 - d) The Council is aware that in the future there will be less resources available and there will be a requirement to do more with less, whilst also achieving positive outcomes for people who use these services
 - e) The review of day and employment services is essential to ascertain what priorities for service delivery are identified by disabled people, family carers, carers, and stakeholders and how best value for money can be achieved in the delivery of these priorities

What outcomes will be achieved?

12. The review and modernisation of in house day and employment opportunities for adults with a learning disability has been based of the following principles.

13. The support for people with a learning disability should:-

- a) Be flexible and adaptable to suit different needs.
- b) Keep individuals safe.
- c) Ensure that individuals are given as much choice and control as appropriate.
- d) Be structured to ensure choice and flexibility and central to service delivery.
- e) Achieve positive and individually tailored outcomes for the individuals who use them.
- f) Deliver improved value for money.

14. Valuing People Now outlines the following key priorities, which have been embedded as part of this review.

- a) More people with complex needs to go to activities in the community; and facilities are improved for individuals who access day opportunities.
- b) The number of employment opportunities for adults with a learning disability is increased.
- c) The number of people utilising personal budgets and direct payments are increased.

How we approached this assessment

15. The DEIA and EIA has been undertaken using a variety of different engagement techniques to ensure that the potential impact upon disabled people who are currently using or potentially may use day and employment services for adults with a learning disability in the future are identified. Each of the day and employment service received an initial briefing in the week commencing the 9th of August 2010 which outlined the scope of the consultation and that impact assessment work would be undertaken as part of this process. Letters were distributed to all services users and their carers to inform them of the forthcoming consultation sessions. To build upon the initial briefing sessions, a series of detailed consultation events were undertaken with individuals who access in house day and employment services for adults with a learning disability. The sessions were structured to ensure that each of the six day services and four employment services had a consultation session held specifically for their service provision. Care was taken to ensure that as reflective representation as possible was achieved from individuals accessing each provision. An additional evening consultation session was held with parents, carers, and service users who had been unable to access any of the sessions scheduled in the daytime.

16. A questionnaire was also developed with specific impact questions as a further mechanism to obtain feedback and key information for inclusion in this impact assessment, although responses through this particular mechanism were limited. The questionnaire was also available in an accessible format which individuals could complete and return at any point during the consultation sessions. Throughout the consultation period individuals were

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advised of the opportunity to receive support from Advocacy Together. A number of individuals brought their own independent advocate, family carer or carer to consultation sessions. The person centred planning team supported the facilitation of the consultation sessions to ensure that information was delivered as effectively as possible. Service users, parents, carers and stakeholders were advised of the variety of different ways in which they could feed into the consultation process and impact assessment work, which included email, telephone contacts with key officer and one to one meetings, feedback and potential impact information, was gathered from all of these sources.

17. Throughout the consultation period all of the 61 individuals in the four services affected in the first stage of modernisation have had their individual impacts identified using a variety of person centred tools as detailed on pg 32-40. The person centred planning review format was amended to further enhance the impact information obtained from disabled people and their circles of support as part of this impact assessment. The findings from these reviews will be used to inform any individually tailored action planning required as part of the impact assessment safety net which will be implemented throughout the modernisation of day and employment services. For some individuals to a certain extent the level of potential individual impact has already been captured through person centred reviews and can be revisited throughout each stage of the modernisation process. Throughout the continual development of this impact assessment person centred reviews have been undertaken with each of the individuals who will be directly impacted by the first phase of modernisation. (Please refer to pages 32 to 40 for specific information)
18. In order to maximise the involvement of individuals in the development of this impact assessment, at the meeting of the Learning Disability Partnership Board on the 4th of October, all members (which incorporated representation from key strategic partners in the public and voluntary sector, carers and services user) were given an overview of the work of the Disability Equality Impact Assessment and Equality Impact Assessment to date and advised of the opportunity to become involved in reviewing the impact assessment information through a designated meeting on the 20th October. At this meeting members reviewed the impact information collated to date and any new impacts emerging from the second phase of consultation. Unfortunately this meeting generated particularly limited attendance from strategic partners, but good representation from family carers and the Carers Federation, information from this designated session has been utilised to enhance the potential impact information.
19. A number of meetings were been held with Disability Equality Impact Assessment steering group, covering each stage of the impact assessment development. As detailed in Annex 1 two smaller focus group meetings were also held with Darlington Association on Disability with regard to this specific impact assessment. Through these meetings a number specific potential

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impacts were identified and these have incorporated into this impact assessment. The areas identified were as follow:-

- a) To establish what would make services and experiences better for disabled people.
- b) To consider future aspirations of individuals.
- c) To ensure consideration is given to the groups who may also utilise facilities where services are presently based and to consider any associated impacts which changes or modernisation of day and employment services may have upon these wider groups of individual's.
- d) To ensure that impact discussions with individuals are in the context of individuals considering what the impact would be if there was a change in service provision, to ensure that individuals have not just thought in the context of what they presently receive.
- e) Clarity is needed regarding the remit and the expectations of services referred to as "employment services" to segregate:-
 - Day activities with a product
 - Training initiatives
 - Training initiatives with an employment focus.
 - Employment training with the expectation of a transition into employment.

20. This Disability Equality Impact Assessment subgroup identified this distinction as an essential part of the process of the review and modernisation of day and employment services. This was to ensure that any associated benefit adjustments made as a result of access to services designated as employment services are appropriate and individuals are not adversely affected by being inappropriately categorised as being in an employment training service with the expectation of a transition into paid employment.

21. At the meeting with Disability Equality Impact Assessment steering group on the 13th of October, which incorporated a review of all the impacts identified to date and the process undertaken. Two further potential impacts were identified in relation to the three proposed options, these were as follows:-

- a) Potential financial impacts arising from changing National Policy and any future revisions to Fair Access to Care Criteria
- b) The scope for multiple and variable degree of impacts upon a single individual if they attend a number of day and employment opportunities and changes are occurring in all of those services at the same time; or alternatively if an individual only attends a particular day activity and this service will no longer be available or be significantly changed.

22. The impact assessment work carried has been undertaken with regard to:

- a) The Equality Act 2010
- b) The Convention on the Rights of Persons with Disabilities,
- c) Valuing People Now
- d) One Darlington: Perfectly placed: Darlington's Sustainable Community Strategy 2008 -2011

What are the positive or negative effects that the policy or action will have on disabled people and other key groups identified in the Equality Act 2010?

23. Under the Disability Discrimination Act there is a duty not to discriminate against disabled people, the Equality Act 2010 also places a duty to ensure equality is promoted and no groups in society are adversely impacted by an action or policy.
24. For clarity of the impact assessment key potential impacts have been categorised into themes, where consistent potential impacts were identified these have been outlined with supporting information as appropriate.
25. Although the focus of the consultation was clearly embedded in the requirement that services need to change, a consistent response from individuals was that they did not want things to change. They wanted to be able to continue to access the same services that they have done for a number of years in a similar format to they do now they are familiar and comfortable with the existing arrangements. It was felt that learning disability services have already undergone significant change in the last few years and for some people it is only recently that they have settled following this transition. Consequently any changes to services as part of the modernisation of day and employment services would have a negative impact for these individuals.
26. The control measures identified as part of this impact assessment also need to be monitored alongside the actions arising from the Fairer Contributions Impact Assessment which identified three pertinent impacts which directly correlate as associated impacts for this impact assessment. These impacts are as follows:-
- Impact 1:** Some people who attend day services who are full payers will be required to pay more.
- Impact 2:** In line with National Government Guidance transport to adult social care services will no longer be free.
- Impact 3:** People who pay full fees are not eligible for a free direct payment.
27. **Identification of potential impacts from the review and modernisation of day and employment services.**
28. **A number of these positive impacts will need to come to fruition over a period of time throughout the various stages of implementation of modernised day and employment services. These potential positive and negative impacts are applicable to any action to modernisation day and employment opportunities.**

Potential Positive Impacts.

29. Impact 1: Improved service flexibility.

- a) I would like to do something else other than go to my day service five days a week.
- b) Flexibility being able to dip in and out of activities when services become loud and stressful is important to me.
- c) Flexibility so I have time at home as well as being out each day.
- d) I would like to drop one of my days at service to have some one to one time.
- e) Opportunities for support in the evenings I would like to go to services half days now as I am getting tired.
- f) It would be better for me if I had more 1:1 support during the day.
- g) I would like more flexibility and the opportunity not to do activities if I wish.

30. How will this potential positive impact be monitored and achieved?

- a) Flexibility in services will be achieved through offering a range of services, exploring through Person Centred Reviews and reassessments where individuals wish to or need to reduce existing levels of service provision.
- b) The flexibility of services will need to be achieved over a period of time throughout each stage of implementation of modernised day and employment services. The modernised and reviewed day and employment services should ensure that services are complemented by community based activities and third sector provision.
- c) Service provision should be flexible enough to offer taster sessions, so individuals along with their circle of support can make informed decisions regarding how they wish to structure their day/employment opportunity. The rolling out of the Supported Self Assessment Questionnaire (SSAQ) through care co-ordination and increased opportunities for personal budgets will give individuals who wish to utilise this approach greater flexibility, choice, and control.

31 Impact 2: Opportunities for refocused employment, training and employment support services.

- a) I would like direct payments and to get a job.
- b) There is not enough support to work in paid employment.

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- c) There is not sufficient support for people once they get into employment to sustain their employment.
- d) Services would be more effective if there were opportunities for individuals to undertake accredited training.
- e) Clarity regarding the remit and the expectations of services referred to as employment services to avoid individuals becoming adversely financially impacted as they are considered to be in a training initiative for paid employment.
- f) Opportunities to access to training which is not necessarily accredited also need to be explored for individuals who have reached a level of accredited training but need continued support or wish to continue to access different training courses.
- g) Opportunity to develop lifeskills and social skill activities and training.

32. How will this potential positive impact be monitored and achieved?

- a) Refocused employment services will create the opportunity for individuals to access services appropriate to their needs, goals and aspirations which could be effectively supported by a clear employment pathway. The refinement of the role, function and expected outcomes of services will ensure that service delivery is appropriately tailored. Opportunities to have a range of provision covered training, activities with a product and specific employment focused training should be explored to ensure there is a diverse range of provision to respond to different needs. To ensure any revised and refocused employment and training services remain accessible, opportunities for individually tailored time limited access to some services should be explored linked to undertaking accredited training.
- b) The increase use of self direct support should diversify the employment and training options available, this may need to be supported by provider stimulation to ensure that there are a range of opportunities which are accessible.

33. Impact 3: The introduction of retirement Planning

- a) I am 67 I don't want to retire from services.
- b) I want to retire from services.
- c) I want to reduce my service to half days as I am getting tired now.

34. How will this potential positive impact be monitored and achieved?

- a) The impacts associated with retirement planning differ significantly from individual to individual and are dependent upon a number of factors, most notably a persons health and the particular day opportunity they are

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accessing. Consequently, to make improvements for disabled people it is essential that individuals receive retirement plans in a timely manner which are reviewed at regular intervals and are tailored to their own circumstances and changing needs to enable people to exit services in a planned and supported manner.

- b) Individuals should be pro-actively supported on an individual basis to gain an insight and be able to make an informed decision with support (where appropriate) to identify alternative service options which may be available which are more age appropriate. This could include activities which are specifically for older people and other community activities. This would need to be undertaken as a supportive process and an individual level to ensure any transition is a positive experience.
- c) Opportunities to access some services for half days or for a few hours should be explored to support individuals to access a range of activities.

35. Impact 4: Opportunity to review service accommodation

- a) It gets cold.
- b) I find the chairs uncomfortable.
- c) It can get too loud on a Thursday and I find it stressful.

36. How will this potential positive impact be monitored and achieved?

- a) The present suitability of existing services accommodation is an element of the modernisation and review of day and employment services which will need to be undertaken over a period of time. Potential negative impacts associated with a revision to service base and geographical location have been outlined at pages 22 and 41.

37. Impact 5: Opportunity to improve service accessibility in high interest areas and provide individuals with information regarding alternative provision to enable them along with their circles of support to make an informed decision.

- a) I am on the waiting list for the community arts project.
- b) I would like to access another service but there are no spaces.
- c) I don't know what else there is that I can do.

38. How will this potential positive impact be monitored and achieved?

- a) The implementation of the modernisation and review of day and employment services must consider how service accessibility will be achieved to avoid an adverse impact upon disabled people where there are

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high interest levels in certain activities and to facilitate service accessibility. Any modernised provision must consider the potential service demand in terms of maximum service occupancy and any demands which increased occupancy would place upon key facilities such as changing facilities, and required staffing levels.

39. Impact 6: Opportunity for greater use of personal budgets to tailor make day opportunities

- a) Individuals will be supported to consider where appropriate how personal budgets may assist in tailoring their own day opportunities to their needs and preferences.

40. Impact 7: Change can create new opportunities

- a) A number of individuals felt that the scope to review their present day activities could present opportunities for undertaking new and different activities.

Impacts identified which may potentially come to fruition as negative impacts. These Impacts are applicable to all proposed options.

Potential Negative Impacts

41. Impact 1: Loss of social networks with other service users and rapport with staff – associated impacts of social isolation, anxiety and loss of confidence.

- a) This negative impact was consistently identified amongst service users, carers and stakeholders. A number of people identified that their day and employment service was either their main source or only source of social interaction and that in a number instances the social contact with long standing friends and staff was the most important factor in their day and employment service. The consistency and interaction with staff and friends was placed as a priority above the physical location of the day activity and also in a number of instances above the actual activity undertaken. For a significant number of individuals there is a very longstanding relationship with staff and other service users, in some instances spanning decades. In these instances staff have a detailed understanding of a person's needs and methods of communication, which would need to be sensitively handled through individual support plans if there were significant changes to staff and service user groups as part of the modernisation of day and employment services.
- b) I need a base where my friends are.
- c) If I did not come here I wouldn't see my friends from Beck House anywhere.

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- d) If the staff from my day service were not here I wouldn't want to go anywhere else.
- e) I like going to my day service for the company and the social skills.
- f) I like to go to my day service because the staff here know me well and know what I like to do.
- g) I like meeting my friends and doing things that I cannot do when I am at home.
- h) I want to be with the same staff and service users I have been with since Beck House Closed.
- i) Consistency of staff is vital for people particularly those individuals who do not communicate verbally.
- j) My staff know me well and other professionals in my life well.
- k) I like seeing my friends and staff, I like going out meeting people, and my confidence has grown since coming to the centre. I am able to do more now than I did before.
- l) I attend different services to see different people.
- m) The changes to opportunities to interact between service users and staff also has the potential to negatively impact upon staff.

41.1 Loss of specialist staff knowledge and skills

- a) Some people with complex needs require specialist support including peg feeding, abdominal massage, special moving and handling. Staff need to know the person to do this.
- b) Some people only function in a very structured environment and are reliant on staff knowing their structure and routine to function.

41.2 Some people will have difficulty in understanding the reason for change.

42. Opportunities to mitigate the perceived negative impact.

- a) Any actions undertaken as part of the implementation of the modernisation day and employment services must be done as a phased approach and opportunities to sustain social networks explored. For some individuals where appropriate taster sessions could be utilised as part of the phasing approach. Opportunities to maintain consistency of staff where possible should be identified.

- b) Throughout the implementation of the modernisation of day and employment activities, opportunities at an individual level to sustain social networks will be explored and any required transition will need to be undertaken at a manageable pace for individuals. The utilisation of self directed support opportunities could create the scope for individuals with support or brokerage to tailor make social activities
- c) The extent of this impact differs significantly for individuals dependent upon the number of activities they undertake in a week and the other opportunities that they have to meet with friends. The greatest negative impact is likely to be felt by those individuals who only access a particular in house day and employment opportunity and utilise this as their main opportunity for social interaction. These individuals will be identified with opportunities to sustain social interaction identified.

43. Negative Impact 2: Transport was consistently identified as an area of potential negative impact, the potential negative impacts associated with transport relate to a number of different factors. Consequently each of the potential negative impacts associated with transport have been disaggregated below.

43.1 Ineffective Transport arrangement to deliver service flexibility, choice and modernised provision.

- a) Transport is an issue, I can not have flexibility and take part in activities that I like as I rely on transport.
- b) I would like the day service to have its own transport as I sometimes find it difficult to keep to a timescale and having to rush frustrates me.
- c) Transport is limited to Darlington.

43.2 New demands on transports

- a) In order to deliver flexible services and potentially access to new activities transport will need to be available potentially at different times and to and from new venues.
- b) Specifically in relation to Option 3, the consolidation of Darlington Borough Council services, some services presently have limited requirements for transport for a number of reasons; Grassroots has its own vehicle and due to the geographical location of the Grange being within the town centre individuals are able to directly access a number of activities within the town centre without any requirement for transport. Any modernisation relating to these particular services would have an impact upon individuals who may now have to be reliant upon transport to access activities. Some individuals may also have a new requirement for an escort to support them whilst on transport.

43.3 Revision to known mode of transport and transport routes.

- a) With any of the Options any revision to the location of bases and activities may mean that Individuals may have new transport requirements, this could be to and from day opportunities for individuals who presently walk to a particular base, or for individuals who use public transport to access day opportunities who may find that a revised base/day opportunity including times and location is not as easily accessible for them utilising public transport. There may for some individuals be an associated cost implications from accessing a revised mode of transport.

43.4 Opportunities to mitigate the perceived negative impact.

- a) Transport remains the crux to facilitating choice and effective service delivery and to enabling some of potentially positive impacts of flexible service delivery previously identified to be delivered.
- b) One control measure which would only be appropriate for particular individuals would be to increase the opportunities for individuals to receive specific travel training to access activities particularly for individuals who have previously independently travelled. Any revisions to modes of transport would need to be planned at an individual level to ensure that the most appropriate form of transport to meet a persons needs is identified.

44. Negative Impact 3: Changes to routine and level of service received.

The degree of this negative impact will be particularly significant for individuals with Autism, Compulsive behaviours and certain mental health needs associated with the need for reassurance and familiarity, some service users may potentially become very confused.

(Please also refer to information contained in Carer EIA on page 31 paragraph 57)

- a) I need routine, I get stressed if I can not do the things that I usually do, and I have been allocated 5 days a week.
- b) I am sick of change; we moved from Beck House, I am happy where I am.
- c) I don't want anything to change I like what I do know.
- d) Change upsets people – if service users are happy then we as carers are happy.
- e) Change causes anxiety levels to rise.
- f) Sudden major change would cause stress

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- g) Change in routine for some people will need to be carefully planned in relation to health care requirements and medication
- h) People can become withdrawn with change, when Beck House closed his personality changed and he became withdrawn

45. Opportunities to mitigate the perceived negative impact.

- a) As identified previously for some individuals who have consistently stated that they do not want any changes to their present arrangements in terms of the day and employment opportunities they access, any modernisation to the present arrangement will have a negative impact upon these individuals.
- b) Changes to routine and level of service for all individuals and particularly the groups of individuals specified would need to be managed through a phased approach tailored to individuals' needs and circumstance.
- c) This negative impact has the potential to come to fruition through all of the options. One of the mechanisms identified by disabled people and carers to reduce this impact was to maintain consistency of staff and support friendship groups to provide a level of reassurance and familiarity to individuals.
- d) It is anticipated that through the increased use of direct payments and personal budgets the quantity of day service an individuals will be revised as they apportion their available budgets to activities and opportunities.
- e) Where an individual has a prescribed level of services based through statutory needs assessment linked to remaining healthy, safe and maintaining well being, this will need to be accommodated as appropriate.

46. Negative Impact 3: Staffing levels in services constraining opportunities to deliver flexible services.

- a) Being understaffed effects what I can do with my days, when the staffing is low activities are cancelled
- b) Low staffing levels in day opportunities means I cannot always do what I want to do and activities are cancelled this disappoints me.

46.1 How the identified impact will be addressed.

- a) The implementation of modernised of day and employment services will need to give adequate consideration to the required staffing levels to facilitate some of the positive impacts previously identified in delivering flexible services.

47. Negative Impact 4: Increase in the cost to accessing day opportunity

- a) The degree of impact will be felt at an individual level, the potential factors contributing to this impact relates to the refocusing potentially of some employment services as day opportunities which would in turn mean that this day activity is chargeable and the individual would need to be financially assessed.
- b) In addition if an individual has previously attended an employment service which is non chargeable and through the modernisation of services transfers to access a day opportunity then this day activity is chargeable and the individual would need to be financially assessed.
- c) For some individuals there may as previously identified be revision to the individuals mode of transport, which may have an associated cost implication through, bus and taxi costs.

47.1 How the identified impact will be addressed

- a) As part of the one to one work undertaken in transition planning service users and their circles of support will be advised of any cost implications and any alternative options.

48. Negative Impact 5: Service user dynamics and space and facilities within resources.

- a) Earlier potential negative impacts have identified the importance of friendship groups, an associated potential negative impact related to this is where there is negative rapport between different service users who may presently utilise different services they may in the modernisation and review of service particularly the same service in future which would require individual planning and a phased approach to service change, with control measure to monitor individual well being in place.
- b) For some individuals they may only be able to access certain other day opportunities due to the facilities required to meet their needs so consequently for these individuals there may be a more restrictive range of options available. Even where potential restrictions are identified opportunities to maximum the available choice must be explored.

49. Negative Impact 6: Less opportunity to access preferred service

- a) This relates to the potential scenario where an individual presently accesses a particular day or employment provision and they wish to continue to access this particular provision in its present format.
- b) Potentially within the modernisation of services, that service may no longer be available. For these individuals the choices that they have will be constrained, even with more flexible and modernised services, as the

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choices that they have are not necessarily going to be for the service that they wish to access. Individuals will be supported and informed about the alternative options available.

50. Negative Impact 7: Modernised provision is in high demand and service becomes stagnated or inaccessible. (Please refer to potential positive impact regarding flexible services on page 13)

51. Negative Impact 8: Not having a fixed base for days service provision

- a) I need to have a base; I have mental health issues and sometimes need to feel safe in my environment.
- b) Carer information my daughter has complex needs and benefits from mixed interaction and stimulation from people with different needs my daughter would not be stimulated if this changed.
- c) I need to be in a secure base with staff who know me and friends which I know and trust.
- d) I need a base as I require changing facilities and special equipment to be accessible when I need them, this would not be available in a community setting or some of the other bases.
- e) I need a base to have somewhere where I can be safe and relax out of my wheelchair in a comfortable environment.
- f) I need a base where my personal needs can be met, including eating and changing to keep me well.
- g) I need a building based service so I can stay in if I don't feel well enough to out, in a building based service it means when I am not well I can still stay with my friends.
- h) Lakeside Lodge is an ideal environment for people with complex need a number of whom have ongoing health problems whose needs are effectively met with the specialist facilities available.
- i) An additional potential negative impact associated with having a fixed base identified by the Disability Equality Impact Assessment Subgroup was in relation to other community groups who may also utilise facilities occupied by day services, particularly in the Grange, Foundations and Lifestyles who have leased premises for services. These community groups may encounter difficulties in accessing their provision if service bases change or times of provision change. The most significant potential impact related to this is if a service is no longer utilising a base and the property owner is unable to sustain the building without the service, this would have a consequential impact on other users of the building.

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- j) As part of this impact assessment the present strategic position of the council with regard to leasing premises for day opportunities, must be continually monitored as part of the action planning in terms of any potential influencing factors regarding, lease arrangements, changing financial pressures and other external influencing factors outside of the modernisation of day and employment services which may effect the location of a service provision.

52. Opportunities to mitigate the perceived negative impact.

- a) A number fixed bases for individuals to access, most notably for individuals with complex needs should be retained as identified by disabled people, carers, stakeholders and staff. There is an opportunity to have a mixture of services with a base with appropriate facilities to meet the needs of individuals particularly individuals with complex needs, whilst also embracing the positive impacts which flexible services could bring which could be managed through a combination of community based activities, self directed support and more traditional building based services. All modernised service provision should be delivered with a view to maximising opportunities for accessing activities in the community, building based services should be utilised as hub, with the focus being on delivering support outside of this immediate environment.
- b) Individuals would be able to determine along with care co-ordination and circles of support the combination and level of service which could be delivered within available budgets which would most appropriately meet needs and have the most beneficial outcome.
- c) Opportunities to engage with the 3rd Sector and wider organisations should be explored to ascertain if complementary services could be delivered to enhance choice.

53. Negative Impact 8: Loss of ancillary activities associated with day and employment provision.

- a) I like answering the phones at day services.
- b) I work on reception at my day service and answering the door.
- c) I like making lunch at day services.
- d) I like delivering the goods we make at Grassroots to customers and I like the community activities which we do.
- e) I enjoy the coffee morning on a Friday it is part of my social circle I am agitated when I can not come.

53.1 Opportunities to mitigate the perceived negative impact.

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- a) The activities which individuals attend at other service provisions, and specific activities which individuals undertake in their existing service provision need to be considered in the implementation of modernised day and employment services, as this may create associated impacts in areas such as social interaction, confidence and self esteem.
- b) Where ancillary activities are identified options should be explored for a phased approach to reshaping any ancillary activities and where possible alternative opportunities explored with individuals to continue to undertake similar activities.

As previously identified the potential impacts both positive and negative outlined on pages 13 -23 are applicable to all options.

Detailed below are any further impacts identified which need to be considered in relation to the specific modernisation of day and employment service options. Where it has been identified that the degree of impact is heightened for particular service provisions this has been specified.

54. Option 1: Darlington Borough Council no longer delivers day and employment services, but it provides these through other organisations.

54.1 Potential Positive Impacts

- a) Activities could be delivered at different times of the day/week.
- b) Services would stay the same.
- c) People would have the same staff and possibly more staff.
- d) Opportunity to do new activities.
- e) Fresh ideas – variation in activities.
- f) I can still keep going to the same services.
- g) Commissioned services may be more flexible around transport.
- h) Different providers/ provide different things – more choice.
- i) The local authority would have responsibility for contract management.
- j) I would still receive the level of support which I do now.
- k) Change for some people could encourage more independence.
- l) Service users can buy the services they like.

54.2 Potential Negative Impacts

- a) Need to know what the alternatives are/ market interest is unknown.
- b) DBC is tailored to individual need – private sector are out to make money.
- c) We would need time to get to know new staff.
- d) Changes would be made to staff and routine.
- e) It may be more expensive to access and focused on profit.
- f) Present service building owners may not agree to a commissioned service in their premises.
- g) Training for staff and activities offered would need to be to the same standard.
- h) Services may change more often as some may be affected by Contact lengths.
- i) Personal budgets may be forced on people as the only way to access services.
- j) The quality of provision may not be the same, staff training would be different.

54.3 Specific impacts identified for certain services, individuals with this option

- a) Carers have a feeling of safety in services that people know and trust, people are reassured when the service provider is the Council.

55. Option 2: Staff, parents, carers, and /or service users take over the delivery of some or all of the day and employment services.

- 55.1 This was an option where consistently staff, parents, carers and service users felt that they required more information in order to accurately ascertain the potential opportunities and impacts that this may create.

55.2 Potential Positive Impacts

- a) Opportunity to develop/ reinvest in services.
- b) Structure stays the same, staff, stability and routine.
- c) Carers would have a greater say.
- d) Incentive to make a profit.
- e) Development of new services tailored to special behaviours.
- f) Parents would have more say in what service provision looks like.
- g) Staff who service users have a rapport with would have more control over the running of the service.
- h) Potential opportunity for 24/7 support.
- i) Opportunities for service user to be involved in the decision making on how services are delivered on a daily basis.
- j) Potential for accredited training from staff people are comfortable with.
- k) More opportunity to access different funding.
- l) People could choose to access services they like with direct payments.
- m) Quality of staff is maintained.
- n) It would build on staff enthusiasm.
- o) Social Enterprises could deliver meaningful activities with an end product.
- p) Would bring variety to the market with a mix of independent and different services.
- q) Recruitment could focus on staff with different skills, business knowledge, care and wellbeing skills it would be tailored to both business needs and client needs.
- r) Variation when you could have your service.
- s) Opportunity to develop create community links with local businesses.

55.3 Potential Negative Impacts

- a) Not having access to enough funding to make it a viable option to begin with.
- b) Appears to be reliant on good will and volunteers, could result in a less stable service provision for service users.
- c) Would be reliant on lots of support, business advice, financial backing to be established.
- d) Could be more expensive to access if the service was profit making.
- e) The long term sustainability would be difficult to manage in terms of time commitments, staff changes and funding. The service would need to be sustainable in order to avoid having a negative impact upon service users if they could no longer access it after a short period of time.
- f) Accountability and responsibility implications which some staff and the majority of carers do not want.
- g) Not enough parent/carers with time to do it
- h) I do not want my parents involved in making decisions about what I do during the day
- i) Full of complexities that you would need to have a detailed understanding of including access to robust legal advice
- j) Personal budgets may be forced on people as the only way to access services
- k) Potential conflicts of interest which would be difficult to manage.
- l) How robust would the monitoring arrangements of social enterprises be to safeguard individuals and how would opportunities for people with complex needs be developed?

55.4 Specific impacts identified for certain services/ individuals with this option

- a) It would be reliant on staff taking responsibility for development with possibly opportunities for carers to have a role as non executive board members.

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- b) Carers identified that they are an ageing group and that day opportunities are often informal respite for them so they wouldn't want any direct involvement in the service delivery from a governance perspective. It was considered by a number of carers to be an added pressure.
- b) In some of the day services, staff and carers are not interested in this option. Staff could foresee opportunities for individuals utilizing personal budgets together to make an activity viable with staff support e.g a swimming group. A fully operational social enterprise is one which is presently more practically considered in employment services.
- c) Grassroots and Lawson Street Café and Shops believe they have a model already which could be developed through social enterprises.

56. Option 3: The number of day and employment services delivered by Darlington Borough Council will reduce and other appropriate services offered to service users.

56.1 Potential Positive Impacts

- a) Supported by familiar staff who know people's care and communication needs.
- b) Opportunity for flexibility of hours/times of services and to deliver improvements through building on the strengths of existing services.
- c) Quality of service and staff is maintained.
- d) Improved staff ratios.
- e) Would work if the service has the right equipment and support levels for – hoists, changing facilities, space requirements for wheelchairs.
- f) Staffing levels may be greater to enable activities to take place.
- g) Feelings of being safer and happier with Darlington Borough Council.
- h) Combining employment services could improve the sharing of skill and save money on building rents where accommodation is leased.
- i) Still see friends.

56.2 Potential Negative Impacts

- a) Not having the opportunity to learn new skills or continue to use the skills I have developed over a number of years or be busy – This is particularly pertinent to existing employment services.

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- b) It would be backward step for me as I have moved on from some day services into employment services.
- c) Services may not be able to cope with increased demands in terms of access to facilities.
- d) Not all remaining services would necessarily be able to accommodate everybody who would want to go to them.
- e) The facilities available in certain services may reduce the choice and alternatives available to meet certain individual's needs.
- f) More service users in one place.
- g) Some people will lose confidence in an unfamiliar base.
- h) I would need travel training if the base changed.
- i) My son sees his employment opportunity as his place of employment and therefore closure will affect his self esteem, he is part of the local surroundings.
- j) Travelling somewhere new.
- k) I want to come here and nowhere else,
- l) I might not want lots of new people at my service as it may not be the same.
- m) Would need to know where/what the new service is.
- n) Change in peoples behavior/client mix needs to be right.
- o) No alternatives to what I want.
- p) I would be bored, deskilled, loose confidence.
- q) The activities offered at bases differ, so they would not all be available.
- r) People could end up with less choice if they only want to access a particular service and it is the one which is not available, even with a direct payment it would not create choice in this instance.
- s) Some service users could lose their paid employment.
- t) Services have a range of different individuals with different temperaments a range of activities would still need to be available which are tailored to individual needs supported by appropriate staffing levels.

- u) The perception in employment services from individuals as attending a place of work a consolidation option could have a negative impact upon a person's self esteem, if the work activity was no longer available. The impact upon self esteem was a particular concern of carers.
- v) As previously identified where some modernised services may have an increase in the number of individuals attending the staffing levels will need to be considered accordingly and the associated impact upon venue facilities such as changing facilities, food preparation space, and physical space for individuals who require significant space and accessible specialist changing equipment when needed should also be considered.

56.3 Specific impacts identified for certain services/ individuals with this option

- a) Two specific negative impacts were identified through the employment services consultation sessions with service users, carers and staff in relation to this option, these were as follows:-
- b) A number of service users have developed specialist skills over a significant number of years, none of the other services would create the same opportunity for some of these specialist skills to be utilised. In addition potentially some activities which service user's value including delivering orders to customers, and being part of the local community would potentially cease. This is applicable to individuals attending Grassroots, Nubeck and Techworx. Along with specialist skills, a number of services and service users have a long established rapport with contractors and suppliers which could be potentially eroded through consolidation.
- c) Grassroots, Techworx and Nubeck have very specialist equipment and specific storage requirements for machinery vans and trailers etc which could not be accommodated in any of the existing locations through a consolidation option.
- d) One specific impact identified in relation to Lakeside Lodge and also applicable to Foundations was that people with complex needs still need social options. There could be an impact on support levels if individuals with less complex needs are accessing the service who are wishing to undertake a number of activities in the community, this would need to be carefully monitored to avoid any potential negative impact.
- e) Lawson Street: Service would need to have the required food preparation facilities available specific times.

- f) There are a number of service users who have paid employment within day services covering the following provisions Lakeside, The Links and a social enterprise at Techworx. Any modernisation of these services would need to be undertaken with consideration of any implications for these individuals paid employment.

57. Identification of potential Impacts EIA – Carers

- 57.1 A number of carer and family carers supported individuals at the consultation events. Potential impacts identified by carers have been identified throughout this impact assessment within specific impact areas. In addition to these impacts, a number of other specific impacts were identified.
- 57.2 The quantity of service that individuals presently receive was one the most significant potential negative impacts identified by carers. This impact would have particular significance for working carers if the quantity of day service for people was revised, in terms of disruption to routines, formal commitments which the carer/s has and the additional support requirement this may consequently create at home. “I work full time and I could not look after M if he had no day opportunity between the hours of 08:30am and 3:30pm”.
- 57.3 Another potential negative impact identified by carers related to the uncertainty generated by the modernisation of day and employment services. “Uncertainty of the future and change upsets many service users and can have a big impact upon behaviours, Families and staff have to cope with these changes. Things have to be done slowly at an individual’s pace”.
- 57.4 Carers identified that presently they know that their sons and daughters are safe when they go to activities’ and had a concern regarding any changes to this.
- 57.5 Family carers identified a potential negative impact if their sons and daughters are unhappy as it also makes them and the wider family unhappy.
- 57.6 It is possible that where a person’s quantity of service is different or the times and dates upon which they attend services changes there is not the support structure at home to deliver support at these revised time. This would potentially have a negative impact upon carers and individuals and also create demands upon commissioned accommodation support providers.
- 57.7 There is a potential negative impact for individuals is surrounding social isolation if the amount of time they spend at home increases significantly, and this is their main source of support with limited opportunity access to

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community or social activities. There would be potentially an associated pressure, particularly where the support is delivered by family carers.

57.8 A required control measure as part of this impact assessment will be the need for carers assessments to be considered as part of any transition planning with service users.

58. Specific Impacts for each of the individuals in the four services identified in the first phase of modernisation.

Outlined below are the specific impacts identified through person centred reviews with each of the individuals presently accessing the four service provisions identified in the first phase of service modernisation. The potential impacts per individual per service have been detailed using 1 -61 numbering. Consistent with the findings from the earlier stages of the impact assessment, the most pertinent negative impacts remains around, changes in routine, loss of friendships, and being in unfamiliar environments.

It can be seen that there are varying degrees of impact and different levels of transition planning required to support any individual transition arising from the modernisation process. It is important to note that the Grange day opportunity has already been dispersed amongst existing service provisions due to circumstances beyond the modernisation process. The impacts of change for these individuals have been detailed below for information.

Due to complexity of the needs of some of the individuals supported in in-house day opportunities, in some instances the identification of key impacts were undertaken with advocates and key circles of support.

Please note the numbers 1-61 in brackets relate to each individual affected in the first phase of modernisation.

59. In house day opportunity – The Grange

All of the individuals previously attending the Grange have had individually tailored transition plans to mitigate any specific impact identified. A number of individuals are successfully accessing alternative in house provision, following a series of carefully planned taster sessions. Other individuals have individually tailored their support through the use of individual budgets.

Previously identified linked impact – not having a fixed base.

59.1 Negative Impact Identified.

1) Mr A's sister works full time and could not look after him if he had no day opportunity. Mr A, likes routine and becomes disorientated and confused when things change, he would miss familiar staff. Mr A would sit and do nothing if he had no day opportunities

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2) Mr C, frets if he has something new, and finds change difficult. Mr C's, Family Carer- I don't want things to change; the most important thing is that he is happy and safe. If he is happy we are happy. Change can unsettle him and we see this in his behaviour. Family believes that due to his age he would find it difficult to accept change.

3) Mr D, a change in routine will negatively affect his behaviour until he settles into a new routine.

4) Ms K, routine is very important, if there were any changes K's behaviour would worsen and K would lose confidence and become isolated. K is settled at the Grange and would benefit from the group continuing to spend time together once changes are introduced. K needs support staff who understands how she communicates.

5) Mr E, regular contact with familiar staff and friends at a permanent base is needed. Any change could cause anxiety levels to rise.

6) Mr F, would need to have contact with the people who currently support him. No matter where he goes he needs to be with familiar friends and staff.

7) Mr G, staff feel that any change in routine could affect well being. He enjoys coming to the Grange and likes social interaction. Mr G has a good group of friends at the Grange and is very settled and gets on well with staff. Staff feel that Mr G has built up good social relationships with staff at the Grange. He is a very social person and functions better in a group rather than on a 1 to 1 basis. Mr G is happy and settled at the Grange. If he becomes unsettled this will impact on his behavior.

8) Mr H, can become anxious no clear triggers this doesn't last long, when he moved from Beck House there was very little upset from him, he coped well.

59.2 Neutral Impact

9) Mr I, would like to access other day opportunities at the Arts Centre and Techworx if the Grange is not available

59.3 Positive Impact

10) Initial impact profile identified that Miss C, would lose contact with friends and network strong bonds with familiar staff. There would be a lack of structure to her day. If new activities are available with the same staff, she would cope with the building changing, but not with the staff or friends she has grown up with. She would just sit at home. She would become anxious and agitated and shows this in changes to how she behaves. Miss C now successfully accesses alternative provision and this has had a positive impact.

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11) Mr M, initial impact profile identified that everyone is nice here. I am comfortable and would be really unhappy if anything changed, I would miss seeing my friends. Mr M now receives Direct Payments to tailor his own day opportunities.

12) Mr B, has no verbal communication. Initial impacts identified by family carers and other members of his circle of support were that negative impacts would arise from not being with people he knows or know him. Presently accessing alternative provision and it is working out well.

13) Mr N, now receives direct payment for the hours previously supported at the Grange.

14) Mr O, has opted for additional Direct Payments hours to receive tailored support.

15) Miss D, has opted for further 1 to1 PA support

16) Miss E, moved from the Grange into alternative provision and is enjoying new arrangements. Her Dad was nervous particularly around any impact on her behaviours from change, but feels it has worked out well.

17) Mr P, risk Assessment and support plans would need to go with Mr P to go different venues where he will be based. He will need to maintain contact with friends and opportunities to do the activities he is used to participating in to continue, including trampoline, hydro, games, session. The transition to alternative in house provision has had a positive impact and his skills have much improved

60. In house day opportunity – Grassroots.

Please refer to earlier cross reference impacts relating to demands on transport and loss of ancillary activities Pg 18 and 23.

60.1 Negative Impact

18) Mr Q, needs 5 days day opportunity i.e. Grassroots, Lawson. The structure to these days is very important to his wellbeing both mentally and physically. The tasks that he undertakes to assist others i.e. making drinks, planters, grass cutting, has given him the opportunity to play his part in the community. He likes to help others. Mr Q is very happy at Grassroots and Lawson Street. He has built up friendships and good relationships with staff Mr Q can adapt to change with the right level of support at his own pace. Mr Q's Family carers feel that he has blossomed and increased in confidence since being at Grassroots, he now feels a valued member of his community. Mr Q, did cope with the closure of Beck House, he attends two of the day opportunities currently proposed in the first stage of modernisation so would therefore be impacted twice.

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19) Mr R, Enjoys the activities he does currently and becomes anxious if he can't go to his day opportunity. He feels like he is making a valuable contribution to the community and likes to help the people he spends time with during the day. He likes to interact with his friends and staff that are familiar, he loves the social interaction and would be anxious upset and possibly withdrawn. Mr R would be devastated if services changes. Mr R has an escort from his transport provision named on his crisis plan. This would be affected if there are any transport arrangements changes.

20) Mr S, does not like change, he would loose his social network. Mr S, would become de-skilled. He needs staff he can trust, needs routine, he would become withdrawn and would become upset, loose confidence, change would have to be made at a slow pace. He would loose friends.

21) Mr T, likes routine and familiar staff play a vital role in his life. He enjoys attending grassroots on a therapeutic and social level.

22) Mr U, any change would have a disastrous effect, he finds it extremely difficult to accept change and needs structure and routine, changes causes him anxiety and confusion. Staff need to know Mr U's thoughts and feelings, change would impact upon his health, and insulin levels are affected by change in routine. Mr U wants everything to stay the same. Staff would need to help Mr U with any change informing him every step of the way. He would need to have a "visual document" produced with regard to any change to support understanding.

23) Mr V, not sure how he will feel. Staff stated likes to be amongst people and would probably miss the company of his established friends. Mr V has Obsessive Compulsive Disorder (OCD) and likes to be occupied. Staff felt his OCD would become more apparent if changes were introduced into his life. He will become withdrawn. If other things were available Mr V may choose other options. Familiar people are a big part of Mr V's life he enjoys and looks forward to spending time with them. Mr V also attends Lifestyles so would be affected twice by the first phase of day opportunity modernisation.

24) Mr W , I look forward to going to Grassroots and enjoy seeing staff and friends there, I enjoy my routine, and I am familiar with bus routes. I would miss the staff and my friends. If I could not go to Grassroots I would like to have 1:1 support to go out and about as I enjoy socializing.

25) Mr X , likes the opportunities Grassroots gives him to socialise and maintain relationships with staff who know him well and his peers. He likes to be kept occupied and be in small groups. Due to his medical condition everyone supporting him will need to have a clear picture of how to work with him.

26) Mr Y, does not cope with change, change affects his health and he also became depressed previously with change, he has becomes anxious and in the past has become isolated because of this. When Beck House closed Mr Y

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was really affected; his personality changed and he became withdrawn. If Grassroots was not accessible Mr Y would feel “rotten”. I will lose the relationships that I have built over 12 years. Family carer concerned that he would become isolated and possibly depressed.

27) Mr Z, does not like change, he enjoys the work at Grassroots and being able to spend time with familiar faces and staff. Routine is very important; Mr Z likes to know what he is doing each day. Mr Z becomes anxious if any part of his routine changes, Mr Z has tolerated change in the past. Mr Z felt it is important to keep my skills and have opportunities to socialise with friends.

60.2 Neutral Impact

28) Mr A1, is looking at volunteer opportunities, keen to explore social enterprise opportunities for Grassroots.

29) Mr B1, Direct payments to replace Grassroots. If Grassroots closed he would not be upset he would be happy to have 1 to1 support to do the things he enjoys, no impact around friendships identified.

61. In House day opportunity- Lifestyles

Please refer to linked impact not having fixed base and loss of ancillary activities pg 22 and 23.

61.1 Positive Impact

30) Mr B2, would retire from lifestyles and do things with his friends.

31) Mr C2, manages change well, if handled sensitively, direct payment would be a good option.

32) Mr D2, decided to no longer access lifestyles and instead has decided to access alternative external provision.

61.2 Negative Impact

33) Miss R would stay at home if day opportunities were not available; with extra hours from the staff team at home she would do activities with them.

34) Miss F, likes the social aspect of Lifestyles and it would have a negative impact upon her if that was not available.

35) Miss G – the social interaction at Lifestyles is very important to her, staff who have known Miss G for many years feel that if her routine changed she could lose her drive and motivation and spend longer periods in bed.

36) Mr E2 – due to retire from day opportunities, would respond well to change, likes company. However, would be upset if he lost the opportunities

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to do the activities that he presently does in day services i.e. curling and cinema.

37) Miss I, Enjoys her time at Lifestyles she likes to see her friends whom she has known for many years. She enjoys the company of familiar staff at Lifestyles. She has requested to reduce the number of times that she attends. Staff who support Miss I feel it is still very important for Miss I to maintain her longstanding friendships. Lifestyles promotes community inclusion for a number of people

38) Mr E2, Likes a strict routine in all areas of his life, he likes familiar people and places. Mr E2 needs support from staff who know him well and understand him. Mr E2, does not like change and uncertainty in his life can cause him to become extremely anxious. His behaviour can then become unpredictable and has at times put him at risk. Any changes in his routine, particularly Fridays at Lifestyles would have to be discussed with him and any alternative activities introduced gradually. Staff feel that given appropriate levels of support and reassurance Mr E2 could cope with changes to Lifestyles. It is very important for him to have continuity of staff. Mr E2's, domiciliary care provider would be able to provide support for activities if he no longer attended Lifestyles.

Previously identified in 23) Mr V, Mr V, Not sure how he will feel. Staff stated. Mr V likes to be amongst people and would probably miss the company of his established friends. Mr V, has Obsessive compulsive disorder and likes to be occupied. Staff felt his OCD would become more apparent if changes were introduced into his life. He will become withdrawn. If other things were available Mr V may choose other options. Familiar people are a big part of Mr V's life he enjoys and looks forward to spending time with them.

39) Mr F2, It is considered that there would be limited impact for Mr F2, if other opportunities were explored. Mr F2 was unable to comprehend to identify any specific impacts for himself. He would need tailored support from circle of support to help facilitate any transition.

40) Miss J stated that she would miss her two friends if she did not attend Lifestyles. Miss J would really miss Lifestyles socialising and chatting. She loves to watch people and listen to music at lifestyles. Miss J likes routine and looks forward to seeing long established friends. Miss J enjoys spending time with staff at Lifestyles. She stated that she feels happy and comfortable with her four friends.

41) Miss K, It would make me unhappy, I like routine, and I would want more 1 to 1 support at home if I couldn't come to Lifestyles.

42) Mr G2, routine is very important to him, he needs a base to attend unless he will become isolated, he needs people around him who he knows and trusts. It is important that he attends his social relationships from Lifestyles as he has a very strong relationship with some key peers, who he would

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otherwise not see. He needs consistency of support staff who know him really well.

43) Miss L, loves going to Lifestyles; it is the highlight of her week, staff feel socialising with friends is very important to Miss L. Miss L is otherwise a quiet private, person therefore Lifestyles is a big part of her week. Miss L likes to select her outfits and plan for going to Lifestyles on a Friday

44) Miss M, is happy and settled at Lifestyles and would prefer nothing to change. She has many friendships there and has good relationships with staff members. Miss M would consider being at home with support from her domiciliary provider to have a daily choice of outings and activities

45) Mr H2, needs space to move around, there would be a negative impact upon Mr H2, if other facilities did not have space to move around.

45) Miss N, doesn't like change. Potential negative impacts around; social isolation, and the possibility of becoming withdrawn. Miss N becomes anxious if any pressure is put on her/Changes must happen at Miss N's own pace and with her approval. Staff needs to have an in-depth knowledge of her. An individually tailored strategy needs to be in place to support routine. Miss N needs to trust staff, if there are changes she would need to get to know the staff first.

46) Mr I2, Would become socially isolated without Lifestyles, he requires a lot of support around communication.

47) Mr J2, Staff feel that he benefits from the structure of having a day away from people he shares his home with. He enjoys seeing his friends and participating in activities of his choice. Social contact with friends and familiar staff is important to Mr J2. Mr J2 can become upset and annoyed if his routine changes particularly if the activity is something that he enjoys.

48) Mr K2, Wish would be to continue to attend Lifestyles if this was possible. Anxiety levels would increase and motivation would decrease if this was not available. He would lose opportunities to independently travel. If Lifestyles closes the activities should still be ongoing for him to mitigate any impact.

49) Mr L2, change can cause anxiety, Mr L2 cannot tolerate confined spaces, change will have to be managed sensitivity, he has found change difficult in the past and was unsettled with the last change in his life.

50) Miss O, has a particularly strong friendship with another individual attending lifestyles whom she would have no opportunity to interact with him should they both not attend lifestyles. Joint planning for both individuals to maximise opportunities for interaction need to be undertaken.

51) Mr N2, didn't understand the concept of the potential impact upon himself, through the impact assessment undertaken with his circle of support

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opportunities for 1 to1 support would need to be explored with his host authority should Lifestyles not be available.

52) Miss P, presently reducing hours at Lifestyles due to health needs, plan for reduction in place.

53) Miss Q, wants to maintain relationships with the people she sees at lifestyles including peers and staff, requires support from staff who know her well as food must be prepared in a specific way.

54) Mr N2, Social Contact is very important. Lifestyles gives Mr N2 the opportunity to see his friends and spend time with them in a safe and secure environment. Mr N2 enjoys being able to go out socially with support from staff from Lifestyles, he is a well known member of his local community. Mr N2, is not sure how he would feel if Lifestyles was not available any more, he would find something else to do, staff commented that he is very good at occupying himself with his own hobbies.

62. In house day opportunities – Lawson Street

Please refer to linked impacts around potential loss of ancillary activities pg 23.

62.1 Negative Impacts

Impact for this individual previously identified in Grassroots section, Mr U would be impacted twice in the first phase of modernization. Impact as previously identified. Mr U, any change would have a disastrous effect, he finds it extremely difficult to accept change and needs structure and routine, changes causes him anxiety and confusion. Staff need to know Mr U's thoughts and feelings, change would impact upon his health, and insulin levels are affected by change in routine. Mr U wants everything to stay the same. Staff would need to help Mr U with any change informing him every step of the way; He would need to have a "visual document" produced with regard to any change to support understanding.

Impact for this individual previously identified in Grassroots section, Mr Q would be impacted twice in the first phase of modernization. Impact as previously identified Mr Q, needs 5 days day opportunity i.e. Grassroots, Lawson. The structure to these days is very important to his wellbeing both mentally and physically. The tasks that he undertakes to assist others i.e. making drinks, planters, grass cutting, has given him the opportunity to play his part in the community. He likes to help others. Mr Q is very happy at Grassroots and Lawson Street. He has built up friendships and good relationships with staff. Mr Q can adapt to change with the right level of support at his own pace. Mr Q's Family carers feel that he has blossomed and increased in confidence since being at Grassroots, he now feels a valued member of his community. Mr Q, did cope with the closure of Beck House, he

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attends two of the day opportunities currently proposed in the first stage of modernisation so would therefore be impacted twice.

55) Miss S, I would be sat at home being bored, loose confidence and be deskilled; I would miss the friends I have built up relationships with. I would need plenty of information and would like change to happen at my own pace. I trust people that work with me and they know my needs.

56) Miss U, there would be limited impact as long as there were other opportunities in familiar places

57) Miss V, likes routines and becomes anxious when things change. She prefers small group settings and changes in the future would be more successful if she knew the setting already. Mum and staff feel that in order to maintain the level of skills Miss V has developed at Lawson Street alternative cookery opportunities should be explored.

62.2 Neutral Impacts

58) Miss T- would still wish to attend Lawson Street, but responds to change well and would just something else if it was not available.

59) Miss R would look at other options if Lawson Street closed no specific impact identified.

60) Miss W, attends half day a week, would look at volunteering to replace opportunity. No other impact identified.

61) Mr M2. if Lawson Street day service is going to close no major impacts a long as there is an opportunity to do activities and something structured.

63. Identification of potential Impacts EIA – Age

63.1 All Darlington Borough Council services are bound by the Councils Corporate Equalities policies.

63.2 Services for adults with a learning disability are available from aged 18+ presently with no prescribed upper age limit. Transitions planning are well embedded through the provision of two transition care co-ordinators. Recent work has been undertaken to formalise a transition service to improve the pathway for individuals between Children's and Adult Services.

63.3 There is one specific day opportunity for Older People with a Learning Disability any modernisation to this provision would have an impact upon Older adults with a learning disability, pg 14 identifies potential control Measures relating to retirement planning and support to consider alternative age appropriate services.

64. Identification of potential Impacts EIA – Religion / Belief and Culturally Diverse Community Groups

- 64.1 All Darlington Borough Council services are bound by the Councils Corporate Equalities policies.
- 64.2 Individuals from a different of religions and beliefs who access existing in house day and employment service provision who would be directly impacted by any modernisation of day and employment services were captured as part of the consultation of day and employment services. The modernisation of day and employment service will not have an adverse impact upon individuals relating to their religious belief.
- 64.3 One of the key outcomes of the modernisation of day and employment services is to increase flexibility to enable individuals to tailor services towards their own needs and requirements.

65. Identification of potential Impacts EIA – Gender

- 65.1 All Darlington Borough Council services are bound by the Council's Corporate Equalities policies.
- 65.2 There is a mixture of male and females accessing the range of day and employment services within in house provider services. However, certain employment services most notably Grassroots has attendance from males only, although it is a service which is accessible to females. Consequently, any revisions to this provision would have an impact upon a specific group of males with a learning disability, any potential adverse impact would be addressed through the control measures previously identified through phased approaches to change and individually tailored support related to any specific needs.

66. Identification of potential Impacts EIA – Sexual Orientation

- 66.1 All Darlington Borough Council services are bound by the Councils Corporate Equalities Policies
- 66.2 The modernisation of day and employment service will not have an adverse impact upon individuals relating to their sexual orientation.
- 66.3 Services are accessible for adults with a learning disability and individuals have choice over which service they wish to access. Through the increased use of Self Directed Support individuals will have choice and control over the services they wish to purchase and have the opportunity to tailor their own day opportunities within their available budgets.

67. Identification of potential Impacts EIA – Geographical Location

- 67.1 As previously identified a number of people independently travel to

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services, which could create a potential negative impact should the base for the service be revised, especially where individuals presently walk or are transported in wheelchairs to services.

- 67.2 Due to the present geographical location of some services individuals have access to community facilities within the town centre most notably the individuals accessing the Grange without any transport requirements, transport requirements may increase as a consequential impact of any revisions to this service base.
- 67.3 The mechanisms by which individuals travel to day services have been mapped, one control measure to minimise any potential adverse impact in the interim which would be appropriate and beneficial for specific individuals would be to provide short term goal focused travel training.
- 67.4 Alternative transport options for any individual affected by the modernisation of day an employment services will be considered. The control measures identified to minimise any potentially adverse impact from a revised geographical location needs to be undertaken concurrently with the previously identified action of reviewing and maximising transport options.
- 67.5 Although not specifically within the scope of this particular impact assessment there is a potential impact for staff members in supported living and the job coach if services were no longer delivered from the Grange building, as supported living staff presently use this base to access emails and the Job Coach for employment services is presently located within this building.

68. Identification of potential Impacts EIA – Gender Reassignment

- 68.1 All Darlington Borough Council services are bound by the Councils Corporate Equalities Policies
- 68.2 The modernisation of day and employment service will not have an adverse impact upon individuals relating to gender reassignment.
- 68.3 Services are accessible for adults with a learning disability and individuals have choice over which service they wish to access. Through the increased use of Self Directed Support individuals will have choice and control over the services they wish to purchase and have the opportunity to tailor their own day opportunities within their available budget

69. Identification of potential Impacts EIA – Marriage and Civil Partnership

- 69.1 All Darlington Borough Council services are bound by the Councils Corporate Equalities Policies
- 69.2 The modernisation of day and employment service will not have an adverse impact upon individuals relating to Marriage and Civil Partnership.

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69.3 Services are accessible for adults with a learning disability and individuals have choice over which service they wish to access. Through the increased use of Self Directed Support individuals will have choice and control over the services they wish to purchase and have the opportunity to tailor their own day opportunities within their available budgets.

70. Identification of potential Impacts EIA – Pregnancy and Maternity

70.1 All Darlington Borough Council services are bound by the Councils Corporate Equalities Policies

70.2 The modernisation of day and employment service will not have an adverse impact upon individuals relating to Pregnancy and Maternity.

70.3 Services are accessible for adults with a learning disability and individuals have choice over which service they wish to access. Through the increased use of Self Directed Support individuals will have choice and control over the services they wish to purchase and have the opportunity to tailor their own day opportunities within their available budgets.

71. How and when will this action be monitored

All actions will be undertaken as part of the implementation of modernised day and employment services, key actions have been summarised in the table below. The timescales and identified actions will be monitored and revised where necessary in line with modernisation processes.

Implementation Action Plan for Mitigation of Impacts

Potential Negative Impact	Possible mitigating action	Responsible Officer	Timescale for implementation	Where will this be monitored/ recorded?
Loss of social networks with other service users and rapport with staff – associated impacts of social isolation, anxiety and loss of confidence.	Individual's friendships are looked at as part of person centred reviews. If appropriate when looking at alternative provision friendships will be taken into account. The PCP team will work with individual's to maximise social opportunities including friendship groups, Gateway Club. Individual person centred information such as one page profiles will be created so this information can be shared with future support staff if needed.	Kevin Kelly	September 2011	<ul style="list-style-type: none"> • Validation Panel • PCP team monthly meeting • Use of person centred tools • Individual reviews.

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<p>Loss of specialist staff knowledge and skills</p>	<p>Individual's person centred support needs will be recorded. There will also be a transitional period if any staff change were to take place. Staff will continue to work in partnership with family carers and self advocates to minimise any impacts. If people require a structured environment this will be taken into account when looking at future options.</p>	<p>Kevin Kelly</p>	<p>September 2011</p>	<ul style="list-style-type: none"> • Validation Panel • PCP team monthly meeting • Use of person centred tools Individual reviews.
<p>Some people will have difficulties in understanding the reason for change.</p>	<p>This has been discussed in the following forums:</p> <ul style="list-style-type: none"> • Learning Disability Partnership Board • Peoples Parliament • Consultation Events • Individual reviews • Family carer meetings • 1:1 person centred discussions. <p>Specialist Advocacy, Care</p>	<p>Kevin Kelly</p>	<p>September 2011</p>	<ul style="list-style-type: none"> • Validation Panel • PCP team monthly meeting • Use of person centred tools • Individual reviews.

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	Co-ordinators services and the person centred planning team will continue to offer support during this process,			
Ineffective transport arrangements to deliver flexibility, choice and modernised provision.	Individual's moving to an alternative in-house provision will be supported by existing provision. People will be supported to understand use of direct payments & what expenses can be claimed. People on high rate DLA could access motability.	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation Panel
I would like the day service to have its own transport as I sometimes find it difficult to keep to a timescale and having to rush frustrates me.	<ul style="list-style-type: none"> • No funding available for individual day service transport. • Individuals will be supported in a person centred way to maximise existing provision, alternative funding stream or use DLA 	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation Panel
Transport is limited to Darlington	Where appropriate people can use DLA or be supported to use wider	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation Panel • Person Centred Review

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	transport networks			
Revision to known mode of transport and transport routes.	Individual's needs are already identified as part of the person centred review process. Any changes will be undertaken in a person centred way. Care Co-ordinators can support families if any changes are needed.	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation Panel • Person Centred Reviews • Partnership Board
Changes to routine and level of service received.	Individuals will be supported using a range of person centred tools, individual's wants/ wishes and routine are taken into account. Members of the PCP team who know Individuals will be available to offer on-going support. There will be on-going 1:1 & group work to support individuals and families as changes happen.	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation Panel • Person Centred Reviews
Staffing levels in services constraining opportunities to deliver flexible services.	The person centred planning team have provided additional expertise within	Kevin Kelly	On-going	Monitored and reviewed by the Provider Services Team Manager on a

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	<p>services when required to minimise any disruption for service users. Support staff are flexible and work across a range of in house services.</p>			<p>weekly basis.</p>
<p>Increase in the cost to accessing day opportunities</p>	<p>Individuals contributions would be financially assessed regardless of plans to modernise day opportunities. Families and individuals are supported to consider a range of day opportunities and can choose the most appropriate one financially.</p>	<p>Ann Workman</p>	<p>September 2011</p>	<ul style="list-style-type: none"> • Validation panel • Person centred reviews
<p>Less opportunity to access preferred service</p>	<p>Individuals will be supported using person centred tools and friendships will be taken into account as part of the process.</p>	<p>Ann Workman</p>	<p>September 2011</p>	<ul style="list-style-type: none"> • Validation Panel • LD Weekly project team meeting
<p>Service user dynamics and space/ facilities within resources</p>	<p>Provider Services Team Manager is aware of vacancies within service and also individual needs.</p>	<p>Ann Workman</p>	<p>September 2011</p>	<ul style="list-style-type: none"> • Validation Panel • Person centred reviews • LD Weekly project

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	Individuals will be supported using a range of person centred tools, where possible friendships will be considered and groups such as Gateway and friendship group will be maximised.			team meeting
Modernised provision is in high demand and services become stagnated or inaccessible.	Service Manager/ Team Manager review the quality of existing provision on a regular basis. Information from person centred reviews contributes to future commissioning intentions. Quality of service provision to be raised as part of review process.	Kevin Kelly	September 2011	<ul style="list-style-type: none"> • Validation Panel • Person Centred Reviews • Monitor comments, compliments & complaints forms.
Not having a fixed base for day service provision	Individual & family wishes will be taken into account as part of the person centred review process. Any health or safety issues will be considered as a key priority	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation forum • Person centred review
Loss of ancillary activities associated with day and employment provision e.g. I	Individuals will be supported in a person centred way & important to/	Ann Workman	September 2011	<ul style="list-style-type: none"> • Validation Panel • Person Centred Review

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like answering the phones at day centres, making lunch etc	for them will be captured graphically. These will all be recorded and taken into consideration as part of the process.			
Need to know what the alternatives are/ market interest is unknown.	One provider stakeholder event has taken place targeting day opportunities. A further event will be planned for September.	Mark Humble	September 2011	<ul style="list-style-type: none"> • LD Weekly project team meeting
DBC is tailored to individual need – private sector is out to make money.	Commissioners will work with providers to ensure quality and person centred practices.	Mark Humble	On-going	<ul style="list-style-type: none"> • LD Weekly project team meeting
Not having the opportunity to learn new skills or continue to use the skills i have developed over a number of years or be busy. This is particularly pertinent to existing employment services.	Individuals will be supported using person centred tools to maximise any skills they have gained. Employment continues to be a priority for the LDPB	Ann Workman	On-going	<ul style="list-style-type: none"> • Validation Panel • LDPB • LD Weekly project team meeting.

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72. This EIA and DEIA aims to:-

Promote Equality of Opportunity	√
Eliminate disability-related harassment	√
Promote positive attitudes towards disabled people	√
Encourage participation by disabled people in public life.	√
Take steps to meet disabled peoples needs	√

Outlined below is an overview of specific meeting held with key stakeholders and individuals to inform and support the development of this DEIA and EIA in addition to the individual consultation sessions held for each service provision.

23/06/2010	Overview of the forthcoming Impact Assessment work with the Disability Equality Impact Assessment Steering Group
03/08/2010	Focus group meeting with Darlington Association on Disability (DAD) to discuss forthcoming impact assessment methodology and review outlined screening document.
18/08/2010	Disability Equality Impact Assessment Steering Group overview of phase 1 of the consultation.
06/09/2010	Overview of impact assessment work with the Head of Connecting with Communities
10/09/2010	Meeting with DAD to discuss the role of person centred planning in indentifying sample information of potential impacts at an individual service user level.
04/10/10	Overview of impact assessment work given at the Learning Disability Partnership Board
13/10/10	Circulation of outline impacts identified to date to key officers and specific meeting with Disability Equality Impact Assessment Steering Group to review all impacts identified to date.
20/10/10	Special meeting of the learning disability partnership board to review impacts identified to date and any further potential impacts *Please note previous information regarding attendance at this meeting.



Overview of Potential Impacts



Employment Service



More Flexible/personalised Services

Linked to Individual Need

Positive Impacts



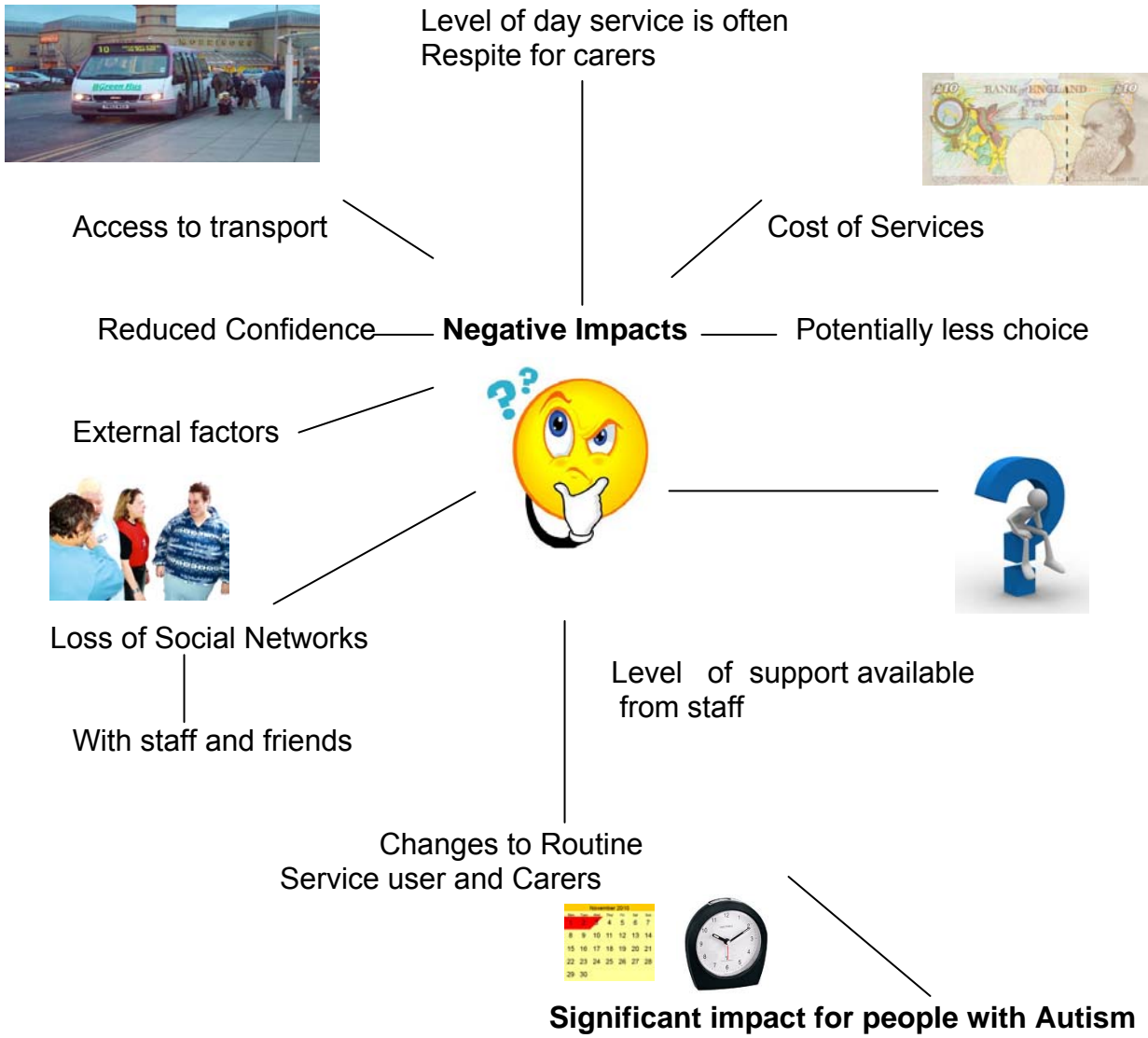
Retirement Planning

November 2010						
Mon	Tues	Wed	Thur	Fri	Sat	Sun
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Review of Bases



Change can encourage opportunities



DEIA Initial Screening Document

**Disability Equality Impact Assessment
Pre work trigger and screening process
Person responsible for screening: Helen Watson**

Trigger: the instigation of a policy or action, in this instance the instigation of a service review/ process to modernise all of the existing Darlington Borough Council run day and employment services for adults with a learning disability.

Screening Process: The modernisation of day and employment opportunities for adults with a Learning Disability within Darlington.

Screening:

1. Policy action or outcomes
2. Outcome drivers
3. Target population
4. Physical Environment
5. Service Design

Policy/Action Outcomes

Will the impact be felt across the borough or in particular localities?

The provision of day and employment services are borough wide.

Will the impact affect internal Council business?

Yes, Darlington Borough Council is the service provider.

Will there be an environmental impact?

No environmental impact is anticipated.

Is the policy/action designated specifically for disabled people?

The action of reviewing and modernisation service provision is specifically in house day and employment services for adults with a Learning Disability.

Outcome Drivers

The support for people with a learning disability should:-

- a) Be flexible and adaptable to suit different needs
- b) Keep individuals safe
- c) Ensure that individuals are given as much choice and control as appropriate.
- d) Be structured to ensure choice and flexibility are central to service delivery

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- e) Achieve positive and individually tailored outcomes for the individuals who use them.
- f) Deliver improved value for money.

What standards apply to policy or action?

The action is linked to the delivery of the service modernisation and the total transformation of adult social care to ensure people have positive outcomes from day opportunities and that day opportunities are individually tailored and deliver best value for money.

The principles of the review are embedded in Valuing People Now and One Darlington Perfectly Placed.

Are there legislative contractual considerations?

Legislative considerations: The Disability Discrimination Act, The Equality Act 2010 and the European Convention on the rights of disabled people.

Contractual considerations. The services are delivered by Darlington Borough Council, there may be consideration with regard to leases and some employment services which deliver orders.

C. Target population

Will the policy or action affect the whole population?

This action will specifically affect adults with a learning disability accessing in house day and employment opportunities. A safety net action plan will be developed as part of the impact assessment with control measures to manage the degree of impact upon individuals.

Will the policy or action affect a diverse subset of the population?

Please refer to response above.

Will the policy or action affect particular communities of interest who may be at a greater risk of discrimination and disadvantage?

Please refer to response above.

How will employees and elected members be affected?

Depending on the recommended outcome of the modernisation of services there may be implications for staffing which will be identified as part of the wider projection implementation and risk plan.

There are no anticipated impacts on the physical landscape.

How are different modes of communication to be used?

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There will be a series of workshops with staff, service users, parents and carers. Through individual person centred plans, impact assessment work will be undertaken with a sample of individuals to identify potential impacts at an individual service user level. Individuals will be made aware of the opportunity to access advocates throughout the consultation period. Consultation sessions will be supported by the person centred planning team who have expertise in communicating with individuals with a learning disability. Questionnaires and accessible information will also be produced as part of the consultation process.

Will there be different expectations on different service users?

The modernisation of services in the longer term is intended to maximise service user choice, the degree of impact upon individuals will be variable due to the different activities and amount of time individuals spend within day opportunities, a number of other factors including: how people travel to activities etc.

Involvement: Relevant individuals/disabled people (every individual in day and employment services will have the opportunity to be involved in consultation sessions alongside parents, carers and advocates)

Those with disability expertise in particular the disability equality impact assessment sub group.