

Disability Equality Impact Assessment Questionnaire

Policy/Service/Change being assessed: Adult Social Care Efficiencies	Department: Services for People
Person Responsible for Assessment: Ann Workman	Date of assessment: 24 January 2012 to be monitored and reviewed as individual reviews are undertaken.

Brief description of service and to whom provided/available:

To review the top 62 high cost social care packages with a view to find more cost effective ways of supporting individuals.

The review of the care packages will identify the most effective way of supporting eligible individuals within available resource. This will require an options appraisal for each package to be undertaken, alongside the person/or their advocate and circle of support (where appropriate). The cost effective mechanism established for each package, will be proportionate to the assessed needs, package requirements and outcomes to be achieved. This will be carefully balanced with achieving Best Value and maintaining Quality and individual outcomes focus within support delivery

The review of these particular packages, will be undertaken at the natural point of the annual review and will consider;

- The present structure of the package, including all relevant funding components.
- Whether elements of the package could be delivered in alternative ways, for example, through assistive technology
- Whether all components of the package remain appropriate including the relevance of historical arrangements
- Long term sustainability.
- Presenting risks and considerations to be made.
- Person centred outcomes to be achieved.

Due to the nature of this specific proposal, the impact assessment will be an ongoing process for a period of time, taking into consideration the potential arising impacts, which will be carried out on the individuals natural annual review date. The Any arising impacts at an individual and cumulative level will be continuously monitored through the impact assessment process, through to any implementation. It is envisaged that due to individual circumstance, the range of potential impacts will be variable and may in some instances result in no change.

As part of this impact assessment the 62 individuals with the highest cost Adult Social Care packages have been identified, and include individuals across a range of different client groups and age ranges. Due to the precise requirements of each of the packages, individual reviews will be undertaken to establish the most effective support mechanism, balancing, quality, cost and outcomes. Each of the individual reviews will identify the potential impacts both positive or negative arising from this action, where a potential negative impact is identified strategies to mitigate, minimise or remove this impact will be identified. Any identified arising impact would be closely monitored upon implementation and post implementation to ensure any mitigation strategies remain effective.

Some of the 62 individuals presently receive their support through a Direct Payments and particular consideration will be given to the structure and components of the Direct Payments and any arising impacts relating to the employment of a Personal Assistant which may have occurred.

As part of the impact assessment, a focus group was held on the 01.02.12 comprising of key adult social care practitioners, and service providers, representing the range of client groups contained within these identified 62 packages. The focus group identified a number of high level impacts which may arise as a result of the review of these packages. It was acknowledged from the outset that the detailed work surrounding any arising impacts would be at an individual level through the review process, this would encompass the potential severity of any arising impact, and the required and appropriate mitigation action for the specific individual.

The potential overarching Impacts identified through the forum have been detailed on page 9-10

Potential Positive Impact

- Appropriate re-accommodation and support
- Scope to pool hours/budgets to maximise opportunities with friends and have opportunities tailored towards personal interest.
- Review of package components
- Opportunities for greater use of technology where appropriate to support independence.

Potential Neutral Impact if needs can appropriately be met by an alternative mechanism.

- Night Time Support Requirements

Potential Negative Impact

- Direct Payment Structure
- Cumulative Impacts
- Complex Care Requirements

It was identified that as this proposal is focused upon individuals with very different circumstances, needs, requirements and outcomes focuses, that the considerations made will be individually tailored and consequently the outcome will be variable and in some instance may result in little to no change for the individual.

This particular proposal is also contained within the MTFP proposals, and was therefore part of the corporate consultation sessions, a number of comments were received through this process and have been outlined on page 13.

Introduction

This template should be used with the Disability Equality Scheme 2006-2009. Completing this template without following the rest of the disability equality impact assessment process outlined in the Scheme does not comprise a disability equality impact assessment.

Q.1 Is your service/policy/change accessible to all disabled people? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

Please note the response below relates to the proposal scope.

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Physical or mobility impairment			<p>Adult Social Care Assessments are available to individuals aged over 18, individual needs are assessed against the FACS criteria. There are designated functions and practitioners to support individuals with their specific needs, this includes the Specialist and Ongoing Assessment team, where a number of Eligible Older People receive support, there are specialist functions around adults with a Learning Disability, adults with mental health needs and physical and sensory impairments.</p> <p>Specifically within the 62 highest cost care packages there is a wide age of individuals, with various impairments including physical and or sensory impairment, Learning Disabilities. All individuals with specific impairments (or where this is not appropriate their circle of support) will be consulted by very nature of the fact that individual reviews with all indentified individuals will be undertaken. The focus group undertaken with key practitioners and service providers to identify any potential arising impacts, had representation from Learning Disability, Physical and Sensory Impairments and Older Peoples provisions. The</p>	

			group identified a number of related potential impacts. The individual review process will encompass a reassessment of need and therefore a persons specific needs and requirements and how effectively these can be met balancing required outcomes, personal preference, quality assurance and best value.	
Sensory impairment			Please refer to information above.	
Learning disability or mental impairment			Please refer to information above.	
Other disabilities and health conditions covered by the Equality Act 2010 (eg. diabetes, HIV, multiple sclerosis, depression and cancer)			Please refer to information above.	
Any other disability issue (e.g. frail/vulnerable people, people with mild impairments who do not perceive themselves as disabled, people with multiple impairment)			Please refer to information above.	

Q.2 (a) For whatever reason, does your service treat any group of disabled people differently from its other service users?

A package of Adult Social Care support is based upon an individual assessment eligible needs, and the provision required to meet these needs and achieve positive outcomes. Consequently, there are individual variations.

Yes
No

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

(b) What needs to be done to prevent any potentially adverse impact?

Within the 62 identified individuals the majority of people are disabled people and or Older People. However, due to the precise requirements of each of the packages, individual reviews will be undertaken to establish the most effective support mechanism, balancing, quality, cost and outcomes. Each of the individual reviews will identify the potential impacts both positive and negative arising from this action, where a potential negative impact is identified strategies to mitigate, minimise or remove this impact will be identified. Any identified arising impact would be closely monitored upon implementation and post implementation to ensure any mitigation strategies/action remain effective.

Q.3 (a) Do you promote disability equality within your service? (e.g. through departmental equalities group, innovative marketing or community engagement techniques)

Yes

X

No

If you have answered 'yes', please give examples of how equality is promoted.

The Council has an overall commitment to promote equality of opportunity in all services and policies.

In respect of this proposed policy, in addition to the open "Talking Together" events held at the Dolphin Centre, information has been provided in The Town Crier publications, and on line forums. There has been attendance at local community groups and action groups by officers. A focus group was held with key representation across the potentially impacted client groups to indentify any initial potential impacts, ahead of the individual review process.

Please refer to page 1 regarding proposal scope and the individual review process.

(b) Do you promote positive attitudes towards disabled people? (e.g. through customer care training, cultural issues awareness training, the use of images of disabled people in your publicity material)

Yes

X

No

If you have answered 'yes', please give examples.

The Council as a whole promotes a positive attitude to disabled people when providing adult social services. Employees are made aware of disability issues and there is mandatory training provided as part of the staff induction process. All Council staff operate within a culture where disability issues such as access to buildings, services and information are well embedded. The Council is committed to ensuring that information is in an easy read format and accessible in various formats and in a wide range of locations. Within Services for People there is a dedicated Public Information Team who lead on the accessibility of all information.

Images of disabled people are used on publicity leaflets
Equality and cultural training is mandatory for all social care staff

Q.4 Are there any plans in place within your Service to promote disability equality more effectively?

Yes

No

If yes, please outline what you intend to do (including details, if known, of timescales and areas to be covered, etc.)

Ongoing training within the Department in relation to Disability awareness and monitoring to ensure that the standards of practice in relation to disability are of the highest quality.

Overview of potential arising impacts

Please note these are headline potential impacts identified to date only, and will be reviewed and monitored as the individual review process commences.

Potential Positive Impact

Appropriate re-accommodation and support

Through the focus group undertaken on the 01.02.12, a case study example was given of current work which has been undertaken to support a young disabled person who has historically been accommodated out of Borough, which was not the most appropriate form of accommodation for her needs, but the individual wished to move to be accommodation nearer her partner. Her circumstances have now changed, and she had been receiving support from Adult Social Care Practitioners to source alternative more appropriate support tailored towards her needs within the Borough of Darlington. This was an example of how the review of all components of a person's package, alongside current circumstances, opportunities to more effectively meet a person's needs and can in some instances result in a very positive outcome.

Scope to pool hours/budgets to maximise opportunities with friends and have opportunities tailored towards personal interest.

Where 2 to 1 support or 1 to 1 support in the community is delivered, particularly where individuals are going out friends potential opportunities for pooling some of this support time so it is utilised more effectively was identified.

Review of package components

The perceived disparity in the resources of some packages was identified by those present, this particularly related to some of the rather lean packages within Older Persons and some more flexible packages for other client groups. It was identified that the review process will present opportunities for reviewing all components and present opportunities for readdressing this balance, where appropriate.

The example given in relation to this was; the present situation where individuals are in residential care, but also receive 5 days day care and transport, with regard for opportunities for more appropriate forms of delivery to be explored through the review process, this scenario tends to be more prominent with certain client groups.

Opportunities for greater use of technology where appropriate to support independence.

The opportunities for assistive technology to be considered as part of the reviews was identified, with the acknowledgement that it will be appropriate for some, but not others. This is a particular area where there are continuous advancements, which package requirements should be considered in line with.

Potential Neutral Impact if needs can appropriately be met.

Night Time Support Requirements

In the consideration as to whether of components of a care package remain appropriate the delivery of sleep in support was highlighted. The use of technology such as bed sensors in ascertaining an accurate picture of need, as to whether night time support is actually required was highlighted.

Considerations surrounding potential negative Impact

Complex Care Requirements

The complexity of a persons needs was highlighted within regard to individuals who have very complex care requirements and require specialist arrangements. The scenario of individuals who require 2 care/support staff to assist in the home or out in the community due to their needs was indentified, for some of these individuals there may be no safe alternative.

It was identified that due to the complexity of needs of some individual the base line cost of their package is high.

Cumulative Impacts

There is a potential linked impact with the review of Adult Social Care Transport and Carers Support Service review.

Direct Payment Structure

The opportunity for pooling hours of support through direct payments in order for individuals to undertake an activity was highlighted, practitioners felt this is difficult where people have a PA due to the employment implications, but could be development where a provider organisation is delivering support.

A potential negative impact was indentified within this, this related to the fact that through Fairer Contributions individuals are required to make different contributions depending upon there individual circumstances, and therefore the contributions for a shared activity may potentially differ which people may find difficult to understand and accept.

Impacts identified through MTFP Consultation

Event	09/12/2012	You are removing my services. The assessment has put me into the low or medium bracket. Can't walk, can't cook. I am also an attempted suicide you know nothing about the personal impacts
Letter	27/01/2012	Age UK Darlington believes that if you are looking for less expensive ways to meet people's needs this will involve reassessment. Services should not be withdrawn without a proper assessment first. A point to watch is that you should not fetter the discretion of assessors by telling them in advance of the assessment that they must find cost savings. This exercise would not generate savings if carried out properly because you will inevitably find that the needs of some people will have increased since their last assessment so the review process is likely to generate increased demand. Once more, discretion of assessors must not be fettered by telling them they are not allowed to find increased need. A number of local authorities have been successfully taken to court recently due to failure to carry out a proper disability impact assessment.
Event	17/01/2012	I understand that lower bands of care will not be funded, if someone is moderate or low. In terms of mental health I do not think this is enough. Have you thought about how this keeps people well as health fluctuates. Effectively, if you improve you lose the service and have no low level support and then deteriorate. This will not help people stay well, what support will be put in place?