

DERBYSHIRE COUNTY COUNCIL

CABINET

6 June 2019

Report of the Executive Director for Adult Social Care and Health

**OUTCOMES FROM THE CONSULTATION ON
RESHAPING THE COUNCIL'S DAY CARE OFFER
FOR PEOPLE WHO HAVE A LEARNING DISABILITY AND/OR AUTISM**

ADULT SOCIAL CARE

1. Purpose of the Report

- To inform Cabinet of the outcomes from the 2019 My Life My Way consultation.
- To seek Cabinet approval to implement the proposals to reshape the Council's day care offer for people who have a learning disability and/or Autism.

2. Information and analysis

2.1 Introduction

The report presents data, analysis and feedback from our consultation in relation to the future delivery of day opportunities for people with a learning disability and/or Autism in Derbyshire.

The challenging national agenda of change and the estimated growth in the number of young people with complex needs, alongside an ageing learning disabled population, means we have to ensure that resources available are used efficiently.

Future service provision must meet individuals' needs and promote independence, not dependence. To do this we need to recognise people's abilities, not disabilities, and recognise that everyone with a learning disability and/or Autism can make a positive contribution to the community in which they live.

The vision remains as set out in Valuing People (2001) and Valuing People Now (2009): that all people with a learning disability are people first with the right to lead

their lives like any others, with the same aspirations, opportunities and responsibilities, and to be treated with the same dignity and respect.

The Council Plan 2019-2021 sets out clear ambitions for Derbyshire to be an efficient and high performing Council, delivering value for money services as part of the Enterprising Council approach. The approach includes exploring creative ways to deliver better services for less, either in-house or in partnership with other organisations, and ensuring that the Council's operating model is fit for purpose.

The Adult Care Learning Disability Programme Plan sets out how Derbyshire County Council will meet these obligations in learning disability services. The programme is based upon the progression model, a person centred development approach for people with learning disabilities and/or Autism where support is designed to enable people do as much as they possibly can for themselves. This includes developing an employment first approach to promote and support people with a learning disability and/or Autism into meaningful employment opportunities wherever possible. The Derbyshire County Council Disability Employment Strategy 2017-2022 also supports this ambition.

This change requires a shift away from merely providing 'services' that are one-size-fits-all solutions. Instead we need to be more innovative and flexible to move from delivering traditional building based activities, to developing local community based solutions. The main focus of transformation will be to develop the market and support people towards services and support which promote greater independence and community engagement.

2.2 Current Provision

Derbyshire's current in-house day service offer for adults with a learning disability and/or Autism is primarily building based and follows a traditional day centre model, focusing on activities such as crafts (pottery, artwork, etc.), horticulture, music, drama, exercise, computer based activities, daily living skills, etc.

Derbyshire has fifteen services across the county, which are accessed by 561 people. This number represents 63% of all the people with a learning disability and/or Autism who attend day opportunities in Derbyshire (N=891), the remainder access services in the independent or voluntary sector. People currently attending in-house services may also access an independent/voluntary service. The table below provides more detail of where people are accessing in-house services.

Centre	Location	No. of attendees
Ashbourne Day Services	Ashbourne	16
Alderbrook Centre	Buxton	82
Bolsover Day Services	Bolsover	14
Bolsover Woodland Enterprises Ltd*	Bolsover	33
Carter Lane	Shirebrook	24
Coal Aston Day Services	Coal Aston	18
Markham Vale Land Services	Duckmanton	24
Newhall Centre	Swadlincote	63
No Limits	Chesterfield	10
Outlook	Long Eaton	83
Parkwood Centre	Alfreton	89
Renishaw Day Services	Renishaw	15
Whitemoor	Belper	63
Whitwell & Clowne	Whitwell	20
Wirksworth Day Services	Wirksworth	7
Total		561
<i>* BWE Ltd are working towards being a self-sustaining social enterprise but are included as an existing service because they remain in receipt of DCC grant funding until 31 March 2020.</i>		

The majority of the services listed above continue to offer a segregated building based maintenance model. However, services such as No Limits, Bolsover Woodlands Enterprise, Parkwood Car Wash and Markham Vale Land Services operate a community based model of support which promotes individual strengths and assets, encourages innovation and builds social capital.

Individuals attending in-house services are supported to access community opportunities outside the base but this is often limited by staff availability and the number of clients attending the centre who have more complex needs. The latter cohort often spend the majority of the day supported within buildings and have limited community presence.

The majority of services operate over five days a week, 9:00am until 4:00pm Monday to Friday. People using the service will usually attend from 9:30 or 10:00am until 3:00pm or 3:30pm; this day time structure is inflexible and largely relates to the availability of arranged transport which the majority of clients use.

There are a number of different transport arrangements for day opportunities across the County. In relation to Direct Care operated services, some services have their own minibuses and others have a contract with independent operators to support people to attend. Transport provision can be costly and inflexible due to the distances some people travel to and from services. In addition, the complex needs

of some people using services require them to have passenger assistants working alongside drivers.

Some transport is provided to clients according to the DCC's Transport Policy. However this policy has not been applied consistently and some people have been provided with transport they would not be entitled to, had the policy been applied more systematically.

The introduction of Direct Payments has provided people with greater choice and control over how they meet their outcomes. For example, by employing personal assistants, people can choose to be supported to access community groups and education classes rather than attend traditional day services.

As a direct consequence of the personalisation agenda, the number of people accessing in-house day service provision has steadily fallen, this is particularly noticeable with younger people who are choosing non-traditional services and support. As a result, Derbyshire's Direct Care learning disability day services are experiencing an average underutilisation of 36%.

Derbyshire introduced the Day Care and Support Service Framework in April 2016. The framework was designed to develop and shape the independent market for day time support for a range of clients, to ensure a variety of different providers and different types of services. Registered providers include independent sector, voluntary and community based organisations, including user-led organisations, mutual and small businesses. However, the framework remains under developed and underutilised, which is a major risk to the market, with some organisations struggling and at risk of closure. This framework will be reviewed and re-procured during 2019-2020.

Most other local authorities have already, or are in the process of transforming their day time support offer to people with a learning disability and/or Autism. In these areas, there has been a significant shift from the reliance on building based day services towards more personalised community based day opportunities in settings such as workplaces, colleges, sports/leisure centres and community centres or local hubs. This has been supported by investment alongside the independent and third sector to create partnerships and an employment first approach.

Research and best practice shows that having a job is likely to significantly improve the life chances and independence of people with a learning disability and/or Autism, offering independence and choice over future outcomes. Therefore, these proposals reflect a move towards this approach and to support better outcomes for people accessing Adult Care services.

3 Consultation on proposed changes to reshape the Council's day care offer for people who have a learning disability

On 20 December 2018 Cabinet approved (minute number 309/18) a twelve week consultation on proposals to change the way people with learning disabilities and/or Autism are supported to lead fulfilling lives. The consultation was designed to seek people's views on the following proposals and associated statements, outlined in the Cabinet paper, as follows:

Proposal A - DCC start the transition to refocus the service model to deliver specialist building based day services to people with Profound and Multiple Learning Disability (PMLD) and complex support needs (see Appendix 1 for definition).

- *People assessed as having the most complex needs would be able to use day centres but the activities and location may change.*
- *People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.*
- *People who already use day services can still go to those day services if they want to.*
- *In future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.*
- *To support voluntary and independent organisations to set up more things to do in the community.*

Proposal B - Transformation of Work based day services operated by Direct Care.

- *To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.*

The consultation commenced on 2 January 2019 and ended on 31 March 2019, during its twelve week duration consultation events were held in nineteen venues across Derbyshire, as outlined below.

Venue	Date
Whitemoor	28/01/19
Coal Aston	01/02/19
No Limits	04/02/19
Outlook	06/02/19
Parkwood	11/02/19
Newhall	14/02/19
Whitwell	15/02/19
Alderbrook	21/02/19
St Thomas Centre	25/02/19
Shirebrook	06/03/19
Ashbourne	11/03/19
Bolsover	13/03/19
Markham Vale	15/03/19
The Arena, Ilkeston	20/03/19
Bolsover Woodlands Enterprise Ltd.	27/03/19
Total	15

People wishing to contribute to the process were invited to attend one of the events which included a presentation (Appendix 2), question and answer sessions and table discussions to enable people to fully respond to the proposals in person. People could also complete a paper or online questionnaire and the Stakeholder Engagement and Consultation Team (SECT) provided additional support when requested, to assist people with queries and completion of questionnaires.

A total of 5,373 paper questionnaires were posted to people with pre-paid return envelopes, as detailed below:

	Easy Read Version	Standard Version
People currently accessing a day centre	543	-
Carers of the above	-	416
People aged 14-21 in transition	696	-
Carers of the above	-	312
Stakeholders	2,073	-
Carers of the above	-	1,333
Totals	3312	2061

The questionnaires were designed to elicit both quantitative and qualitative responses to the proposals. People were given the opportunity to record their opinions about the proposals and also provide more detailed or personal information about how the proposals might impact upon them if they were put in place.

4 Outcomes from the Consultation

A total of 694 responses were received, comprising 536 postal and 158 online questionnaires. In addition, 523 people attended a consultation event, comprising 189 people currently accessing a day service, 270 carers, 51 staff and 13 others including Councillors and MPs. Twenty phone calls, four letters and five emails were also received by SECT.

- Respondents to the questionnaire were from the following groups:
 - Person with a learning disability – 34.5%
 - Employee of DCC – 4%
 - Member of the public – 3%
 - Carer/relative – 49%
 - Other – 4%

Responses to the individual proposals are detailed below, with our comments.

4.1 People assessed as having the most complex needs would be able to use day centres but the activities and location may change.

Consultation responses

253 people, or 38% of respondents agreed with the statement that people assessed as having the most complex needs would be able to use day centres but the activities and location may change. Of those agreeing, 50% were carers and 32% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of carers agreeing reduces to 37% but increases slightly to 34% for people with a learning disability and/or Autism. The reduced percentage amongst carers is likely to be in response to the suggestion that service locations may change, rather than not wanting people to be able to access a day centre.

The majority of respondents who commented agreed with this proposal but expressed concern about the potential for a change of service location and not knowing where the new locations might be.

Carers and people accessing the services spoke of the negative impact of any changes on people with a learning disability and/or Autism and how they would react, particularly considering many people have been attending the same centre

for several years. It was felt that any changes to venues or existing arrangements would negatively impact on people's relationships, quality of support, mental health and behaviour. The latter aspect could also potentially impact on people's home life and carers' ability to continue supporting them at home.

Carers also commented on the impact of travelling longer distances, on the person they support, and how it could negatively affect existing health issues or medication and personal care routines. Where carers transport people to centres, concern was expressed about the additional time and cost implications if the location was further away.

Concern was also expressed about the consultation merely being the precursor for centre closures and some people complained about the lack of detail in the various statements, suggesting they were unable to comment without more information about where services would be located.

Our responses

The future Care Act assessments will include discussions around the potentially adverse impacts of the proposals and how they might affect individuals, plus the identification of ways to mitigate any adverse effects as part of designing appropriate support. In addition, one of the proposals includes people having the option to remain in the day service if they choose to do so.

When asked about centre closures people were reassured the consultation was not designed to close services and any future plans to do so would require additional consultations to be conducted.

The positive impact of this proposal will be the development of a more specialised and focused service for people with a learning disability and/or Autism, which is delivered in buildings that are suitably equipped and staffed to meet the needs of the people attending. People who choose to leave the centres and seek more local activities would be supported to do so, thereby improving their independence and presence in the community.

4.2 People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.

Consultation responses

352 people, or 54% of respondents agreed with the statement that people new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area. Of those agreeing, 47% were carers and 36% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of people in agreement increases to 48% and 53% respectively, confirming that over

half of respondents who have a learning disability and/or Autism agreed with the proposal.

The majority of respondents thought that having access to more community based opportunities, including employment, was a good idea. Whilst concern was expressed about the current lack of placements or jobs in the community it was acknowledged that having a community presence is important and this proposal could create more things to do.

However, people also commented that there are particular risks for people who have a learning disability and/or Autism when working in the community and others commented on the long term viability of community projects.

Our Responses

Care Act assessments will be completed with a view to identifying and agreeing suitable support and activities with people; risk taking is often part of people's development but any risks agreed to be unacceptable would be discussed and mitigated against as part of the ensuring the future plans are safe.

Part of the overall mitigation to reduce the risks in communities will involve the Council continuing to work with statutory agencies such as the Police and other organisations supporting people with a learning disability and/or Autism, to ensure providers have the relevant information, training and safeguards in place to keep people safe. This will include raising awareness of Hate/Mate Crime and expansion of programmes such as Community Connectors and Safe Places.

Respondents were concerned about the amount of support available to people who could be more engaged with their local community in future, and how long the support would be available for. One of the proposals (number 5 below) includes shaping the market by working with communities, providers, the Disability Employment Service and DACES to develop employment, volunteering and training opportunities.

The proposed changes to in-house day services have the potential to contribute to tackling the exclusion of people with learning disabilities of all ages from the labour market. Younger people have already told us they do not wish to access day services and are seeking more community based activities and employment opportunities – people who are eligible for a Personal Budget will benefit from the autonomy created by being able to choose their service provider and manage their own support.

4.3 People who already use day services can still go to those day services if they want to.

Consultation responses

599 people, or 89% of respondents agreed with the statement that people who already use day services can still go to those day services if they want to. Of those agreeing, 51% were carers and 33% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of people expressing their agreement increases to 89% and 83% respectively. These figures are significant when considering how many people may wish to maintain their existing day service provision.

The majority of respondents agreed with being able to stay in day services if they wanted to and that they valued the day service they (or the person they support) attends. However, some people commented that there wasn't enough to do and activities were often cancelled due to staff shortages. Some people said they would welcome better day centre buildings and others wanted to move from where they are because the building is not suitable.

Our Responses

The proposals in this report will improve Adult Care's day opportunities offer to people who have a learning disability and/or Autism, and include ensuring buildings are properly equipped and staffed to support people with more complex needs to lead a fulfilling life.

4.4 In future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.

Consultation responses

283 people, or 43% of respondents did not agree and only 28% agreed with the statement that everyone will be assessed against Derbyshire County Council's Transport Policy in future and some people may have to make and pay for their own travel arrangements to and from the day centre. Of those disagreeing, 49% were carers and 37% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of people who did not agree changes to 41% and 44% respectively.

The majority of respondents who commented did not agree with the proposal and expressed concern about the potential financial impact of paying for transport which is currently provided free of charge, particularly where people live in rural areas and

public transport is poor, or they don't have access to personal/mobility vehicles. People said they would not be able to afford additional transport costs on top of their existing co-funding arrangements or already being in receipt of a low income.

An increased financial burden on low income families would negatively impact on other aspects of their life and the person they support. People expressed concern that they would have to stop attending the centre if the travel costs were unaffordable, some added that they have already reduced the number of days attended which in turn could negatively impact on family carers through a reduction in respite and increase in care and support responsibilities.

Our Responses

People attending in-house day services would only have to pay for transport if it was decided they are not eligible to access Adult Care's transport without charge. The decision will have been arrived at after a full and detailed assessment of their needs under The Care Act 2014 and the Care and Support (Eligibility Criteria) Regulations 2015, and their financial situation (including a welfare benefits check if required, to maximise people's income and support with mitigating any negative financial impact).

Whilst many people were unhappy about this proposal, others confirmed that application of the existing Transport Policy has worked for them, or they are already making their own travel arrangements. Other respondents were unhappy that the Transport Policy had not been applied universally, which was perceived as unfair, adding that they had been paying for some time but were aware of other situations where the Policy had not been applied. Whilst the Transport Policy was agreed by Cabinet in 2014 (revised 2018 and due for review in 2019) its implementation has been patchy. The proposal is intended to ensure equitable application of the policy and fair access to DCC's transport.

The Transport Policy provides more detail of eligibility and can be found online at: <https://www.derbyshire.gov.uk/site-elements/documents/pdf/social-health/adult-care-and-wellbeing/getting-out-and-about/adult-care-transport-policy.pdf>

4.5 To support voluntary and independent organisations to set up more things to do in the community.

Consultation responses

434 people, or 65% of respondents agreed with the statement that DCC will support voluntary and independent organisations to set up more things to do in the community. Of those agreeing, 51% were carers and 34% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentage of

people who were in agreement increases to 64% and 62% respectively, confirming that many people who access services are keen to engage in community activities.

The majority of respondents who commented agreed with this proposal and no adverse impacts were identified, although concerns were expressed about the current lack of opportunities in some areas and longevity of support.

Similarly, there was concern that Personal Budgets aren't sufficient to fund the same number of days' support as currently received from centres. In these situations people are forced to reduce their attendance or fund additional days themselves.

Our Responses

The proposed market shaping and co-production with communities is designed to create more diverse, local, person centred and appropriate activities for people to access in future.

If the proposals are agreed by Cabinet everyone currently accessing in-house service will be offered a Care Act assessment which will consider their personal circumstances and may result in a Personal Budget or adjustment to the existing budget. In addition, one of the proposals confirms people can continue to access their existing service if they wish.

4.6 To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.

Consultation responses

293 people, or 45% of respondents agreed with the statement that DCC will change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs so more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to. Of those agreeing, 51% were carers and 34% were people with a learning disability and/or Autism.

When only considering the views of carers and people with a learning disability and/or Autism who submitted a response to this statement, the percentages of people who agreed decreases to 39% for carers but increases to 46% people with a learning disability and/or Autism, indicating that the potential to access training hubs is appealing to respondents.

The majority of respondents who commented agreed with this proposal but some people already attending the type of services outlined expressed concerned that

the proposal means they will have to move on to other employment or work related activities.

Concern was also expressed about the availability and longevity of activities and providers, unwillingness of employers to accommodate people with a learning disability and/or Autism, the daily challenges facing people and their vulnerability in the community and mainstream employment.

People also added that some people with a learning disability and/or Autism have difficulty learning skills or retaining knowledge and need a longer timeframe in which to become employment ready and prevent them from being “forced” out of services and into unsuitable employment.

Some concern was expressed by respondents about the potential impact of the proposals on their finances, suggesting benefit restrictions or sanctions could result in people being worse off if they participate in work related activities.

There were also some negative comments about the proposal, one person suggested it was a “crack pot scheme” because some people are too disabled to work whilst another suggested DCC should lead the way and employ more people with a learning disability and/or Autism in our workforce.

Our responses

People with a learning disability and/or Autism are all individuals with their own skills and assets; it is understood that some people may require longer training periods but it is essential that people are appropriately placed from the outset, in a service which meets their needs – this discussion will be part of a Care Act assessment.

The proposal to develop the market and create capacity will assist with providing a greater range of opportunities to meet the needs of a wide range of people. People will be able to access support to access opportunities and (subject to eligibility) a Personal budget to fund one to one support to attend their chosen activity.

We will ensure services are managed properly and effectively deliver employment based activities in partnership with the people accessing those services in order to reduce the likelihood of them being in situations where they may be vulnerable. We will also ensure support staff are properly trained to work with people who have a learning disability and/or Autism, and recognise the signs of abuse from accessing regular safeguarding training.

Advice and input would be sought from the Welfare Rights Service on an individual basis to ensure people have appropriate information when making employment related decisions which may impact on their benefit entitlements.

Whilst the intention is for people to progress into employment wherever possible or desired, the proposals are also clear that people currently accessing a service can continue to do so if they wish.

The latter point about the number of people with a learning disability and/or Autism employed by DCC is acknowledged and Adult Care, with the Disability Employment Service, will work to create additional employment opportunities within DCC and the wider community.

Bolsover Woodlands Enterprise is mentioned in this report and the Equalities Impact Analysis as an example of a successful employment related initiative but it is important to note that this proposal does not directly relate to the service, which is seeking to be financially independent of DCC in future. However, it is recommended that BWE actively supports people to progress into employment wherever possible, to enhance people's independence and place in the community, thereby creating capacity for other people to benefit from the valuable employment related experiences and training provided.

It is concluded that whilst the proposals could have an adverse impact for some people, particularly with regards to their ability to manage change and potential financial implication of paying for transport costs, there are sufficient measures in place to mitigate the impact of the proposals. These include people already in receipt of the service being able to choose where they receive support (including their existing service) and the offer of a comprehensive Care Act assessment to identify support needs and ways to mitigate any negative impacts from changes to provision.

More positively, there will be significant benefits for some people currently accessing services and those people who may need support from social care in the future, who will benefit from better equipped and more specialised facilities, a wider variety and range of services and the possibility of pursuing more community based activities or work related opportunities.

The full consultation report and examples of comments received can be found at Appendix 3.

5 Proposed changes to Derbyshire's day opportunities offer

After considering the Equality Impact Analysis (Appendix 4) and feedback provided throughout the consultation, both at events and via the questionnaire, it can be concluded that the proposals may have an adverse impact for some people (as described in section 4) and particularly those who may choose attend a different centre in future, have support needs which require a specialised in-house service, or those who will have to pay to travel to a service. It is worth noting at this point that the proposed changes in this report do not involve the closure of in-house

services and any such plans in future would necessitate further consultation with stakeholders.

Where adverse impacts are identified, efforts will be made to mitigate them wherever possible by signposting for additional support or designing support to reduce or negate the identified impact.

However, the proposed changes to the Derbyshire day care offer will also benefit people now and in future by developing a variety and range of alternatives to existing services, whilst also ensuring that services for people with profound and complex needs are delivered in suitable buildings with sufficient numbers of staff to enable individuals to have more of a presence in their local communities.

It is vital that the future provision of day opportunities for people with a learning disability and/or Autism is underpinned by the principles of “progression”, as outlined in Derbyshire’s Learning Disability programme Plan, enabling individuals to be as independent as possible in their own communities. It is intended that this will be achieved by focusing on people’s strengths and the roll out of a more empowering, personalised and asset based approach across all communities.

The ambition is to ensure there is a diverse range of care and support provision, continuously improving quality and choice, and delivering outcomes that promote the wellbeing of people who have care and support needs.

Therefore, subject to Cabinet approval, it is proposed that Adult Care implement the following proposals:

- Adult Care will only accept new referrals to Day Services which meet the access criteria relating to people with Profound and Multiple Learning Disability (PMLD) and complex support needs.
- People who currently attend Direct Care day services but do not meet the criteria, will have the option to receive a Direct Payment, engage with Community Connectors to pursue alternative day time options, or should they choose to do so continue to receive a Direct Care Day Service. The offer for the latter group will be more focused on a progression model, supporting individuals to be less reliant on the service and seek alternative day time options in their local communities.
- People with complex needs and PMLD meeting the criteria for DCC day opportunities, will also have choice to be supported to find other alternative services and support if this is their preference.
- New referrals for people not meeting the access criteria will, where appropriate, be referred to the Community Connector Service or employment training options. If these options are not appropriate, eligible people will be provided with a personal budget or direct payment and supported to purchase their services/support from independent providers that can meet their outcomes.

- Commissioners will work in partnership with independent day service providers in order to stimulate growth in the independent market and design service specifications which are based on the progression model of support.
- Adult Care will develop the Shared Lives service offer, expanding its capacity to provide alternative day time support options.
- Adult Care will further develop the Community Connector service to focus on supporting people to access work or voluntary opportunities and become less reliant on building based day services.
- Adult Care will work to understand how many people intend to take up alternatives to their existing day time support in order to review staffing structures as necessary. The review should make the most of the existing staff teams' considerable skills, knowledge and experience, and create opportunities for staff to develop specialist knowledge and practice, to reflect the emphasis on meeting individual need and providing practical support to promote independence.
- Adult Care will re-model current work based services to become employment skills and training hubs, offering people with a learning disability and/or Autism the opportunity to receive 'time limited' work based training to become work ready and move on into paid employment (excluding Bolsover Woodlands Enterprise Limited, subject to achieving financial independence from the Council. On 26 July 2018 Cabinet approved additional grant funding for one year, until 31 March 2020 – minute number 187/18).
- Adult Care will work closely with DACES (Adult Education) to link workplace training with classroom training to ensure people are enabled to be work ready.
- Adult Care will work alongside the Disability Employment Service to support people currently accessing work based services to seek opportunities for paid employment, utilising the skills already developed. Where this is not immediately possible, enable individuals to continue to attend the service as volunteers who can mentor and support other trainees as they progress through the training pathway.
- The Derbyshire County Council Transport policy will be applied for all people with a learning disability and/or Autism. This means that in future some people will have to pay to access their existing transport or arrange their own transport to and from services.

6 Implementation

If the proposals are agreed by Cabinet, it is expected that work to implement the proposals will commence from 1 July 2019, earlier than outlined in the indicative timeline presented in the Cabinet report of 20 December 2018.

The Learning Disability Programme board will agree a work programme to achieve the above goals and there will be a requirement to develop new ways of delivering support and for greater integration of service provision between local and mainstream community services.

This is likely to require:

- Improved assessment and care and support planning, delivering person-centred, creative plans that drive change by better identifying positive outcomes rather than just focussing on a referral to services.
- Work to address barriers to accessing community facilities, both in terms of physical environment and of changing attitudes to people with learning disabilities, encouraging a more inclusive approach.
- Challenging limitations imposed, either overtly or inadvertently, by traditional service models, including shift patterns, use of buildings, transport arrangements and a reliance on group activities.
- Far greater use of mainstream community options (e.g. dance classes, rather than dance sessions in day centres) in order to maximise inclusion and to address the concerns over the lives of people with learning disabilities being determined by the availability of staff.
- Creative use of resources, particularly staffing based around shared interests of people supported, rather than around location and level of need.
- A fundamental change of approach in services towards work, volunteering and contributing to the community.
- Exploration of asset based community support, embracing ideas like 'Circles of Support' and the role of volunteering in meeting outcomes, which underpin the Progression Model.
- Maximising the use of existing buildings and resources, particularly in terms of opportunities for people to work, participate and help, for example, the preparation of food and maintenance of the building or grounds.

It is recognised that people with complex needs and PMLD sometimes require well equipped and supportive environments, however, if they choose to access activities in their local community, the right levels of support should be available.

We recognise that every individual will need to be supported to manage change and are committed to working with people, providing the appropriate level of support and effecting individual changes at a reasonable and manageable pace.

This work will require ongoing engagement with the community and other stakeholders to develop opportunities and resilience so that individuals can access a wide range of community led services independently.

7 Financial Considerations

The annual spend on learning disability day services is currently £5.927m (including transport costs) which is met from existing Adult Care budgets and there are no direct savings targets allocated to the proposed reorganisation of in-house services contained in this report.

8 Legal Considerations

Proposals such as these, which may change service provision significantly require consultation with those affected, including service users, staff and carers. In assessing these proposals, the Council should also have regard to the following statutory duties under the Care Act (2014).

- The duties of local authorities to promote health and wellbeing, and to act to prevent or delay the onset of the need for support. People requiring support must be able to access a range of information and advice to enable them to remain independent members of their local communities wherever possible.
- The duties on local authorities to assess people's needs for social care support, and if they are eligible, to develop a support plan with individuals that promotes the use of personal budgets, direct payments and maintaining options and choices for individuals through effective commissioning and the provision of information and advice on possible services.
- The requirement for local authorities to help develop a market that delivers a wide range of sustainable high-quality care and support services that will be available to their communities. When buying and arranging services, local authorities must consider how they might affect an individual's wellbeing. This makes it clear that local authorities should think about whether their approaches to buying and arranging services support and promote the wellbeing of people receiving those services.
- The requirement for local authorities to make information and advice available for all people, and put in place universal services which are aimed at preventing, reducing or delaying care and support needs in the context of community wellbeing and social inclusion.

The Council must also comply with the Equality Act 2010 and in particular the Public Sector Equality Duty. This ensures that the Council considers the needs of all individuals in shaping policy and delivering services and seeks to ensure that the Council does not disadvantage protected individuals or groups.

In order to discharge this duty, Cabinet Members are asked to read and give careful consideration to what is said in the report and the attached Equalities Impact Analysis of the potential adverse impacts of the proposed changes. Members should also consider for themselves the types of adverse impacts that could result from the proposed changes to DCC's day opportunities.

A formal consultation exercise and Equalities Impact Analysis have been completed and the respective reports are appended to this report. After due consideration of the findings of both documents, it is proposed that Cabinet approve the proposals outlined in this report.

9 Human Resources Considerations

Subject to approval of this report, any staffing structure changes arising from the proposed reorganisation of services will be the subject of a further report to Cabinet and consultation with employees and trade unions.

10 Equality and Diversity Considerations

Insofar as the Equality Act 2010 is concerned, Cabinet Members are reminded that they are under a personal duty, when considering a decision, to have due regard to the need to protect and promote the interests of persons with protected characteristics (e.g. people who are vulnerable on account of age, gender reassignment, pregnancy or maternity, race, disability, religion or belief, gender, sexual orientation or gender reassignment).

- **Age:** There are 2,132 people with a learning disability known to Adult Care, however only 561 currently access a DCC day service. This cohort consists of people from all ages (18+), but the predominant range is 26-65 (86%), therefore it is concluded the proposals will not impact upon a particular age range. However, older people who have been attending centres for some time may be less inclined to countenance any changes and are more likely to choose to stay in their current service whilst younger people may choose to access more community based or employment related activities.
- **Disability:** Everyone who accesses a DCC day centre to receive support has a learning disability and/or Autism and may also have a physical disability, ongoing health or mental health problem. Information about physical disabilities within this cohort is not available, but data from Mosaic suggests 55% of centre attendees have one or more health condition. Therefore we can suggest the proposals may adversely impact on some people with a disability but this will vary from person to person and some people feel the proposed changes will be advantageous to them. The proposals are designed to improve services for everyone currently attending a service, and people who may request a service in future.
- **Gender:** More men than women access DCC's in-house services, 59% to 41% respectively. Therefore the proposals will affect more men than women as a consequence of their greater number but the analysis concluded there would not be a specific impact based upon gender.
- **Race:** There are just seven people (1.4%) from Black or Minority Ethnic Community currently accessing DCC day services, much lower than the general population of Derbyshire (4.2%). The equality analysis suggests people from this group will not be more adversely impacted by the proposals than their peers, however any particular cultural or religious needs will need to be considered during any future transition. The analysis also suggested that some of the

proposed changes, such as having a personal budget, could enable people from BME communities to access more culturally relevant activities.

- **Socio-economic:** Affordability and ability to pay for any future changes brought about by the equitable implementation of the Transport Policy was a key theme reflected throughout the consultation. It is clear that the potential for changes in people's eligibility to access DCC's free transport will result in more people being asked to pay for the service. We have been informed by some people that this will result in them (or their carer) choosing not to receive the service in future. This in turn may have an impact on people's home situations as a result of increasing demands on carers and subsequent negative impact their personal/work time, ongoing health and ability to maintain their role as a carer.
- **Rurality:** The majority of people accessing DCC's in-house provision live in urban areas (75%) where their community and transport networks are more readily accessible, however this is not always the case for people living in more rural areas. The impact of moving people to another centre, particularly if it was some distance from their existing centre, was also a frequent theme in responses throughout the consultation. It was reported the impacts could include not being able to access appropriate transport, not being able to afford to travel further (in terms of time and cost), spending longer on transport, worrying about people being unable to cope with extended journey times, and the potentially negative impacts on medical conditions, access to medication when needed (e.g. epilepsy) and extended personal care intervals.

A copy of the Equality Analysis is attached as Appendix 4.

11 Other Considerations

In preparing this report the relevance of the following factors have been considered: human resources, health, environmental, transport and property considerations.

12 Background Papers

Cabinet paper - Reshaping the Learning Disability Day Care offer and Commencing Consultation on the Future Service Model for all other Services for People with a Learning Disability - 20 December 2019 (minute number 309/18)

Cabinet paper – Bolsover Woodlands Enterprise Request for Extension of Grant Funding – 26 July 2018 (minute number 187/18)

Cabinet paper — Day Care and Support Service Framework - 15 December 2015 (minute number 448/15)

Cabinet paper - Timescale for the Change in Client Contributions and the Introduction of Transport Charges – 15 July 2014 (minute number 244/14)

Cabinet paper - Proposed Changes to Adult Care Policies on Transport, Client Contributions and the Eligibility Threshold – 17 June 2014 (minute number 214/14)

13 Key Decision

Yes

14 Is it required that the Call-in period be waived in respect of the decisions being proposed within this report?

No

15 Officer's Recommendation

That Cabinet:

- Notes the outcomes from the 2019 My Life My Way consultation.
- Notes the content of the attached Equalities Impact Analysis.
- Approves the implementation of the proposals to reshape the Council's day care offer for people who have a learning disability and/or Autism.

Simon Stevens
Executive Director – Adult Social Care and Health
County Hall
MATLOCK

Appendix 1: Eligibility definition for Direct Care provided Day Services

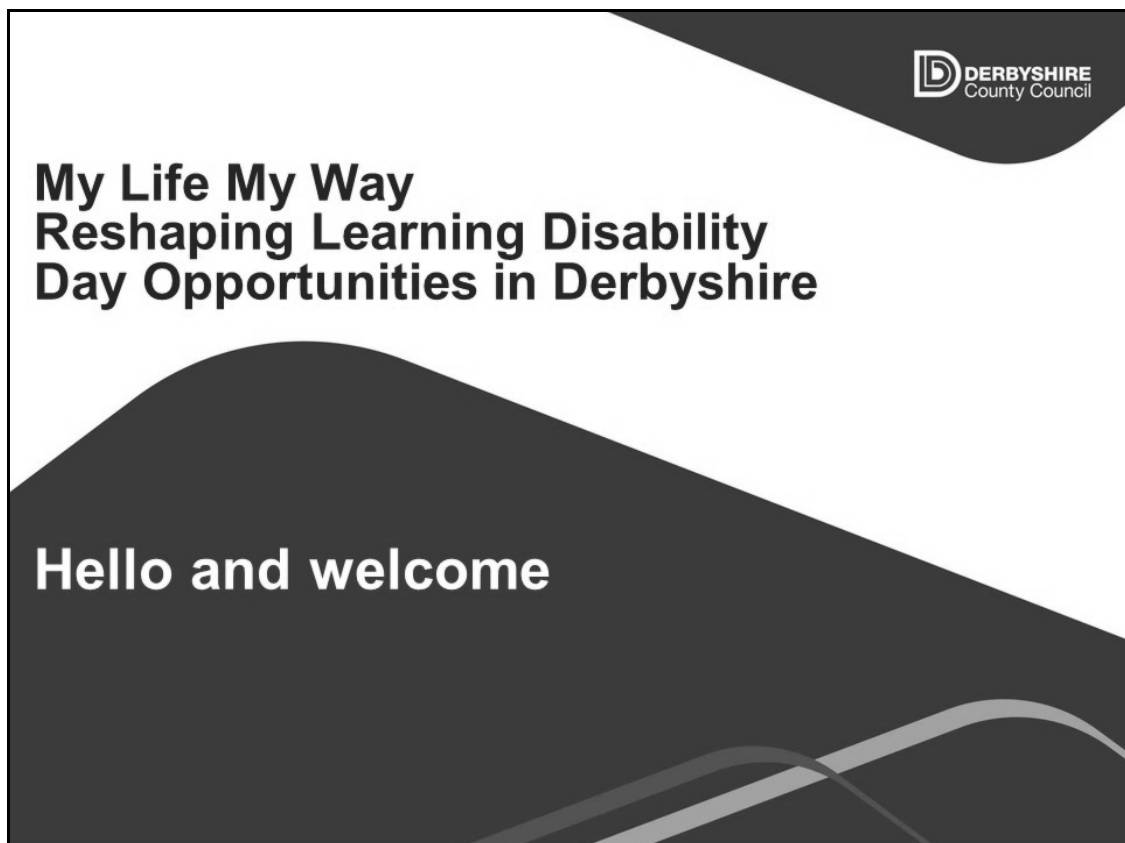
The Council proposes to provide services that support people with the most complex needs, often termed Profound and Multiple Learning Disabilities. In order to ensure that the right level of support is provided by the Council to this cohort of the population, we need to develop a definition of what is meant by this term.

By Profound and Multiple Learning Disabilities (PMLD) the Council is referring to:



- People with profound and multiple learning disabilities (PMLD) are among the people with the highest care and support needs in our community.
- They have a profound learning disability which means that they have severely limited understanding.
- In addition, they have multiple disabilities, which may include impairments of vision, hearing and movement as well as other challenges such as epilepsy and Autism.
- Most people in this group are unable to walk unaided and many people have complex physical health needs requiring extensive help and support to enable them to meet their daily living needs.
- Most people with profound and multiple learning disabilities have great difficulty communicating; they typically have very limited understanding and express themselves through non-verbal means, or at most through using a few words or symbols.
- Some people need support with behaviour that is seen as challenging, such as self-injury.
- People with profound and multiple learning disabilities need high levels of support with most aspects of daily living: help to eat, to wash, to dress, to use the toilet, to move about and participate in any aspect of everyday life, including identifying and managing everyday risks.

Despite such serious impairments it is very important to say that people with profound and multiple learning disabilities can form relationships, make choices and enjoy community activities, and should be supported to do this as often as possible.


Appendix 2 – Consultation Presentation



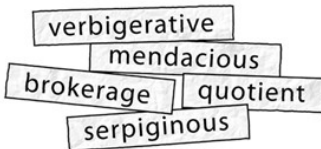
Ground Rules



Listen and give people chance to speak




Make sure your phone is turned off or on silent



Don't use jargon and you should say things in full


What will we discuss today?




Consultation means formally asking people what they think about our ideas




We want to talk about and get your views on a number of consultation proposals about how learning disability services could be changed



These proposals have been detailed in a report to Cabinet on 20 December 2018





Have your say




We want you to be involved in designing the services we offer in the future which is why we are asking you what you think.

We know this may worry you, but no changes will be made until we have heard what you think about the changes.





Why are we looking at day services?



In 2018 during the My Life My Way engagement where we spoke with people with a learning disability and or autism. People who took part told us:

- They want to live fulfilling lives – meeting friends, volunteering or getting a job
- Less people want to attend day centres as they are choosing to do other things
- People with learning disabilities and/or autism want to be supported to be part of their community, meeting friends, getting a job and volunteering

The proposals are about:

- Derbyshire County Council run day services for people with a learning disability and /or autism
- **Not** services run by other organisations



The proposals



People new to services who are assessed as having the most complex needs would be able to use day centres but the activities and location may change

The proposals



People new to services who are not assessed as having complex needs would not be able to use day services but would be offered one-to-one support to find activities, work or volunteering opportunities in their local area

The proposals



People who already use day services can still go to those day services if they want to

The proposals



Everyone will be assessed against Derbyshire County Councils Transport Policy and some people may have to make and pay for their own travel arrangements to and from day centres

Proposals



To support voluntary and independent organisations to set up more things to do in the community



The proposals



Change work based day services run by Derbyshire County Councils Direct Care so they become employment skills and training hubs

This means more people with a learning disability and/or autism will be able to do work based training to become ready for work or volunteering

What happens next



The consultation runs until 31 March 2019.

We will look at all the information, views and opinions you have shared with us.

This will help us write another report to Cabinet.

Cabinet will then take the final decision to agree what happens next.

Today

- Everyone learns about the proposals
- Everyone gets a chance to ask questions
- Everyone feels listened to
- Everyone's views gets recorded
- Everyone's views are valid

Appendix 3 - Consultation report on 'My Life My Way' consultation. Analysis of proposals to re-shape the learning disability day care offer and the future service model for all other services for people with learning disability and/or Autism.

1. Introduction

On 20 December 2018 Cabinet approved a 12 week consultation on proposals to change the way people with learning disabilities and/or Autism are supported to lead fulfilling lives. This consultation was referred to and promoted as 'My Life My Way' and built from engagement activity that took place in 2018 under the same title and informed the development of these subsequent consultation proposals. This report explains the details of the consultation methodology and the views and options submitted during the consultation proposals.

2. Methodology

The 'My Life My Way' consultation took place for 12 weeks between 2 January 2019 and 31 March 2019. The consultation used a mixed method approach using both qualitative and quantitative techniques to gather people's views about the proposed changes. The Stakeholder Engagement and Consultation Team (SECT) sought to maximise people's opportunities to participate by offering different formats, including:

- Offering the questionnaire in different formats – such as other languages or larger print if this was more appropriate.
- Co-ordinating a range of ways in which people could choose to share their views

People were able to give feedback in a variety of ways, including:

- Sending in comments using either the easy read or standard postal questionnaire.
- Offering the questionnaire in different formats, such as other languages or larger print if this was more appropriate.
- Completing the questionnaire online via the page on the Derbyshire County Council website.
- Inviting people with a learning disability and/or Autism, their families and carers to consultation meetings.
- Providing an opportunity to write in to the Council via a letter or dedicated email address.
- Facilitating telephone interviews for people having difficulty completing the questionnaire.
- Signposting to further information on the Derbyshire County Council website www.derbyshire.gov.uk/MyLifeMyWay, which gave an outline of the proposals, an electronic copy of the Cabinet report and the Transport Policy.

- Issuing media releases which were issued at the start of the consultation and news releases were published on the Derbyshire County Council website.
- Including advertisements in the 'Our Derbyshire' magazine, which is distributed to every household across Derbyshire.

3. Analysis of consultation responses and stakeholder feedback

The consultation as an opportunity for the residents of Derbyshire to register their views about a number of important proposals. All responses were collated by the Adult Care Stakeholder Engagement Team and a thorough analysis was made of the material. The analysis is based on two approaches, quantitative and qualitative and these are reported alongside each other.

Quantitative feedback includes the data generated from the tick box questions from the postal and online questionnaires were analysed using Snap, an online survey tool, and then exported into Microsoft Excel for detailed analysis. The questions gave people an opportunity to indicate whether or not they agreed with the different proposals and the resultant data shows the number of people who were in agreement or disagreement with each proposal.

Qualitative feedback, including open text data collected from people's responses and comments in the questionnaires, from the consultation meetings and letters/emails received was analysed and sorted into themes. This process gave an opportunity to widen understanding of the views given about the proposals, and indicate some of the reasons behind people's opinions.

4. Consultation response rate

In total 5,373 paper questionnaires were sent out. They consisted of 3,312 **easy read information packs**, which contained details of the proposed changes, alongside an introductory easy read letter, an easy read postal questionnaire with a pre-paid envelope. These packs were distributed as follows:

Category	Number of easy read information packs
Current Direct Care Day Services clients	543
Stakeholders who have had contact with Adult Care services within the last two years.	2,073
Clients aged between 14 and 21 years old who are preparing for adulthood	696

A further 2,061 **standard information packs** were sent out, which contained details of the proposed changes, alongside an introductory letter, a postal questionnaire with a pre-paid envelope and a copy of the Transport Policy. These packs were distributed as follows:

Category	Number of standard information packs
Carers of people who attend Direct Care Day Services	416
Carers of stakeholders who have had contact with Adult Care services within the last two years.	1,333
Carers of clients aged between 14 and 21 years old who are preparing for adulthood	312

In addition, fifteen meetings for Direct Care learning disability day services' clients, people with a learning disability and/or Autism, their family and carers were arranged with specialist facilitation support from SECT. The meetings took place at a range of venues and included twelve Direct Care day centres, two community venues and one, following a specific request, at Bolsover Woodlands Enterprise Ltd.

Questions about the proposed changes were answered by Direct Care Group Managers and Prevention and Personalisation staff at these meetings, allowing those who attended to gain a better understanding of the proposals. The PowerPoint presentation and agenda used to support the consultation meetings are included in appendix 2.

Individuals were also able to contact the Stakeholder Engagement and Consultation Team directly throughout the consultation period via letter, email or telephone.

As a result of the mixed approach a good response level was achieved and can be summarised as:

- 536 completed postal questionnaires were received.
- 158 questionnaires were completed online via Derbyshire County Council's website.
- 523 people attended the fifteen meetings, consisting of 189 clients, 270 Carers, 51 members of staff from Adult Care (excluding facilitators) and 13 people from other stakeholder groups, which included councillors, and Members of Parliament.
- 20 telephone enquiries were received with most calls seeking reassurance that individuals had understood the proposals correctly, were seeking clarification on the details of the proposal, or requested assistance to complete the questionnaire which SECT did on their behalf using the online questionnaire with them during the call.
- Four letters and five emails were received concerning the consultation of which eight were from carers and one was a response from a local councillor.

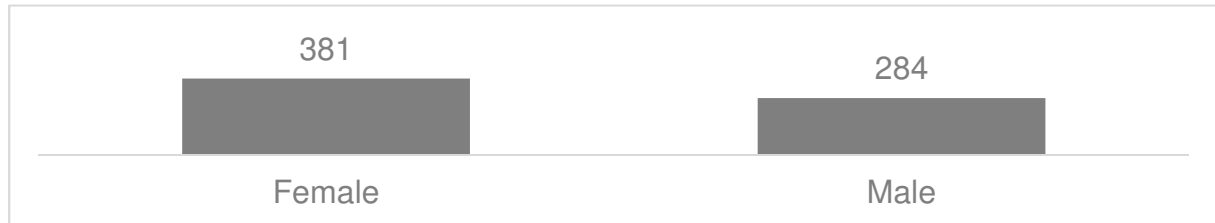
It is very difficult to give a return rate in percentage terms as a variety of ways of contacting people were utilised. Some of the ways individuals were contacted are quantifiable, for example it is known how many consultation information packs were

sent out in total. However, it is very difficult to estimate how many people may have received information about the consultation from other sources as it was widely promoted throughout a range of networks. For this reason the quantified percentage rate is not shown.

5. Demographic profile of people who responded to the consultation

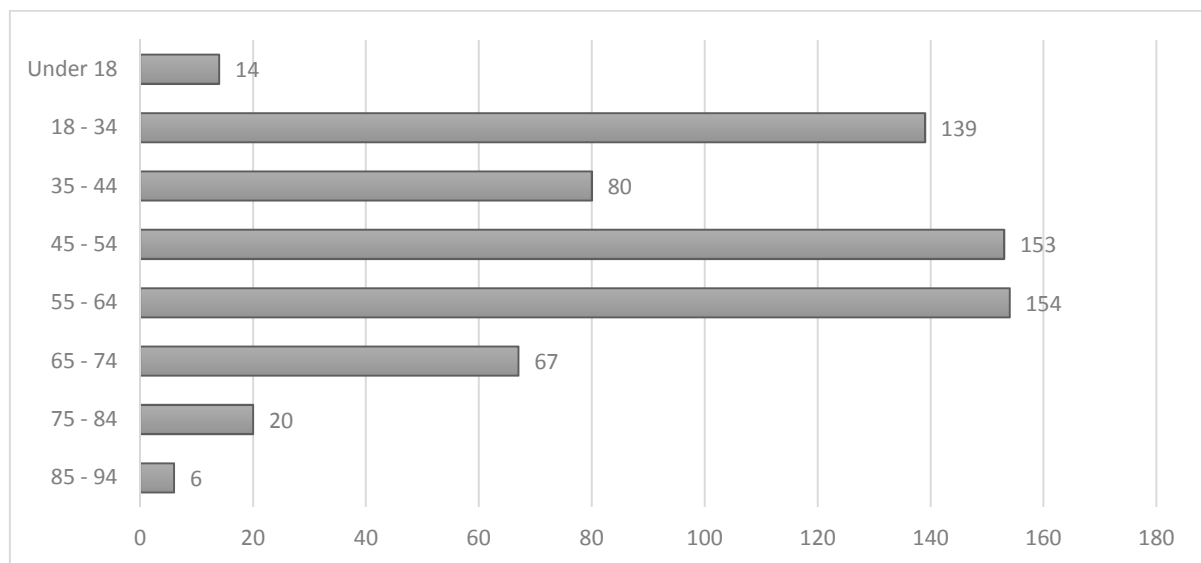
A summary of the demographic profile of consultation respondents is provided below.

a) Gender



The majority of respondents to the questionnaire were female (381 people) with 284 males answering the questionnaire and 29 people chose to leave this field blank.

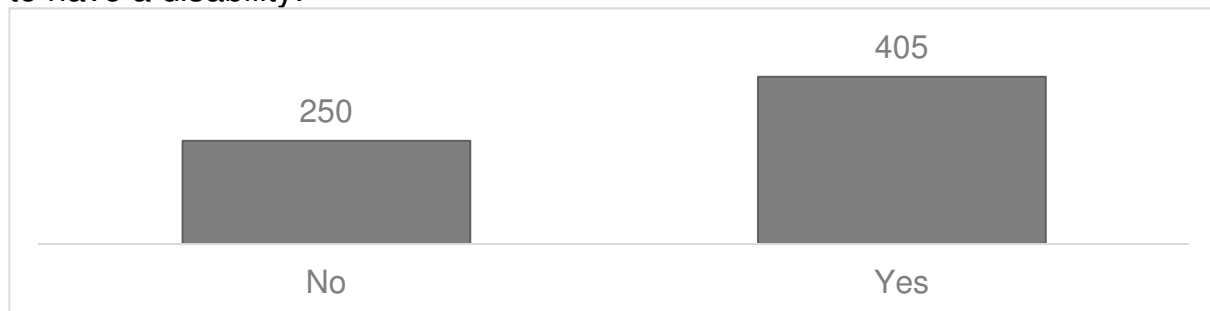
b) Age profile



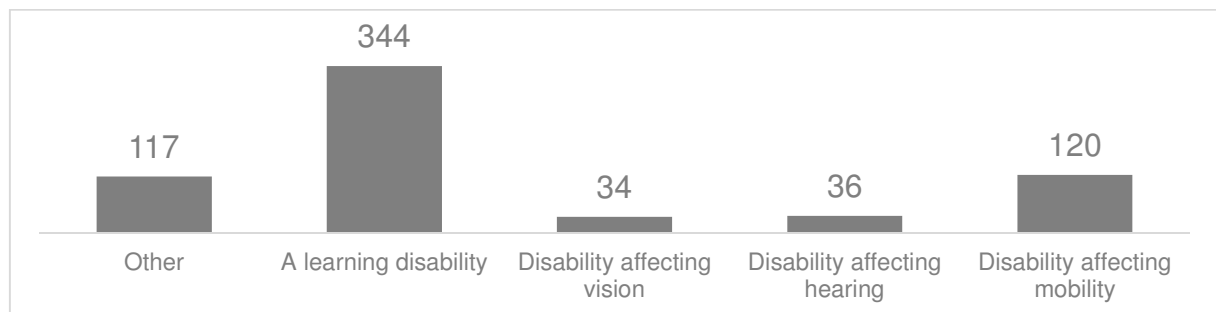
44% of respondents to the questionnaire were in the 45-54 and 55-64 age ranges, the next largest group of respondents were aged 18-34 (20%) and 61 people chose to leave this field blank.

c) Disability

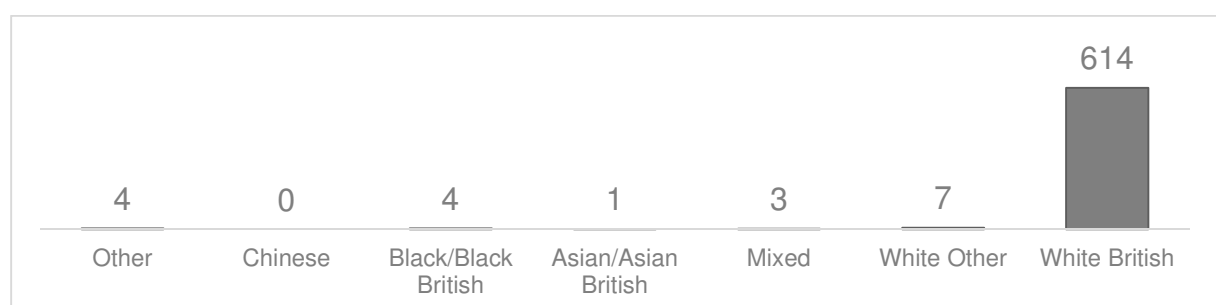
People who completed the survey were asked whether they considered themselves to have a disability:



People who indicated they have a disability were then asked to select all of the disabilities that apply to them, from the following categories, to provide more detail about their disability:



Some respondents indicated that they had more than one disability and this is reflected in the graph above. 344 respondents to this question stated they have a learning disability which is 85% of all those who stated they have a disability, therefore many respondents will also have one or more of the other disabilities listed.

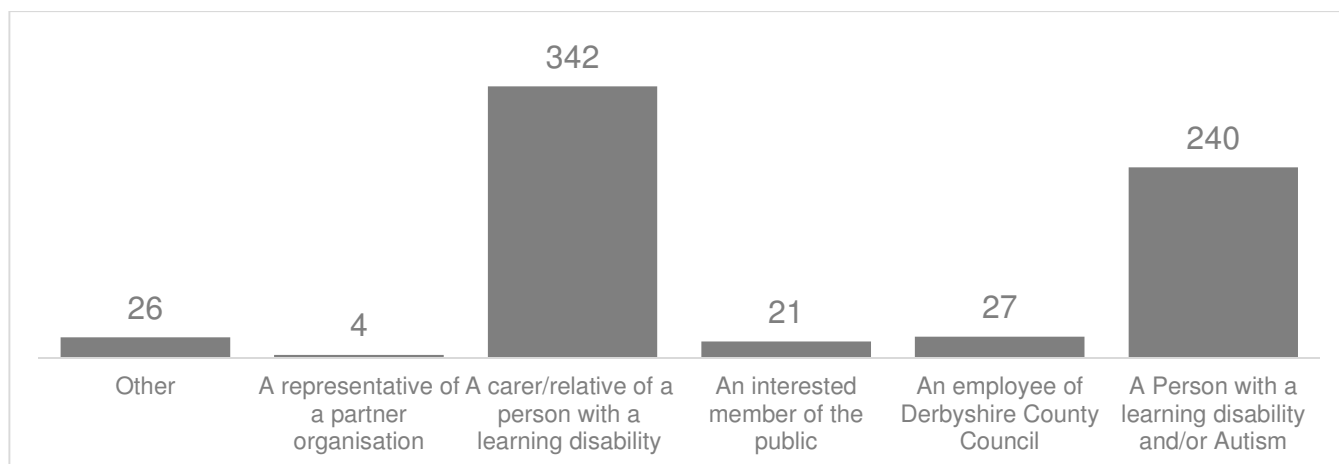
d) Ethnicity

The majority of respondents to the questionnaire (614 people) selected 'White British' and this reflects the current ethnicity profile of inhabitants of Derbyshire.

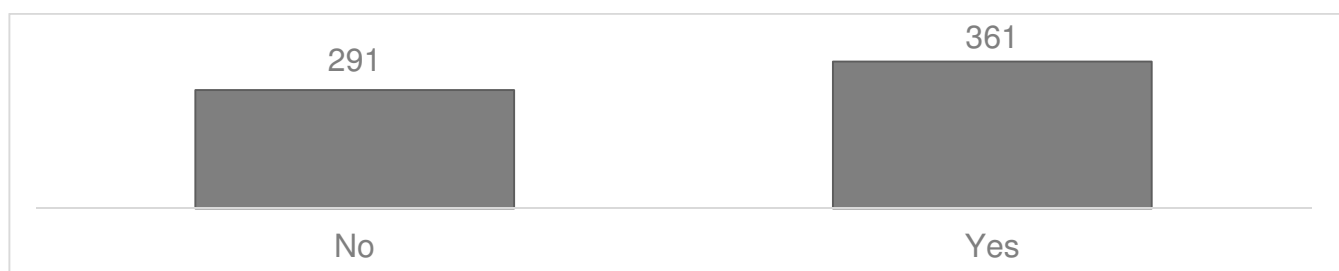
6. What people told us during the consultation?

A summary of the consultation question responses is provided below:

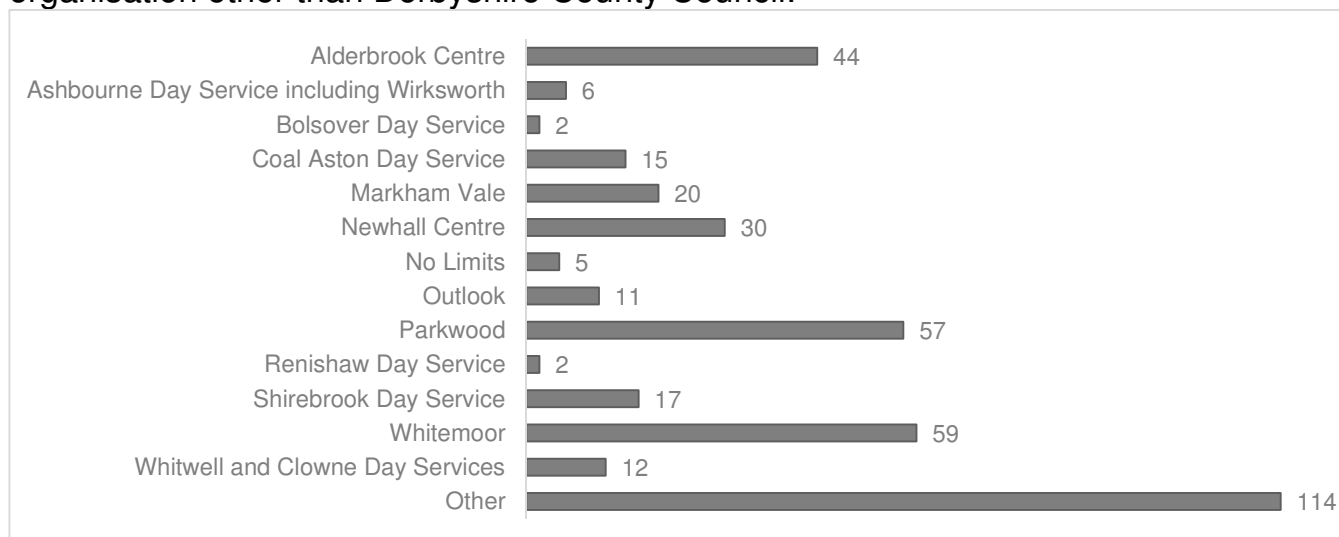
Q1. In which role are you responding to this consultation?



Q2. Do you, or the person you care for, use a Day Service at the moment?



Q3. For the people who stated they or the person they support used a Day Service, they were asked to tell us which one or whether it was a service provided by an organisation other than Derbyshire County Council:



Of the 397 people who answered this question, some people stated that they attend more than one day centre. 71% of respondents to this question told us that they attend a Direct Care Day Centre and 29% told us that they attend other services not provided by Derbyshire County Council.

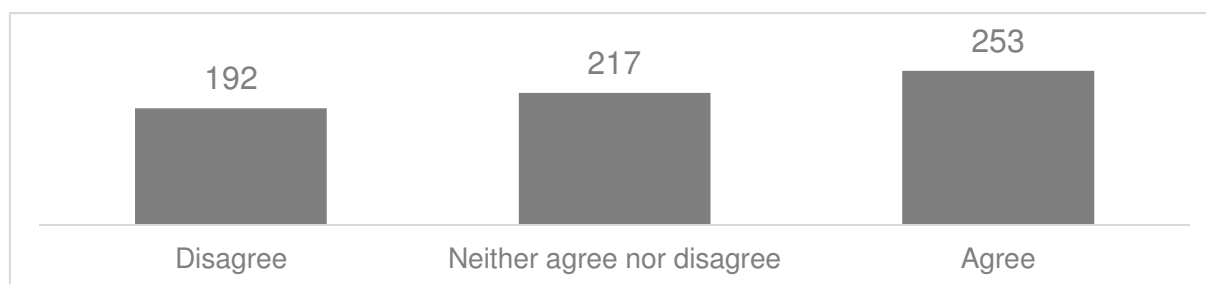
Views on the consultation proposals

Individuals who responded to the consultation questionnaire were asked to comment on the specific consultation proposals, some of which had additional statements linked to them. The proposals and associated statements are detailed below in bordered text boxes. Responses to these questions are summarised below.

Proposal A: Derbyshire County Council start the transition to refocus the service model to deliver specialist building based day services to people with Profound and Multiple Learning Disability (PMLD) and complex support needs.

Statement 1: People assessed as having the most complex needs would be able to use day centres but the activities and location may change.

Q4. Do you agree or disagree with the statement ‘people assessed as having the most complex needs would be able to use day centres but the activities and location may change’?



Of the 662 people who answered this question, 38% stated they agreed with the proposal, 33% neither agreed nor disagreed with the proposal, and 29% disagreed with the proposal.

Of the 253, people who agreed, 50% were carers and 32% were people with a learning disability and/or Autism.

Of the 192, people who disagreed, 52% were carers and 30% were people with a learning disability and/or Autism.

Q5. If Derbyshire County Council chose proposal A statement 1 ‘people assessed as having the most complex needs would be able to use day centres but the activities and location may change’, how would it affect you?

There were 717 comments gathered for this question and the top five themes are:

1. Consequence of change - 212 comments
2. Impact of location change - 140 comments
3. Not affected by statement - 75 comments
4. Quality of care - 59 comments
5. Clarity needed – 51 comments

Examples of comments and queries in relation to the top theme, **consequence of change** include:

My daughter does not like change. Even people and faces need to be constant, she really likes coming here.

Change always affects people with complex needs the most, stability is essential for them, change can be damaging to them.

Any change in routine has a detrimental effect for my service user. Familiarity and structure are important for his feelings of safety and wellbeing. Adjusting to change is a long and difficult process for him.

Likes stability. Happy in current situation.

I would like it to be the same as now because he now knows the staff and other people that attend the day centre. He also gets to do various activities that he would not be able to do if he wasn't attending the day centre.

Examples of the comments and queries regarding the second theme, **impact on location change** include:

Has a relationship with area and community.

We love that he mixes with people more able than himself.

It's okay as long as adequate transportation is provided.

Our son has complex needs. I take and fetch our son to the day centre at the moment so my concern is, where the location would be if any change?

*Distance of travel, people might have to travel much more distance.
Consideration is needed about how much time is spent on transport.*

Examples of the comments and queries from the third theme, **not affected by statement**, include:

It wouldn't affect me.

*I feel this wouldn't have any effect on my needs.
Not affected at all.*

Example of comments and queries for the fourth theme, **quality of care** include:

A better centre would be fine if the staff came too. It would be detrimental to my son's needs if the staff weren't able to look after him.

Regular care with people that we trust and know, that know the people they care for and their needs.

I would not want to explain my daughter's needs to a different person each week if she was on a 1-2-1, the staff know her here.

Example of comments and queries for the fifth theme, **clarity needed** include:

Are you saying those with complex needs will have to go elsewhere?

The proposal on how and where activities would change is not helpful for us to comment on as it is open ended.

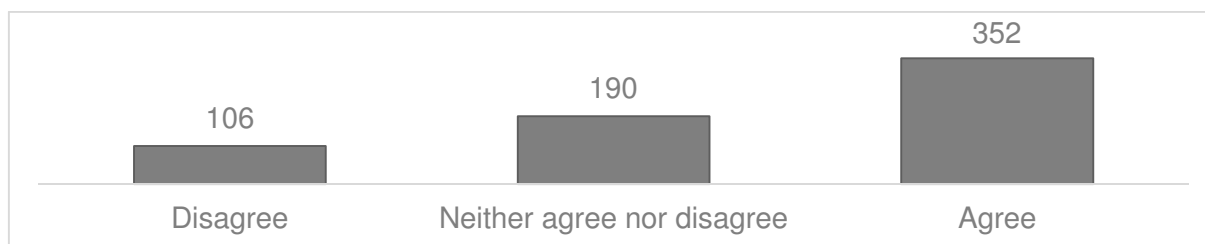
Need to define 'complex needs', people have different opinions on what this means.

Other comments were also categorised against a number of themes and can be summarised as:

- Appreciation of the service - 44 comments
- Suggested improvements - 30 comments
- The future viability of day services - 24 comments
- Agree with statement - 21
- Impact on carers - 11
- Disagree with statement - 16 comments
- There were 34 other comments that did not fit into a theme.

Statement 2: People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.

Q6. Do you agree or disagree with proposal A statement 2 'people new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area'?



Of the 648 people who answered this question, 54% agree, 29% neither agree nor disagree, and 17% disagree.

Of the 352 people who agreed, 47% were carers and 36% were people with a learning disability and/or Autism.

Of the 106 people who disagreed, 53% were carers and 30% were people with a

learning disability and/or Autism.

Q7. If Derbyshire County Council chose proposal A statement 2 'people new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area', how would it affect you?

There were 867 comments gathered for this question and the top five themes are:

1. Support - 145 Comments
2. Not affected by statement - 143 Comments
3. Choice - 118 Comments
4. Agree with statement - 103 Comments
5. Suitability of work or volunteering opportunities - 59 Comments

Examples of the comments are queries regarding the top theme, **support** include:

Anyone offered new activities would need detailed benefits advice to make sure they are not worse off.

A lot of people wouldn't have the ability to cope once the 1-1 support stops, so the placement would fail. Who would support her once she is in the community?

How long would the one-to-one support be for this? The time should be personalised to that person.

It depends what form the one-to-one support takes and how long it lasts. For example would the new client have to accept what was offered or get a choice? How many choices? What would happen if/when the activity came to an end? Would the support be continuing?

This sounds an ideal solution but can easily lead to boredom and social exclusion. With all of perceived faults of day centres they provide a structured environment and opportunities for social intercourse.

Examples of the comments are queries regarding the second theme, **not affected by statement** include:

I am not new to services.

It would not affect me at the moment.

It would not affect me directly.

It would not affect me but I understand the benefit.

It may not affect me I already have support.

Examples of the comments are queries regarding the third most common theme, **choice** include:

An option of a day centre should still be on the cards to give them choice.

Should be more places to work.

People should be given choice and new experiences.

Examples of the comments are queries regarding the fourth most common theme, **agree with statement** include:

I like the idea of being empowered and assisted to take control of my own service. I can direct people to my likings rather than this being prescribed to me.

I want my son to do more than just go to a day centre.

I would love it as I like to work and be busy and do a good job.

Examples of the comments are queries regarding the fifth most common theme, **suitability of work or volunteering opportunities**, include:

They only give us rubbish jobs.

Providing the right type of environment to support and motivate people with a learning disability and adequate monitoring of this, and where do they go for this support?

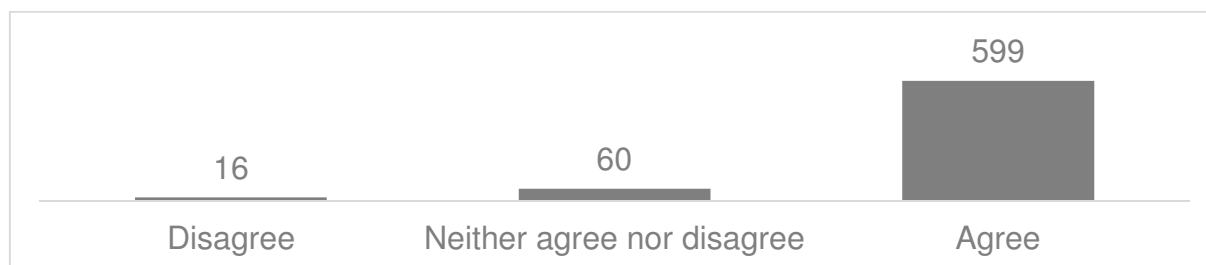
But only if consistent and long term.

Other comments were also categorised against a number of themes and can be summarised as:

- Consequence of change - 49 comments
- Assessment quality - 49 comments
- Financial sustainability - 35 comments
- Community cohesion - 30 comments
- Suggested activities - 28
- Clarity needed - 25 comments
- Disagree with statement - 22 comments
- Preparing for adulthood - 22 comments
- Adequate monitoring of future services - 18 comments
- There were 21 other comments that did not fit into a theme.

Statement 3: People who already use day services can still go to those day services if they want to.

Q8. Do you agree or disagree with proposal A statement 3 'people who already use day services can still go to those day services if they want to'?



Of the 675 people who answered this question, 89% agree, 9% neither agree nor disagree, and 2% disagree.

Of the 599 people who agreed, 51% were carers and 33% were people with a learning disability and/or Autism.

Of the 16 people who disagreed, 6% were carers and 69% were people with a learning disability and/or Autism.

Q9. If Derbyshire County Council chose proposal A statement 3 'people who already use day services can still go to those day services if they want to', how would it affect you?

There were 917 comments gathered for this question and the top five themes are:

1. Agree with statement - 350 comments
2. Appreciation for service - 130 comments
3. Not affected by statement - 129 comments
4. Consequence of change - 81 comments
5. Suggested improvements - 65 Comments

Examples of the comments are queries regarding the top theme **agree with statement** include:

I have been at my day centre for 30 years and I wish to stay there.

Many people who go to day centres really enjoy going, not everyone fits into the same box, if someone is happy there and it meets their needs, it surely is in their best interests to let them stay.

That's wonderful, please stick to your word.

My brother could continue to attend the day service he is familiar with. He would be supported by staff that know him and understand his needs and moods. He feels safe in this environment and with the staff who know and support him.

Absolutely, people want the choice to be able to stay.

Examples of the comments are queries regarding the second most common theme **appreciation for service** include:

I love it to bits here it's a good place.

Day services are still a very much needed facility, to provide support and group activities for people with a learning disability. The community is not ready for these young people to access anything. They also need support and group meets ups. My son would be isolated if he wasn't able to access the centre support.

I'd like to come into the day centre every day.

Feel safe with people we trust and know.

Staff get to know clients and get to know their needs and can see signs if there is something wrong this is important if people can't speak.

Examples of the comments are queries regarding the third most common theme **not affected by statement** include:

It wouldn't, I don't use day services.

It would not affect us because we don't currently use them.

It would be different for me because I haven't been to a day centre before.

Examples of the comments are queries regarding the fourth most common theme **consequence of change** include:

Asking the older generation to change at this point in their lives would be unfair.

Consistency and not changing things is so important to us.

If things change it will have a big impact on clients and carers.

Examples of the comments are queries regarding the fifth most common theme **suggested improvements** include:

Could centres be used at night and hired to the community for groups and classes, youth clubs. DCC could raise some money doing this. Our people could then stay on and help out in the evening.

Do the hubs here and fund them properly rather than try and do it elsewhere on the cheap.

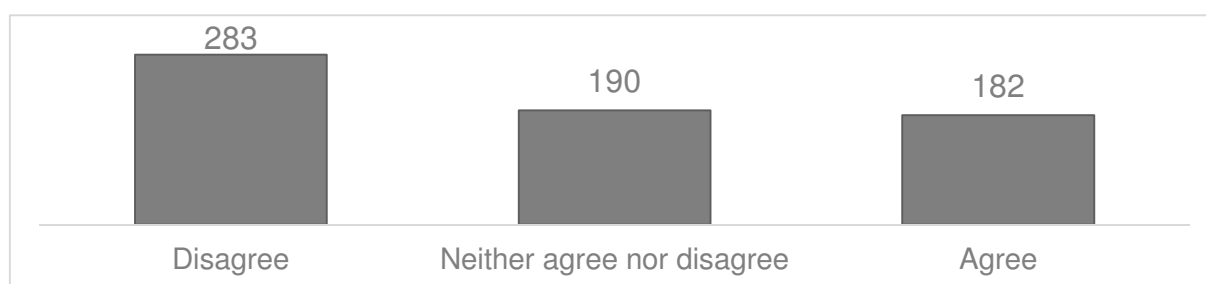
You want them to do more, I have been around long enough. In the centres years ago you used to pay dinner money and have a discussion what was happening for lunch. You would then have a job to do i.e. go out and buy the ingredients for lunch, then prepare the veg etc. which gave the clients daily living skills. These skills have now been taken away from them and they are now sat all morning just waiting for lunch which is often a sandwich that has been bought in for them.

Other comments were also categorised against a number of themes and can be summarised as:

- Friendship groups - 39 comments
- Future sustainability - 39 comments
- Impact on carers - 17 comments
- There were 67 other comments that did not fit into a theme.

Statement 4: In future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.

Q10. Do you agree or disagree with proposal A statement 4 'in future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre'?



Of the 655 people who answered this question, 28% agree, 29% neither agree nor disagree, and 43% disagree.

Of the 182, people who agreed, 47% were carers and 35% were people with a learning disability and/or Autism.

Of the 283 people who disagreed, 49% were carers and 37% were people with a learning disability and/or Autism.

Q11. If Derbyshire County Council chose proposal A statement 4 'in future everyone will be assessed against Derbyshire County Council's Transport Policy

and some people may have to make and pay for their own travel arrangements to and from the day centre', how would it affect you?

There were 884 comments gathered for this question and the top five themes are:

1. Financial impact - 154 comments
2. Not affected by statement - 121 comments
3. Agree with statement - 90 comments
4. Impact on carers - 77 comments
5. Risks - 66 comments

Examples of the comments are queries regarding the top theme **financial impact** include:

A taxi would be a £30 round trip.

Co-funding has already gone up is this just another way of getting more money from us when we can't afford it and our people with a learning disability are going to be left without any spare cash at all.

The cost of transport is escalating all the time and eating into their benefits, this can be just attending hospital appointments.

It may initially stop some people attending the centre due to their affordability and their personal budget.

Cost too much money in taxi fares, so will and already has caused a reduction in my day centre attendance.

Examples of the comments are queries regarding the second most common theme **not affected by statement** include:

My brother has already been assessed and the current transport services are working perfectly. He is incapable of making his own travel arrangements.

I already have been transporting my daughter for 7 years. I have a disability car so she is not eligible for the bus.

My cared for person is taken to the day centre by staff from his supported living facility and this proposal will not affect him. I would say though that anyone who can afford to pay should contribute. It should also be noted that there could be problems for people living in inaccessible areas of the county.

XX walks in with a support worker.

We don't currently use the day services.

Examples of the comments are queries regarding the third most common theme **agree with statement** include:

Why are some people having to pay, and some aren't?

Some of us wouldn't mind paying a reasonable amount for transport if it meant that we were getting transport that we can trust and rely on and the support is good for our sons and daughters.

I feel that making your own travel arrangements is empowering and whilst I would object to those who are at considerable risk, from exploitation or road safety, should be assisted and provided with this service I would imagine most will take comfort knowing they are in control from start to finish and using public amenities like everyone else.

Examples of the comments are queries regarding the fourth most common theme **impact on carers** include:

I would have to take my daughter to and from day centre five days a week, morning and afternoon. This would increase her dependence on me and take away her chance to be with others who know her. It would decrease my much needed respite time and lessen the short time I have currently to see friends.

I already take my son to his support services or pay expenses directly to them on days where we meet half way, as a lone, working (part-time) parent, this puts considerable strain in an emotional and financial way on our life.

I am in my 70s and won't be able to transport them forever.

Examples of the comments are queries regarding the fifth most common theme **risks** include:

Our daughter has no understanding of transport, roads, money.

Within the company that I work, we do not have a staff car and only some staff members use their own cars. So a reduction in DCC transport would mean that service users wouldn't be able to get to day service.

What happens when people need support for travelling?

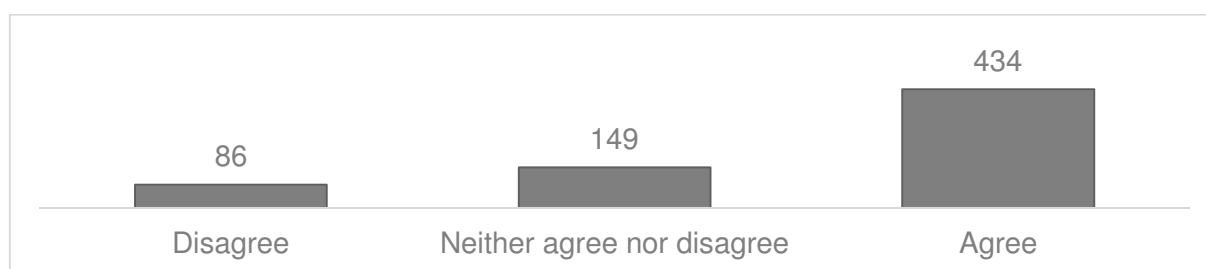
Other comments were also categorised against a number of themes and can be summarised as:

- Support - 59 comments
- Assessment quality - 56 comments
- Appreciation for the day centre bus service/community transport - 45 comments

- Already contribute - 42 comments
- Lack of public transport - 37
- Greatly affected - 34 comments
- Travel pass restrictions - 16 comments
- There were 87 other comments that did not fit into a theme.

Statement 5: To support voluntary and independent organisations to set up more things to do in the community.

Q12. Do you agree or disagree with proposal A statement 5 'to support voluntary and independent organisations to set up more things to do in the community?



Of the 669 people who answered this question, 65% agree, 22% neither agree nor disagree, and 13% disagree.

Of the 434 people who agreed, 51% were carers and 34% were people with a learning disability and/or Autism.

Of the 86 people who disagreed, 49% were carers and 30% were people with a learning disability and/or Autism.

Q13. If Derbyshire County Council chose proposal A statement 5 'to support voluntary and independent organisations to set up more things to do in the community', how would it affect you?

There were 888 comments gathered for this question and the top five themes are:

1. Agree with statement - 333 comments
2. Risks - 131 comments
3. Future viability - 112 comments
4. Consequence of change - 77 comments
5. Suggested opportunities - 71 comments

Examples of the comments are queries regarding the top theme **agree with statement** include:

This would provide more things to do for people with disabilities which is sadly lacking in Derbyshire. Lovely for the person I work with xx.

As long as they were supported. Individuals should be in the public so hopefully there is more acceptance.

More would be available for my son to choose what to do. That would mean he may be able to leave the house more and reduce my worries.

Everyone's different and to have the opportunity to be in the community is important.

I would really enjoy this and it would make a positive impact on my life.

Examples of the comments are queries regarding the second most common theme **risks** include:

Monitoring of the services needs to be robust and this needs to be done by carers and people with a LD themselves.

Concerns about isolation for people with a learning disability, you need to closely monitor what services are provided.

Fear of cheap employment.

The safety net of reassurance and checking that they are still ok still needs to be in place.

12 weeks for the community connector can result in failure as motivation is not always there for them for that short time for them to be motivated to continue once the one on one support has ended.

Examples of the comments are queries regarding the third most common theme **future viability** include:

Five days for care in our Personal Budget's doesn't cover care from private companies, they are charging more per day/hour than our Personal Budget's allow. Over a week we are more than 3 hours short so that comes out of my pocket.

At the moment we are seeing a lot of the Voluntary Sector losing their funding. Projects that have been running for years and doing a grand job are going to the wall. I am not really in favour of the Private Sector taking on any contracts to provide services for people with a learning disability, they can just walk away if they don't make a profit and that is not good.

I am a member of two voluntary organisations which were helping in just the way proposed by Proposal A, but had their DCC funding cut or terminated. I view this proposal with scepticism although, naturally, I am in favour of it. If DCC continues to cut grants to voluntary organisations in the way it is doing at present then they will cease to exist and not be available to help in the future.

Examples of the comments are queries regarding the fourth most common theme **consequence of change** include:

XXX needs the stability of the day centre. She needs to know where she will be and who she will be with this would be too uncertain for her.

I do not think a voluntary organisation could have the knowledge or experience to look after my daughter with her complex needs. I would therefore have no confidence in any voluntary or independent organisation to safely look after my daughter. This would cause me constant stress and worry.

I wouldn't change what we have now.

Examples of the comments are queries regarding the fifth most common theme **suggested opportunities** include:

Buddying scheme to help people enjoy an activity with someone who enjoys it e.g. football match.

Need to educate organisations that already exist and making them accessible to people with learning disabilities and Autism.

Support us to have our own voluntary groups here we can support other people and run our own group with support.

Other comments were also categorised against a number of themes and can be summarised as:

- Not affected by statement - 38 comments
- Support - 36 comments
- Ensuring adequate facilities are available - 30 comments
- The possible impact on Direct Care day centres - 19 comments
- There were 41 other comments that did not fit into a theme.

Q14. This question was people's opportunity to make **further comments on proposal A** overall. From analysis of the feedback it was evident that as well as using this opportunity to comment further on proposal A, consultation respondents also used the open text box to express their opinions on their service overall.

There were 205 comments gathered for this question and the top five themes are:

1. Comments relating to statement three - 38 comments
2. Council finances - 26 comments
3. Person centred approach - 23 comments
4. Impact on carers - 15 comments
5. Comments relating to statement four - 14 comments

Examples of the comments are queries regarding the top theme **comments relating to statement three** include:

The day service makes me happy I enjoy it very much and I love spending time with my friends doing gardening and litter picking. I smile and laugh a lot since I have been going there and I would be very sad if I could not go there.

The day centre provides such a homely, accepting centre for adults with learning difficulties to be. If this is taken from them, their lives will be impoverished.

I have everything I need at the day centre. I have a lot of friends and the staff are also my friends. I have plenty of activities to do there and do not wish to change anything. I feel safe and well looked after by familiar people.

I enjoy the day centre it's a safe place and enjoy seeing friends love the activities it gives me something to look forward to.

We would welcome the news that our son could still be able to attend the day centre as this is truly a life line for all of our family.

Examples of the comments are queries regarding the second most common theme **council finances** include:

I am not convinced that the proposal will provide the targeted savings, one to one provision must be a more expensive option if done properly.

I suspect that funding will be an issue and, therefore, little will appear and/or be short lived.

Support for people with learning difficulties is more expensive in rural areas because of lack of economies of scale and transport costs. This should be acknowledged by differential spending formulae.

I think this a good idea, but you need to work together, and have proper money to do it. Or people like me will be isolated more than ever.

Everything is always about money with you, there's nothing for people that have a disability, and it's always them that have to miss out on things.

Examples of the comments are queries regarding the third most common theme **person centred approach** include:

Whatever proposal is agreed it still must recognise that not one service fits all needs.

People with learning disabilities have told us they want to be involved in their local community, going out with friends, learning new skills or getting a job.

Instead of trying to fit people in to services we have available, we are keen to make sure our support focuses on an individual's strengths to help them achieve personal goals.

Our main concern in all the proposals is the inclusion of all individuals with learning disabilities, not just those who are able to work and those with PMLD.

Examples of the comments are queries regarding the fourth most common theme **impact on carers** include:

At our ages of 80 and 78 it is becoming increasingly difficult to provide the quality of life our son deserves and we are unsure how long we can continue doing this. Any reduction in services (which have so far been good) will be detrimental to him and to us full time carers.

Any changes to the current arrangements would seriously affect our ability to continue as family carers. Things are not perfect as they are and these proposals are not going to improve them.

Why change what is not broken. You only put more stress on already stressed carers.

Examples of the comments are queries regarding the fifth most common theme **comments relating to statement four** include:

People wouldn't go to day care if they had to pay and then become lonely. They could share transport to make it cheaper.

I have worked in Health & Social Care for over 25 years and I believe in people remaining independent and to have the choice in their lives. But I am well aware that lots of these people receive adequate benefits to pay for some things, i.e. transport.

Although I get mobility payment this would not cover the full cost of travel to and from the day centre.

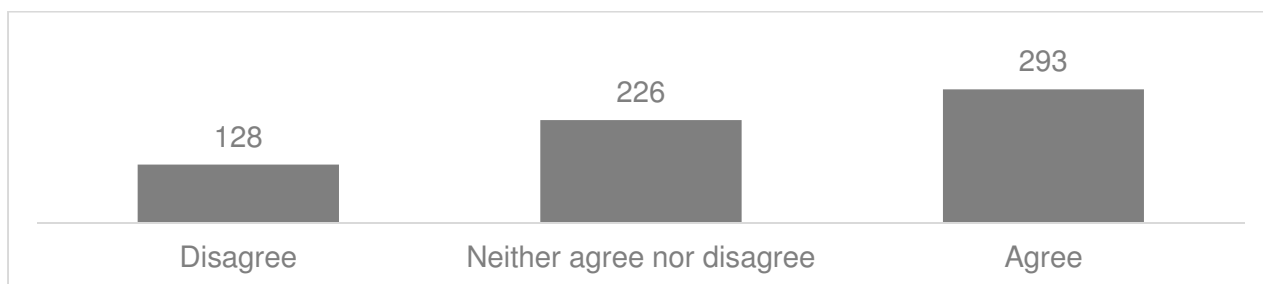
Other comments were also categorised against a number of themes and can be summarised as:

- Comments relating to statement five - 13 comments
- Suggestions - 13 comments
- Sustainability - 11 comments
- Support - 10 comments
- Consequence of change - 10 comments
- Appreciation of service - 8 comments
- Transition - 6 comments
- Consultation methods - 6 comments

- Comments relating to statement six - 5 comments
- Comments relating to statement two - 5 comments
- Comments relating to statement one - 2 comments

Proposal B: To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.

Q15. Do you agree or disagree with proposal B 'to change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to?



Of the 647 people who answered this question, 45% agree, 35% neither agree nor disagree, and 20% disagree.

Of the 293 people who agreed, 45% were carers and 38% were people with a learning disability and/or Autism.

Of the 128 people who disagreed, 48% were carers and 37% were people with a learning disability and/or Autism.

Q16. If Derbyshire County Council chose proposal B 'to change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or autism will be able to do work based training to support more people to become ready for work or volunteering if they want to', how would it affect you?

There were 884 comments gathered for this question and the top five themes are:

1. Agree with proposal - 283 comments
2. Aspirations and capability match - 212 comments
3. Disagree with proposal - 104 comments
4. Support - 76 comments
5. Progression route - 58 comments

Examples of the comments are queries regarding the top theme **agree with proposal** include:

It would be great.

It will make it easier for me, I'm scared about doing work experience.

My daughter has greatly benefitted from a scheme similar to this is now employed part time.

It would give me more purposeful ways of using my time.

This would help me a great deal in preparing me for work and a more meaningful future.

Examples of the comments are queries regarding the second most common theme **aspirations and capability match** include:

As long as these places are genuine and do not revert to being places that do crafts and the like. Make them proper places of work so they can learn REAL skills.

Depends on help, I struggle with more or less everything.

I have impaired mobility, so I wouldn't be able to work regularly. I'd like to work, it's a good idea.

Matching the right skill set from the individual to the opportunity.

What about those who are unable to go, need to be able to have choice to access same things as everyone else but allow for different outcomes i.e. not going to be able to work and existing service is there to return to concerns about shrinkage and remaining service and impact on choice for those still attending.

Examples of the comments are queries regarding the third most common theme **disagree with proposal** include:

Crack pot scheme all around as some people are too disabled to do any sort of work.

I would not like to volunteer or work.

I like it how it is.

Examples of the comments are queries regarding the fourth most common theme **support** include:

It's the lasting support that is needed in volunteering and jobs.

Need more personal assistants, maybe a pool of staff employed by the council.

People would need to understand what our support needs are.

Examples of the comments are queries regarding the fifth most common theme **progression route** include:

Jobs and voluntary opportunities need to be found for us to move onto.

We would be worried that there would be no jobs for them to move on to.

A progression model needs to be in place for appropriate people if they wish to have more options available for them in the future.

Other comments were also categorised against a number of themes and can be summarised as:

- Not affected by the proposal - 42 comments
- Risks - 38 comments
- Suggested activities - 24 comments
- There were 47 other comments that did not fit into a theme.

Q17. This question was people's opportunity to make any further comments on proposal B. However it was evident that as well as using this opportunity to comment further on proposal B, people had also used the open text box to express their opinions on their service overall.

There were 124 comments gathered for this question and the top five themes are:

1. Choice - 23 comments
2. Suggestions - 22 comments
3. Agree with proposal B - 15 comments
4. Support - 12 comments
5. Clarity needed - 11 comments

Examples of the comments are queries regarding the top theme **choice** include:

Each service user has their own special needs for their particular circumstances. Any service provided must meet the needs of the individual service user.

I find it very disrespectful that you think that after over forty years of attending my day centre that I am suddenly able to work in the community or become a volunteer and I am not able to be in paid work.

So long as services for other users who are not able to benefit from this new service are not left high and dry. Unless support is available to employers and ongoing expert advice available to maintain employment this will be unsustainable.

Everything is about personal choice!!

This sounds good if there are plenty of places available.

Examples of the comments are queries regarding the second most common theme **suggestions** include:

It is important to ensure people who cannot work are not forced into work.

Please have more ambition than volunteering. How many people with learning disabilities do DCC employ? Maybe you should start leading by example. Provide paid employment for LD in the visitor centres and tourist attractions for a start.

A work strand of groups/activities could be developed as part of the service. I would not support narrowing the focus down to employment skills or work related only or time-limiting the service.

Employment skills and training hubs should be available locally such as in the library.

Staff were trained to run Ordinary National Certificate courses with our clients but this was stopped. It could be something that could be started again?

Examples of the comments are queries regarding the third most common theme **agree with proposal B** include:

Any venture which will encourage people with a learning disability and/or autism to prepare them for work if they are capable is certainly the way forward.

It's a good idea for people with moderate learning disability.

I believe this is a really good idea and will help empower the people it supports.

Examples of the comments are queries regarding the fourth most common theme **support** include:

I believe that everyone should be helped to work if possible. Parents are the ones who need support to allow it to happen and to let go.

Some of the people I support have told me that they would like to volunteer in a charity shop, & with support, I believe they would be fine.

I believe most people with a learning disability and/or autism would be unable to work/volunteer without adequate one to one support.

Examples of the comments are queries regarding the fifth most common theme **clarity needed** include:

Requires more specific detail on intentions and long term objectives.

Yet again, more detailed plans are required before one can agree or disagree with your proposals.

What does this actually mean? Will a person's attendance be time limited, such as at a college course?

Other comments were also categorised against a number of themes and can be summarised as:

- Consequence of change - 9 comments
- Negative previous experience - 9 comments
- Transition - 4 comments
- Raising awareness about people with learning disabilities and/or Autism - 3 comments
- There were 16 other comments that did not fit into a theme.

Appendix 4 – Equalities Impact Analysis



Derbyshire County Council Equality Impact Analysis Record Form 2018

Department	Adult Care
Service Area	Learning Disability/Autism
Title of policy/ practice/ service of function	Transformation of Learning Disability Day Opportunities
Chair of Analysis Team	Steve Ball

Stage 1. Prioritising what is being analysed

- Why has the policy, practice, service or function been chosen? (rationale)
- What if any proposals have been made to alter the policy, service or function?

The National Context

- There is a challenging national agenda of change and the estimated growth in the number of young people with complex needs alongside an ageing learning disabled population means we have to ensure the resources available are used efficiently. Services need to meet individuals' needs and promote independence not dependence. To do this we need to recognise people's abilities, not disabilities, we need to recognise everyone with a learning disability and/or Autism can make a positive contribution to the community in which they live.
- The vision remains as set out in Valuing People (2001) and Valuing People Now (2009): that all people with a learning disability and/or Autism are people first with the right to lead their lives like any others, with the same opportunities and responsibilities, and to be treated with the same dignity and respect. They and their families and carers are entitled to the same aspirations and life chances as other citizens.

- The Care Act (2014) promotes the adoption of strength based approaches to assessment and Care and support planning which first seeks to mobilise an individual's strengths, resources, networks and communities as a means of supporting personal outcomes. Were local authority resources are utilised to meet eligible outcomes these should focus on supporting people to engage with their local communities.
- Places duties on local authorities to assess people's needs for social care support, and if they are eligible, to develop a support plan with individuals that promotes the use of personal budgets, direct payments and maintaining options and choices for individuals through effective commissioning and the provision of information and advice on possible services.
- Requires local authorities to help develop a market that delivers a wide range of sustainable high-quality care and support services that will be available to their communities. When buying and arranging services, local authorities must consider how they might affect an individual's wellbeing. This makes it clear that local authorities should think about whether their approaches to buying and arranging services and support and promote the wellbeing of people receiving those services.
- Requires local authorities to make information and advice available for all people, and put in place universal services which are aimed at preventing, reducing or delaying care and support needs in the context of community wellbeing and social inclusion. Preventative approaches foster a holistic approach that includes accessing universal services, early intervention, promoting choice and control, and the development of social capital. The provision of information and advice, and access to services that do not require a test of eligibility should be part of a 'universal offer'.

The Local Strategic Context

- The Council Plan 2019-2021 sets out clear ambitions to be an efficient and high performing council delivering value for money services. Exploring creative ways to deliver better services for less and ensuring that the Council's operating model is fit for purpose is critical to the Council achieving its ambitions and addressing the challenges that lie ahead.
- Derbyshire County Council (DCC) is an Enterprising Council, this approach will result in wide reaching and long lasting culture change within the Council and see a move away from more traditional and paternalistic approaches to service delivery together with fundamental changes to relationships with local people, communities and employees.
- Our current day service offer for people with a learning disability and/or Autism is primarily building based and follows a traditional "day centre" model that provides services for adults.

- DCC (Adult Care) has consulted with people who have a learning disability and/or Autism on a number of proposals to change the way day services are delivered in future. The proposals, if implemented, would mean that the Council will commence the transition to becoming a specialist provider of day time support to people with complex needs; whilst also supporting the independent and voluntary sector to develop alternative support and services to meet the needs of other people with less complex needs.
- The vision is to provide services and support that promotes independence, choice, control and individual progression whilst supporting more people into employment.
- The proposals were developed after a period of formal engagement with people with a learning disability and/or Autism, and their carers.

The Proposals are that:

1 - DCC start the transition to refocus the service model to deliver specialist building based day services to people with Profound and Multiple Learning Disability (PMLD) and complex support needs.

It is proposed that this will be achieved by:

- Direct Care will only accept new referrals to Day Services which meet the access criteria relating to people with Profound and Multiple Learning Disability (PMLD) and complex support needs. The eligibility criteria is presented below:
 - People with profound and multiple learning disabilities (PMLD) are among the people with the highest care and support needs in our community.
 - They have a profound learning disability which means that they have severely limited understanding.
 - In addition, they have multiple disabilities, which may include impairments of vision, hearing and movement as well as other challenges such as epilepsy and Autism.
 - Most people in this group are unable to walk unaided and many people have complex physical health needs requiring extensive help and support to enable them to meet their daily living needs.
 - Most people with profound and multiple learning disabilities have great difficulty communicating; they typically have very limited understanding and express themselves through non-verbal means, or at most through using a few words or symbols.
 - Some people need support with behaviour that is seen as challenging, such as self-injury.
 - People with profound and multiple learning disabilities need high levels of support with most aspects of daily living: help to eat, to wash, to dress, to use the toilet, to move about and participate in any aspect of everyday life, including identifying and managing everyday risks.
- People who currently attend Direct Care day services, but do not meet the new access criteria, will have the following options:

- to receive a Personal Budget or a Direct Payment to fund alternative day time options
- to engage with Community Connectors to pursue alternative day time options
- to continue receiving a Direct Care Day Service
- It is intended that the new offer for the latter group of people will be more focussed on a progression model, supporting individuals to be less reliant on the service and to seek alternative day time options in their local communities.
- It is also intended that the DCC Transport Policy will be consistently applied for all people with a learning disability and/or Autism in the future and that as a result some of the individuals in this group may not be eligible for free transport to and from services. This will result in some people having to arrange their own transport to and from services. It is expected that this cohort of people will reduce over time.
- All new referrals for people not meeting the new access criteria will initially be screened for referral to the community Connector Service or employment training opportunities. If these options are not appropriate, eligible people will be provided with a personal budget or direct payment and supported to purchase their services and support from independent providers that can meet their outcomes.
- Commissioners will work in partnership with independent providers in order to stimulate growth in the independent market and design service specifications which are based on the progression model of support.
- Direct Care will seek to further develop the Shared Lives service offer, expanding its capacity to provide alternative day time support options.
- Direct Care will enhance, grow and further develop the Community Connector service to be able to focus on supporting people to access work opportunities and pro-actively work with existing client's to support them to become less reliant on building based day services.
- People with complex needs and PMLD meeting the criteria for DCC day opportunities, will also have the option to be supported to find alternative services and support if this is their preference.
- Subject to approval of the proposals, Direct Care will work to understand how many people intend to take up alternatives to their existing day time support in order to review staffing structures as necessary to reflect the emphasis on meeting individual need, and providing practical support to promote independence. We need to make the most of the existing staff teams considerable skills, knowledge and experience, and create opportunities for staff to develop specialist knowledge and practice in several identified areas.

2 - Transformation of current work-based day services operated by Direct Care

It is proposed that this will be achieved by:

- Re-modelling current services to become employment skills and training hubs equipped to offer people with a learning disability and/or Autism the opportunity to receive 'time- limited' work based training options designed to support more people to become work ready and move into paid employment.
- Working closely with DACES (Adult Education) to link work place training with classroom training to ensure people are enabled to be work ready.
- Work alongside the Disability Employment Service to support current service users in these settings to seek opportunities for paid employment, utilising the skills already developed. Where this is not immediately possible, enable individuals to continue to attend the service as volunteers to mentor and support other people as they progress through the training pathway.

2 What is the purpose of the policy, practice, service or function?

DCC are currently the main provider of day time support to people with learning disability and/or Autism in Derbyshire. The majority of people attend large building based day centres which support a range of people with different support needs, from those individuals requiring minimal support, through to individuals with profound and multiple learning disability and behavioural support needs.

63% of people receive a service which is provided by DCC (Direct Care) whilst the independent and voluntary sector support approximately 37% of the people receiving a service.

There are currently fifteen DCC operated building based day services operating across the County. The five largest day centres have between 60 and 100 people attending each centre per week. There are also seven smaller centres which have 20 or fewer people attending each centre per week.

There are currently a total of twenty-four day service providers registered on DCC's Day Service Framework who offer learning disability specific day services and support. People can use either personal budgets or direct payments to purchase the support which best meets their needs. However, there remains a lack of consistency of provision across the County and over the last twelve months a number of providers have ceased to offer a number of support options due to a lack of take up. In this respect the Independent market remains under developed and underutilised. Commissioners will consider the EIA content and conclusions when reviewing and reprocurring the Framework during 2019-2020.

Day Services should support people with a learning disability and/or Autism in the following areas (O'Brien and Tyne's, Five Service Accomplishments, 1981):

Community Presence – ensuring that people are present in the community by supporting their presence as ordinary citizens in neighbourhoods, schools, workplaces, shops, recreation facilities and churches.

Community participation – ensuring that service users participate in the life of the community by supporting people's natural relationships with their families, neighbours and co-workers and, when necessary, widening each individual's network of personal relationships to include an increasing number of people.

Choice – ensuring that people are supported in making choices about their lives, the options they have and to act in their own best interests with regard to everyday matters and more important issues such as who to live with and what type of work to do.

Competence – developing the competence of service users by developing meaningful skills for use in community environments and relationships, i.e. those which significantly decrease a person's dependency on others, reduces the risk of harm or develop personal characteristics that other people value.

Respect – enhancing the respect afforded to service users by developing and maintaining a positive reputation for people who use the service by ensuring that the choice of activities, locations, and forms of dress and use of language promote a positive perception of people with disabilities.

Stage 2. The team carrying out the analysis

Name	Area of expertise/ role
Steve Ball (Chair)	Adult Care Commissioning Manager
Angela Pownall	Direct Care Service Manager
Dominic Sullivan	Group Manager Prevention and Personalisation
Sue Whetton	Group Manager Adult Care Commissioning
Peter Dawson	Derbyshire Carers Association
Pam Samuel	Manager, Outlook Day Centre
Rachel Walsh	Project Manager, Disability Direct, Derby

Stage 3. The scope of the analysis – what it covers

The analysis investigates the likely impact on implementing the set of proposals highlighted in Stage 1 section (B)

Beneficiaries of activity:

The beneficiaries of learning disability day services are the people who attend, for whom the purpose is to provide activities, interaction, skills building and fulfilment. The people who support and care for them at other times benefit from the day service provision through the provision of daily respite.

Protected equality groups:

The primary group protected are Adults who have a Learning Disability and/or Autism:-

- Adults with profound and multiple levels of disability (physical and Learning Disability) and complex needs
- Adults with a moderate Learning Disability and/or Autism

The proposals could also be relevant to a number of protected groups i.e. age , disability, race, religion or belief, sex (gender) and people who have multiple protected characteristics. The activity may also be relevant to people at risk of socioeconomic disadvantage.

Relevance: This activity has a direct and significant impact on people; therefore an Equality Impact Assessment (EIA) of this activity is required.

Explanation: The proposed transformation has the potential to negatively impact on a number of people who use the service and their carers.

General Equality Duties: DCC operated and accredited day services contribute towards the Council's equality duties in providing equal opportunity to adults with a learning disability and/or Autism to participate in day opportunities. Services are accessed following the Councils eligibility Criteria being met, and when the person has an identified and assessed need.

Stage 4. Data and consultation feedback

a. Sources of data and consultation used

Source	Reason for using
Current operating model analysis	Provides information and data relating to current services.
Mosaic report analysis	Provides information on the people who access the existing DCC services.
The Council Plan 2019-2021	Sets out the Council's ambitions to be an efficient and high performing council delivering value for money services and support.
Adult Care Learning Disability Programme Plan 2017	Sets out how DCC will roll out the progression model of assessment. This supports market development, rolling out a community based model of services and support that promotes individual, choice, control and supports people to be as

Source	Reason for using
	independent as possible within the communities in which they live.
The Learning Disability Needs Assessment 2013	Provides relevant data to the population of people with a learning disability and/or Autism living within Derbyshire.
Valuing People 2001	Plan to improve the lives of people with learning disabilities and their families. It covers all aspects of life, including health, housing, getting a paid job.
Valuing People Now 2009	Government priorities aimed at improving outcomes for people with learning disabilities.
The Care Act 2014	Outlines Local Authority responsibilities for assessment and safeguarding.
The Derbyshire Day Service Framework Agreement 2016	List of accredited day service providers and quality standards/monitoring arrangements.
The Derbyshire County Council Disability Employment Strategy 2017-2022	Derbyshire County Council's strategy to support people with disabilities into employment.
Day Services Consultation 2019	Consultation on the proposals with people who receive the service and carers.

Stage 5. Analysing the impact or effects

a. What does the data tell you?

Protected Group	Findings
Age	<p>There are reported to be 1.2 million people with a learning disability in England (Mencap 2019), this figure equates to 2.16% of the adult population and 2.5% of children. The Derbyshire adult population consists of 638,687 people (2017 figures) and statistics from PANSI suggests there are 14,835 people with a learning disability in Derbyshire.</p> <p>However, there are just 2,132 people with a learning disability known to Adult Care, which equates to just 0.3% of the population. When considering the people currently accessing Direct Care's services,</p>

who may be affected by the proposals, the number reduces to 561 - as detailed in the tables below:

Age range and number of people known to ASC and attending Day Services

Age Bands	Known to ASC	Accessing in-house provision
18-25	366	47
26-35	457	111
36-45	304	105
46-55	406	161
56-65	348	108
66+	251	29
Totals	2132	561

Source: Derbyshire County Council MIT

The information above can be broken down further, to detail the age ranges within each centre, as shown in the table below:

Number of people accessing Day Centres by age range

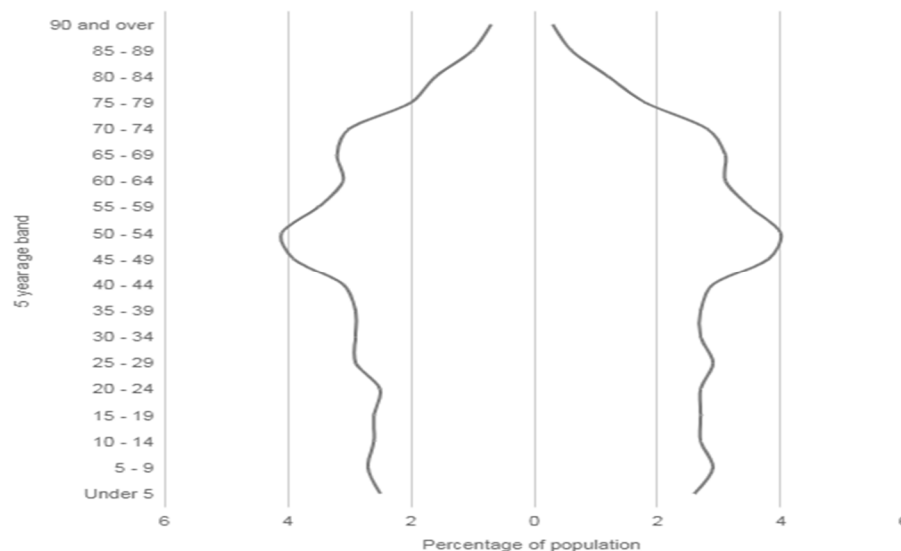
Service	Ages Bands						Total
	18-25	26-35	36-45	46-55	56-65	66+	
Alderbrook	4	23	13	24	15	3	82
Bolsover	1	2	4	4	2	1	14
Bolsover WE*	5	7	7	9	4	1	33
Coal Aston	0	1	1	10	5	1	18
Markham Vale	4	9	5	5	1	0	24
Newhall	6	15	10	18	13	1	63
No Limits	1	3	4	2	0	0	10
Outlook	10	15	13	22	16	7	83
Parkwood	10	13	11	27	21	7	89
Renishaw	0	1	4	5	3	2	15
Shirebrook	0	2	8	5	6	3	24
Ashbourne	0	2	3	7	4	0	16
Whitemoor	6	12	16	15	11	3	63
Whitwell & Clowne	0	5	5	6	4	0	20
Wirksworth	0	1	1	2	3	0	7
Totals	47	111	105	161	108	29	561

Source: Derbyshire County Council MIT

* Bolsover WE are included for information only, they are currently working to be independent from DCC.

The above tables for people with a learning disability and/or Autism, share similar age profiles to the graph below which details the percentage variance in age ranges for the general population across Derbyshire. The graph shows that the various ages are evenly

represented, with a difference of just 3% across the range, but peaking at 50-54 years old. Carers of people of this age are likely to be in their 70s and look to services to support their caring role.



Source: Derbyshire Observatory

Further analysis by district or borough local authority indicates that the population of people aged 18 and over varies from 9% to 16% by area, a difference of just over 40,000 people. Using the percentage figure of 2.16% of people with a learning disability in the general population, the variation could be as many as 864 more people with a learning disability living in Amber Valley, compared to Derbyshire Dales.

Population by Area

Population aged 18 and over	Number of people	% of Derbyshire population
Amber Valley	102,000	16%
Bolsover	63,367	10%
Chesterfield	84,769	13%
Derbyshire Dales	59,259	9%
Erewash	92,245	14%
High Peak	74,398	12%
North East Derbyshire	82,317	13%
South Derbyshire	80,254	13%
DERBYSHIRE	638,867	

Source: Mid Year Population Estimates 2017, Office of National Statistics

In addition to age, life expectancy is a factor that can indicate how services will be accessed in the future. Life Expectancy in Derbyshire has increased to 79.3 years for males and 82.8 years for females. Therefore services need to be planned and designed to support

individuals who are living longer and possibly with a long-term health condition or social care need.

An integral part of the ongoing support many people receive is from their parent carers, many of whom are elderly, any changes to daytime activities which places additional burden on carers and may impact adversely upon their caring role. 169 people (30%), from the following age ranges, are recorded as still living with their parents.

**Age and number of people accessing
in-house day centres who live with carers**

Age	Number living with Carers
18-25	4
26-35	48
36-45	35
46-55	54
56-65	23
66+	5

Source: Derbyshire County Council MIT

Conclusions

The majority of people (86%) accessing in-house day services who may be affected by the proposals are in the 26-65 range, the largest range consisting of people aged 46-55. The low number of younger people currently accessing the services (8%) reinforces conversations held during the My Life My Way engagement exercise, where young people stated they wished to pursue more community and work based activities, in preference to attending day centres.

People in the older age ranges may have been attending their centre for a significant amount of time and be reluctant to experience changes to a familiar environment, with familiar activities which have taken some time to learn. Additionally, any challenges people face as part of any change process may have an impact on their carers or home situation and will need to be considered as part of any future Care Act assessment or transition.

Older adults with learning disabilities can find it challenging to participate in activities which match their interests due the inflexible arrangements of some existing day services. The provision of individualised support can lead to better matching of staff skills and service users. It can challenge staff to think about age specific and relevant opportunities for individual service users.

In addition, the transformation may provide younger people the opportunity to try different meaningful activities, for example, going to college, taking on employment and getting involved in leisure activities.

	<p>The proposed service model should ensure that older people using day services have alternatives to traditional day service provision, which includes opportunities for meaningful work, should they choose this. But is it acknowledged that people who have been accessing services for significant periods of time are more likely to want to retain those familiar services.</p> <p>Overall, the data shows that the proposed changes will affect people of all ages, but the most numerous ages are between 40 and 55. There is insufficient data to understand the impact of the proposals with regard to carers' ages, although the majority will be over the state retirement age and therefore affected by any disruption or change to services experienced by their son/daughter.</p>																								
Disability	<p>In order to access one of the fifteen Adult Care learning disability day services, people should have been assessed as having a learning disability and/or Autism – this is often completed by either a Psychologist, Social Worker or other experienced professional – therefore everyone who accesses any of the in-house day centres can be considered to have a disability.</p> <p>The table below shows how many people with a learning disability are known to Adult Social Care, and how many of the cohort access in-house services:</p> <table><tr><th>Age Bands</th><th>Known to ASC</th><th>Accessing in-house provision</th></tr><tr><td>18-25</td><td>366</td><td>47</td></tr><tr><td>26-35</td><td>457</td><td>111</td></tr><tr><td>36-45</td><td>304</td><td>105</td></tr><tr><td>46-55</td><td>406</td><td>161</td></tr><tr><td>56-65</td><td>348</td><td>108</td></tr><tr><td>66+</td><td>251</td><td>29</td></tr><tr><td>Totals</td><td>2132</td><td>561</td></tr></table> <p>Source: Derbyshire County Council MIT</p> <p>Mosaic records one primary support reason, which for most people being considered in this EIA will be “Learning Disability Support”. Many of the 561 people recorded as attending in-house services will also have a secondary support need such as mental health or physical disability but data to support this is not available.</p> <p>Available data from Mosaic suggests that 55% of the people attending DCC day centres have one or more health conditions, as detailed in the table below, but it is not known whether any of this number also have a physical disability:</p>	Age Bands	Known to ASC	Accessing in-house provision	18-25	366	47	26-35	457	111	36-45	304	105	46-55	406	161	56-65	348	108	66+	251	29	Totals	2132	561
Age Bands	Known to ASC	Accessing in-house provision																							
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56-65	348	108																							
66+	251	29																							
Totals	2132	561																							

Number of health conditions	Number of people	% of total
0	195	35
1	131	23
2	87	16
3	55	10
4	23	4
5	9	2
6	3	-
7	1	-
No data	57	10
Total	561	100

Source: Derbyshire County Council MIT

Similarly, disability figures for carers of the people accessing day services are not available, but information for the wider Derbyshire population, from the 2011 census, is presented in the table below.

The census recorded that 157,033 people in Derbyshire had a disability. Across Derbyshire, 25% of the population declared themselves to have a disability, a similar figure appears in five of the eight areas, with only High Peak and South Derbyshire showing a slightly lower figures. The highest level of disability was recorded for Bolsover district, with a rate five percent higher than the average for Derbyshire.

Population aged 18 and over	Number of people ¹	Disability ² (all adults)	% of area population
Amber Valley	102,000	24,809	24
Bolsover	63,367	18,707	30
Chesterfield	84,769	23,933	28
Derbyshire Dales	59,259	13,186	22
Erewash	92,245	21,636	23
High Peak	74,398	16,464	22
North East Derbyshire	82,317	21,762	26
South Derbyshire	80,254	16,536	21
DERBYSHIRE	638,867	157,033	25

1 - 2017 mid-year population estimates - Office for National Statistics

2 - 2011 Census - Office for National Statistics – Index of Multiple Deprivation, MHCLG

Further to the 2011 data, the 2016 Mid-Year Population Estimates suggest that 20% of Derbyshire residents have a long term disability.

Whilst many people with learning disabilities do not live as long as the general population, as a cohort they are living longer than previously

	<p>as a direct result of improved healthcare and person centred support. However, the extended life span does not necessarily come with good health, which in turn means people's need for services and support is gradually increasing.</p> <p><i>"If increase in life expectancy is driven mainly by the increasing capabilities of medicine to prevent fatal outcomes from degenerative diseases (while everything else about their epidemiology stays more or less the same), then medical advances push down the case fatality rates, but these survivors are more likely to live in disability"</i> (Gruenberg EM 1977)</p> <p>Similarly, people who are not disabled at this time are likely to develop some form of disability in their later life; Gruenberg's theory also posits <i>"...that more people living to older ages, at which the risk of chronic, non-fatal diseases, and therefore, the likelihood of developing disability are higher. As a result, an increasing time trend in disability prevalence is predicted at population level."</i></p> <p>However, according to Carol Walker (<i>Ageing and People with Learning Disabilities: in search of evidence – 2015</i>) there is little joined up working in the area and more research is needed to understand the ongoing health needs of learning disabled people.</p> <p><u>Conclusions</u></p> <p>Everyone who accesses a DCC day centre or employment opportunity has a learning disability and/or Autism, many also have more than one health need and/or a physical disability, particularly those people with profound and multiple needs, and carers may also have their own disability and/or health needs.</p> <p>The potential negative impact of the proposals will vary from person to person and their specific needs. For example, a person with mobility difficulties could find that a new venue is unsuitable for them with regards to access or adaptation to meet their disability related, or the distance travelled is too far. Similarly, someone with Autism may have been attending one centre for many years and a change of environment and support staff may be particularly distressing to them.</p> <p>Any specific adaptations, personal care, health, support or mobility needs will be considered as part of any future Care Act assessment of need or service provision for people currently accessing services and those who may request a service in future. People can also choose to remain in the service if they choose.</p>
Gender (Sex)	Data from DCC's Mosaic records system suggests a near 60/40 gender split between men and women attending DCC's day services.

Gender	Number	% of total
Female	229	41
Male	331	59
Not recorded	1	-
Total	561	100

Source: Derbyshire County Council MIT

This data can be interrogated further, as shown in the table below, to report on the number of men and women attending each centre.

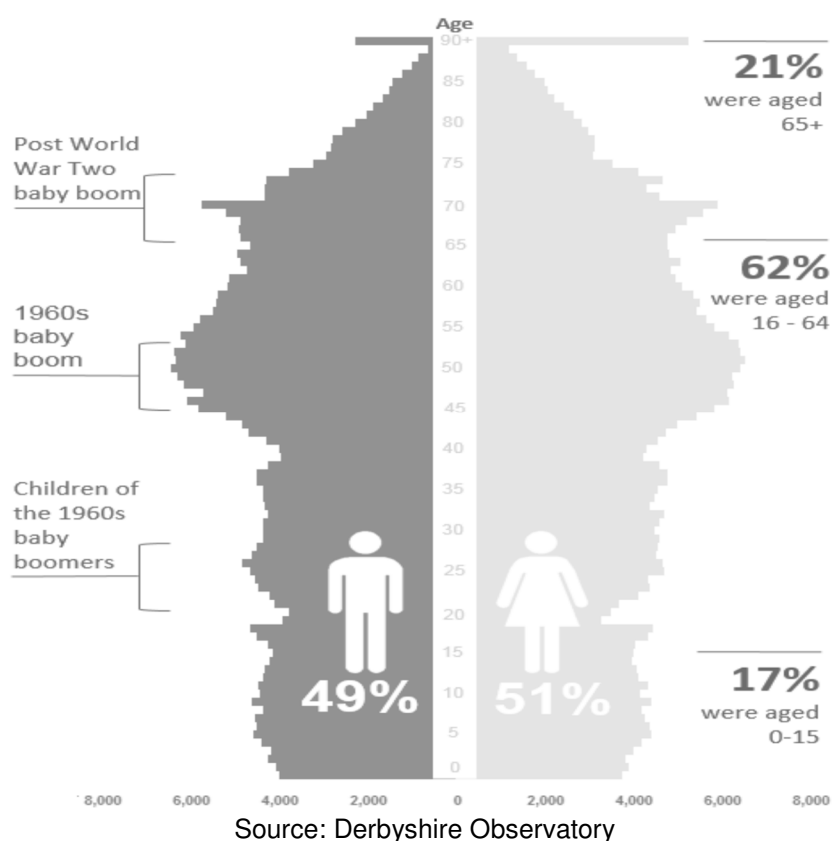
Service	Female	Male
Alderbrook	42	39
Bolsover	7	7
Bolsover WE*	0	33
Coal Aston	7	11
Markham Vale	3	21
Newhall	26	37
No Limits	5	5
Outlook	35	48
Parkwood	39	50
Renishaw	4	11
Shirebrook	13	11
Ashbourne	7	9
Whitemoor	27	36
Whitwell & Clowne	12	8
Wirksworth	2	5

Source: Derbyshire County Council MIT

* Bolsover WE are included for information only, they are currently working to be independent from DCC.

This data suggests that men are more likely to use the service than women but it also confirms that the two employment based activities (in bold) are predominantly attended by males (95%) which skews the overall gender figures. Removing the two projects from the overall figures gives a ratio of 45/55, confirming the other centres are attended by a relatively even mix of both men and women.

By comparison, the gender mix across Derbyshire is almost equal, as detailed in the infographic below:



Several studies have suggested neither gender is predisposed to learning disabilities, however referrals for assessment and a subsequent positive diagnosis of learning disability appears to disproportionately affect boys whilst at school – often due to unruly behaviour prompting a referral for assessment.

Further to this, a study by Hampton and Mason (2003) found that a learning disability only has an indirect impact on self-efficacy but confirmed that the gender of a learning disabled person had no impact at all.

Extensive research of the general population over many decades has shown that women experience significantly more discrimination and have fewer opportunities in comparison to men.

There is insufficient data about the impact of gender within the learning disabled community but it is clear that both men and women with a learning disability and/or Autism frequently experience discrimination, hate crime and lack of opportunity throughout their lives.

Conclusions

The proposals will potentially impact on more men attending centres than women in terms of actual numbers. However, unless individual circumstances create particularly negative impacts, men already

	<p>accessing the services are unlikely to be more adversely affected by the proposals than women, aside from making up more of the day services population.</p> <p>People choosing to leave the centres or move into community based activities may experience discrimination based upon gender or the gender perception of roles they wish to consider, but it is felt that the person's learning disability and/or Autism, not their gender, is likely to be more of a barrier to community acceptance and engagement.</p>
Gender reassignment	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their gender status therefore it is believed the proposals will not have a significant negative impact on this protected characteristic.</p> <p>A person considering undergoing gender reassignment may already be receiving support from professionals, the proposals are unlikely to have a negative impact on someone who has already undergone gender reassignment unless they move away from existing sources of support.</p> <p>Others who are considering gender reassignment may benefit from receiving support from staff who are experienced in working with people who have a learning disability and/or Autism, having the ability to build trusting relationships with vulnerable people and refer for appropriate advice and support when necessary.</p> <p>The proposals may enable someone considering or having undergone gender reassignment to access appropriate specialised support more easily in their community.</p> <p><u>Conclusions</u></p> <p>There is insufficient data to form a conclusion about the potential impact of the proposals with regards to gender reassignment.</p> <p>However, anyone considering gender reassignment would need to approach people they trust to discuss their feelings. Staff in DCC's learning disability services have often known the people they work with for many years – staff are skilled at observing differences in behaviour or presentation and will work with individuals in a person centred manner to obtain the specialist support required, pre or post gender reassignment.</p> <p>In future, subject to eligibility, people will be able to use their personal budget to access appropriate and local groups to meet their needs. Work has already commenced</p>

Marriage and civil partnership	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their relationship status therefore it is believed the proposals will not have a significant negative impact on this protected characteristic.</p> <p>Day Centres and other client specific activities such as learning disability clubs have created safe spaces for people with a learning disability and/or Autism to meet peers, make friends and form relationships – however there is an extremely low incidence of marriage between people who have a learning disability, for a variety of reasons.</p> <p>Day centres have previously been involved in delivering relationship and sex education awareness but this is now often delivered on a 1:1 basis by specific NHS staff when the need is identified, therefore the proposals will not impact on people's ability to learn about relationships as long as the need is recognised and acted upon appropriately.</p> <p><i>"Although some people with a learning disability may not be able to consent to having sex or a relationship, this is the minority. Generally, if they are given sufficient social support and accessible sex and relationships education, many people with a learning disability are able to engage in safe, healthy and happy personal and sexual relationships" (Sinclair et al. 2015; Eastgate 2008).</i></p> <p><u>Conclusions</u></p> <p>Changes to day centres may impact on people's ability to sustain or form relationships, which in turn may impact on their ability to marry or form a civil partnership. In order to mitigate any potential impacts, the importance of supporting existing relationships will need to be considered during Care Act assessments and subsequent implementation of any proposed changes.</p> <p>The proposals will enable people to access targeted and specialist community based activities and support to meet and mix with their peers.</p>
Pregnancy and maternity	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. Supporting someone who is pregnant may require additional safeguards to be put in place, but being pregnant would not be a reason to refuse the service as long as it can be delivered safely. There are specific services which support someone who is pregnant and therefore it is believed the proposals will not have a significant negative impact on this protected characteristic.</p>

Race	<p>Information from DCC's Mosaic system in the table below shows that only 1.4% (N=8) of the people accessing in-house day services are from the Black or Minority Ethnic community (BME).</p> <table border="1" data-bbox="576 353 1284 658"> <thead> <tr> <th>Ethnicity</th><th>No.</th></tr> </thead> <tbody> <tr> <td>Asian or Asian British</td><td>4</td></tr> <tr> <td>Black/African/Caribbean/Black British</td><td>1</td></tr> <tr> <td>Mixed or multiple</td><td>3</td></tr> <tr> <td>Not stated</td><td>1</td></tr> <tr> <td>Unknown</td><td>5</td></tr> <tr> <td>White</td><td>547</td></tr> <tr> <td>Total</td><td>561</td></tr> </tbody> </table> <p>Source: Derbyshire County Council MIT</p> <p>In Derbyshire, 95.8% of the population are white and 4.2% from a BME background, this is considerably higher than the percentage in day services. Across Derbyshire some districts have a higher than average BME population, for example Chesterfield at 5.1% and Erewash at 4.8%, this needs to be considered in terms of communicating any potential changes regarding service change or re-design as English may not be a first language in these communities.</p> <p>Half of the people from BME accessing in-house day services are in receipt of a direct payment, which is similar to the number in receipt of a direct payment from non-BME communities in day services.</p> <p><u>Conclusions</u></p> <p>The majority (99%) of people who could be affected by the proposals outlined in the 20 December Cabinet report are White British. Whilst there are only known to be eight people from a BME community attending day services, any specific needs they have in relation to their ethnicity or cultural needs would be considered as part of any future changes to services.</p> <p>Similarly, consideration should be given to whether the service is inclusive – e.g. staff team consists of people from the BME community, culturally diverse information displayed or specific cultural activities regularly undertaken. Currently, the percentage of staff from BME communities is 5.5%, which is higher than the figure for the general population.</p>	Ethnicity	No.	Asian or Asian British	4	Black/African/Caribbean/Black British	1	Mixed or multiple	3	Not stated	1	Unknown	5	White	547	Total	561
Ethnicity	No.																
Asian or Asian British	4																
Black/African/Caribbean/Black British	1																
Mixed or multiple	3																
Not stated	1																
Unknown	5																
White	547																
Total	561																
Religion and belief including non-belief	<p>The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their beliefs, therefore it is believed the proposals will not have a significant negative impact on this protected characteristic. According to the 2011 Census, the people of Derbyshire declared the following beliefs:</p>																

Belief	Perc.
Buddhist	0.2%
Christian	63.6%
Hindu	0.2%
Jewish	0.0%
Muslim	0.3%
Sikh	0.3%
Other	0.4%
No religion	28.8%
Not stated	7%

Source: 2011 Census - Office for National Statistics – Index of Multiple Deprivation, MHCLG

Aside from celebrating specific multi-cultural or religious occasions, in-house Day Centres are not involved in organising or delivering formal religious activities. Such activities are usually in the domain of family/home/community life and therefore belief/non-belief is unlikely to be adversely affected by the proposals.

The Foundation for People with Learning Disabilities reports that there is a growing body of literature emerging from health and social care professions, which suggests spirituality is a basic human need which is a necessary for good mental and physical health, adding that people with a learning disability and/or Autism need to be provided with accessible information.

Conclusions

Accessing religious services and practicing specific faiths or beliefs can be successfully achieved outside of DCC's services, with the right support. The proposals have the potential to increase people's ability to access activities or groups related to their beliefs.

In addition, existing or future services need to be inclusive, culturally diverse and support people's spiritual needs, for example by arranging religious/spiritual activities in the centre or accessing local community groups.

Sexual
orientation

The Council does not collect data relating to this protected characteristic with reference to people who have a learning disability and/or Autism in Derbyshire. The Services are offered to people regardless of their sexual orientation and it is believed the proposals will not have a significant negative impact on this protected characteristic.

However, research has shown that many LGBT+ people with a learning disability face discrimination, bullying and harassment because of their sexuality or gender. In addition, their family members or service staff might not acknowledge their identities or relationships (LGBT HIP and Lewis 2015; Abbott et al. 2005; FPA 2004).

	<p>Sex education for people with a learning disability is often insufficient or provided in an unplanned way (Lafferty et al. 2012; Noonan and Gomez 2011). In addition, there is a lack of accessible resources about sexuality for people with a moderate or severe learning disability and as a result knowledge and understanding of sex, sexuality and relationships is often relatively poor amongst people with a learning disability (Sinclair et al. 2015; Fitzgerald and Withers 2013; Healy et al. 2009).</p> <p>Whilst day centres do not routinely provide sex education they are responsible for referring people to appropriate services (for a variety of needs) when required.</p> <p><u>Conclusions</u></p> <p>People who have a learning disability and/or Autism may be unsure of how to express their sexuality and can experience a negative response from people in their circle of support when attempting to discuss sex and sexuality.</p> <p>The proposals may result in some people choosing to receive their service in different environments in future but will still be able to have their needs recognised/accepted and access appropriate services when required by discussing their needs with support workers or other health and social care professionals.</p>
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Non-statutory

Socio-economic	<p>Everyone who attends one of the DCC in-house services will be in receipt of disability related welfare benefits, whilst people with more profound disabilities will be in receipt of higher levels of benefit they also require more input from family carers which may impact on the latter's ability to work.</p> <p>In addition, older carers may (if they previously worked) have retired and may also be in receipt of a low income from benefits and/or a state pension.</p> <p>According to the latest quarterly benefit statistics, there are 7,943 individuals in receipt of Pension Credit Guarantee Credit in Derbyshire. Analysis by district is summarised below. It is not known how many people are the parent/carers of a person with a learning disability and/or Autism.</p>
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Local authority area	Number of people
Amber Valley	1,258
Bolsover	941
Chesterfield	1,289
Derbyshire Dales	583
Erewash	1,154
High Peak	873
North East Derbyshire	1,138
South Derbyshire	706
DERBYSHIRE	7,943

Source: Pension Credit Quarterly Statistics, DWP Stat Xplore, May 2018.

The government recently announced changes to pensions for couples where one person is of retirement age but their spouse is working. The changes, being introduced in May 2019, do not affect existing claimants but in future will mean that couples can only access support through the working age benefit system, replacing access to Pension Credit, pension age Housing Benefit and working-age benefits. The impact of this on people attending services in future and their family's financial situations will need to be considered when changing services or finding suitable alternatives, and their locations.

Content for the table below comes from the Index of Multiple Deprivation (2015) and gives an insight into which areas of Derbyshire are less affluent than others. For example, a more affluent area such as the High Peak District has considerably less deprivation than the more urban Chesterfield Borough.

Area	Population deprivation by area ³
Amber Valley	10%
Bolsover	21%
Chesterfield	29%
Derbyshire Dales	2%
Erewash	16%
High Peak	5%
N.E. Derbyshire	6%
South Derbyshire	3%

Source: 2015 – Index of Multiple Deprivation, MHCLG

Over half of the people (55%) currently attending in-house day centres use community or DCC transport to access the service so any changes to these arrangements, such as full implementation of DCC's Transport Policy, could potentially have a significant impact on people in receipt of a low income. However implementation of any charges would be subject to a full assessment of eligibility.

	<p>Conclusions</p> <p>Family carers' income and/or ability to work is often impacted by supporting people who have a learning disability and/or Autism because of the level of support needed, or current service's opening times which are incompatible with standard working patterns. Those that are able to work are reliant on having a sufficient personal budget to fund the support needs of the person they support, when they are out at work;</p> <p>It is clear that specific areas of Derbyshire have a significantly higher level of deprivation than others, and this is often where services are targeted. Whilst targeting of resources is an effective way to ensure services are in the same place as the people who need them, it can leave more affluent or remote areas without sufficient provision to meet their need.</p> <p>Any changes to services which increases cost, decreases the ease of access, or results in people having to travel further or for longer will have an adverse impact on people who access them.</p>																													
Rural	<p>A review of available data around the rurality of where day centre attendees live (see table below) shows that 423 (75%) live in areas considered to be urban and should therefore have adequate transport links.</p> <p>Of the remaining 25%, over 16% live near a town, with just 7.5% living in villages or more isolated settings. The latter group of people are more likely to be reliant on family or service/contract transport in order to access their day centre. Therefore moving to a service further afield could have a significant impact in terms of time and cost.</p> <table><tr><th rowspan="2">Rural Urban classification</th><th colspan="2">Distribution of people who access in-house day services</th></tr><tr><th>No.</th><th>%</th></tr><tr><td>A1 – Major conurbation – Urban</td><td>32</td><td>6</td></tr><tr><td>B1 – Minor conurbation – Urban</td><td>188</td><td>33.5</td></tr><tr><td>C1- City and town – Urban</td><td>203</td><td>36</td></tr><tr><td>D1 – Town and Fringe – Rural</td><td>92</td><td>16.5</td></tr><tr><td>E1 – Village – Rural</td><td>29</td><td>5</td></tr><tr><td>F1 – Hamlets and Isolated Dwellings – Rural</td><td>14</td><td>2.5</td></tr><tr><td>No information</td><td>3</td><td>0.5</td></tr><tr><td>Total</td><td>561</td><td></td></tr></table> <p>Source: Derbyshire County Council MIT</p>	Rural Urban classification	Distribution of people who access in-house day services		No.	%	A1 – Major conurbation – Urban	32	6	B1 – Minor conurbation – Urban	188	33.5	C1- City and town – Urban	203	36	D1 – Town and Fringe – Rural	92	16.5	E1 – Village – Rural	29	5	F1 – Hamlets and Isolated Dwellings – Rural	14	2.5	No information	3	0.5	Total	561	
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	<p>DCC's Transport Policy was agreed in 2014 and the plan to fully implement it will have a greater impact on more rural communities where there is likely to be a lack of viable or affordable alternatives. The contracted/centre transport may be the only way a person with a learning disability and/or Autism (particularly PMLD) can access their day service, other transport providers may not be available or the cost prohibitive.</p> <p>Information from DCC's information team suggests that the majority of people travel by contract/centre bus, but more information is needed to understand how many people actually need the transport, or could travel independently or easily by other means – this is likely to be confirmed as part of any future review of people's transport arrangements.</p> <p>In common with the previous non-statutory consideration of "Socio-economic", providers are often unable to service demand in more rural or remote areas because there aren't enough people to warrant a "full service", thereby rendering it uneconomical for them to have a presence in the area.</p> <p>Evidence from other Direct Care services has shown that organisations struggle to recruit staff in these areas which further compounds the lack of services in less deprived areas.</p> <p><u>Conclusions</u></p> <p>People living in more rural locations may be affected more by the proposals than those living in urban areas.</p> <p>In addition to reduced regularity or availability of transport, people in more rural locations will have fewer services nearby to meet their various needs – requiring them to travel further afield to maintain relationships and access wider community facilities and activities.</p> <p>There is also an associated increase in the cost of travelling further afield and reliance on family for transport, which in turn may further limit opportunities for a person with a learning disability and/or Autism who lives in a rural location.</p>
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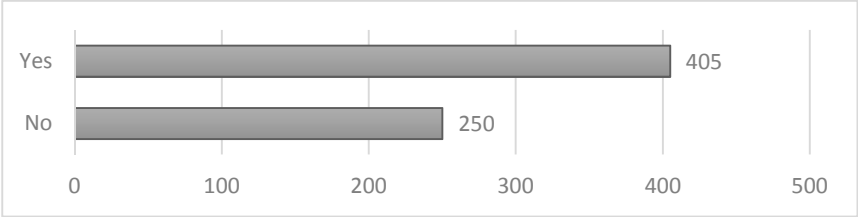
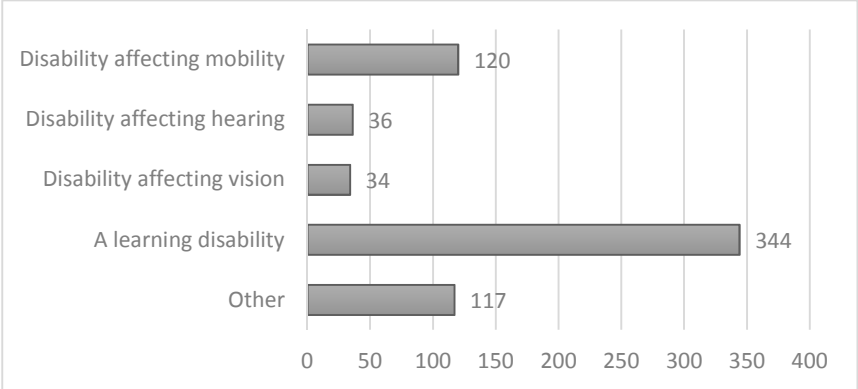
- b. What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the policy, practice, service or function on the protected characteristic groups?

Protected Group	Findings																																
Age	<ul style="list-style-type: none">Over half of respondents to the questionnaire (52%) were a carer or relative of someone with a learning disability and/or Autism and 36% were people with a learning disability and/or Autism.Age was specifically stated as a major concern in several comments and much of the feedback received is applicable to both people attending the centres and their carers.The majority of carers are supporting people aged 44+ and are likely to be approaching retirement age, or will have already retired. The table below details the number of returned questionnaires received for each age range of respondents, separated by the number of people with a learning disability and/or Autism and all other respondents. <table><tr><th>Age Range</th><th>Clients</th><th>Others</th><th>Totals</th></tr><tr><td>18-25</td><td>23</td><td>34</td><td>57</td></tr><tr><td>26-35</td><td>46</td><td>41</td><td>87</td></tr><tr><td>36-45</td><td>34</td><td>53</td><td>87</td></tr><tr><td>46-55</td><td>56</td><td>104</td><td>160</td></tr><tr><td>56-65</td><td>39</td><td>104</td><td>143</td></tr><tr><td>66+</td><td>16</td><td>69</td><td>85</td></tr><tr><td>Totals</td><td>214</td><td>405</td><td>619</td></tr></table> <p>Source – DCC Stakeholder Engagement and Consultation Team</p> <ul style="list-style-type: none">The data confirms that a significant number of people with a learning disability and/or Autism who responded to the questionnaire are above the age of 46, mirroring the figures for people accessing services, detailed on page 9.A common theme amongst respondents was that a lot of people attending day centres have been doing so for many years, decades in many cases, and the impact of not being able to attend familiar places with familiar people could be significant. <p><i>“People should be able to stay in the day centres which they already attend because many of them have been there for many years and it would not be good for their mental health and well-being.”</i></p> <ul style="list-style-type: none">Carers expressed concern that they are getting older and need more support not less, including longer support durations and greater flexibility. They expressed concern that any changes to	Age Range	Clients	Others	Totals	18-25	23	34	57	26-35	46	41	87	36-45	34	53	87	46-55	56	104	160	56-65	39	104	143	66+	16	69	85	Totals	214	405	619
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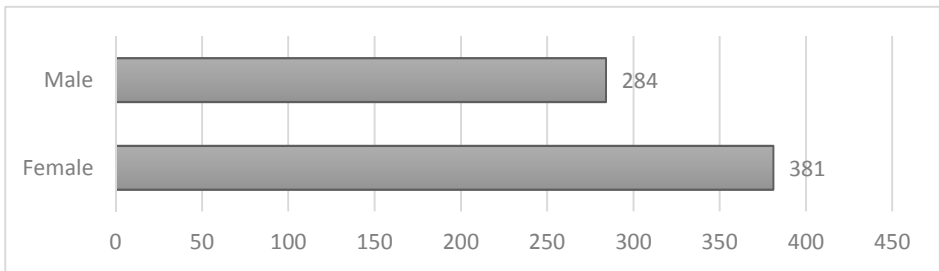
	<p>existing arrangements would place additional pressure on them as individuals and carers, which in turn would impact upon Adult Care</p> <p><i>“If my daughter was not able to come to the centre I would not be able to keep her at home 24 / 7 and keep her stimulated because of my age”</i></p> <p><i>“Carers are getting older themselves and need to be able to rely on services for their loved ones. Knowing that they are happily engaged at the Day Service is wonderful and offers us much needed respite each day.”</i></p> <ul style="list-style-type: none"> Any additional pressures created from the proposals would also impact on people of working age. <p><i>“I am working all day and there is no way I can look after my sister all day or run her about. She needs the transport and if I can’t bail her out financially any more either or spend time filling forms in every week or take days off to go to meetings”</i></p> <ul style="list-style-type: none"> People from the older age ranges are likely to have attended centres and experienced the same type of service for many years, perhaps even decades, which means they are less likely to desire change or be willing/able to readily accept it. <p><i>“My son has Autism he does not like change and would not cope with a change of location”</i></p> <ul style="list-style-type: none"> Concern was expressed that any change to routines, however small and at any age, can have an adverse impact for many people who access the services, but particularly those with complex needs and/or Autism. It may take years for people to become accustomed to new routines which would adversely impact on older people accessing services, which in turn impacts on their family carers. This applies to changes to the service and transport arrangements. <p><i>“At age 80 [I] cannot deliver him to a facility on a regular basis. Present transport arrangement are very good. If they were to disappear it would cause great difficulty for me. He is incapable of accessing public transport without a carer”</i></p> <ul style="list-style-type: none"> Some carers also feared the impact of changes to routines could be displayed by significant or adverse changes in people’s behaviour which might place additional strains on the caring role and family life. <p><i>“This would cause stress to my son and could result in behavioural issues.”</i></p>
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	<ul style="list-style-type: none"> • The EIA panel expressed similar same concerns, about the potential impact on older carers and people who use the service, agreeing that they would be less likely to welcome change which has the potential to be so disruptive to individuals and their home lives, with the additional burden of any impact from the proposals being borne by family carers. • Attendance figures have shown that younger people are not currently accessing services in the numbers they have previously and wish to engage in more community based activities. The EIA panel felt that younger people accessing alternative services in future would welcome a wider range of services with more opportunity, particularly those which could lead to employment. Respondents to the questionnaire also stated they like the idea that young people would benefit from being able to access alternative activities. <p><i>"We would welcome this. The more young adults and older people with learning disabilities are integrated into the community benefits everyone."</i></p> <p><i>"...feel that young adults with complex needs should be given the opportunity to explore and experience new environments and activities."</i></p> <p><i>"The young adults with learning difficulties help in the cafe. This is both fulfilling and rewarding for them and any other such ventures in the community would be equally well received."</i></p> <p><i>"All young adults should have the opportunity to train in different areas."</i></p> <p><i>"It is a good idea for newer & younger people to be able to access activities in the community."</i></p> <ul style="list-style-type: none"> • However, some carers of younger people also expressed concern about the proposals, worrying that services would not be available when the person they support leaves school or college. <p><i>"My child does not yet take advantage of these facilities. When she is old enough, they may no longer be there for her."</i></p> <ul style="list-style-type: none"> • Many people responded positively to the proposals to develop the day service market and create more opportunities for people but some concerns were also expressed. People suggested there should be someone dedicated to overseeing
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	<p>any developments to allay fears that people are being “dropped into a vacuum” with no suitable support.</p> <ul style="list-style-type: none"> • The importance of transport will be covered in more detail in the “Rural” section, but it was also raised in relation to carers’ ages, when they are no longer able to drive or easily access other forms of transport, impacting the person with a learning disability and/or Autism. <p><i>“Having transport available and accessing the transport with peers is life enhancing and adds a level of independence not available when constantly with parents at an older age.”</i></p> <p><u>Conclusions</u></p> <p>Carers and people accessing the services of all ages may experience an adverse impact from the proposals to change services. Older carers are likely to be affected more than others as a direct consequence of their age and reported inability to support the person as required if there was a loss of service, or other change which meant the person with a learning disability and/or Autism had to stay at home, or the changes had a significant impact on the individual and/or home situation.</p> <p>Conversely, respondents and the EIA panel felt that younger people, and others wishing to try alternative activities, will benefit from some of the proposals through improved choice and increased flexibility of services.</p> <p>However, unless the proposed changes are not carefully managed in a person centred way, many respondents have detailed the significant impact this would have upon their lives, both as someone who accesses the service and as a carer.</p> <p>The reported risks associated with the proposals could include increased anxiety and ill health, loss of service due to location, people with a learning disability and/or Autism being withdrawn from services, additional burden of care on family carers (of all ages), an inability to carry out activities of daily living and financial hardship.</p> <p>Others were more welcoming of the proposals, suggesting there isn’t enough for young people to do and hoping there will be more choice in local communities in future and possibly leading to employment but were also anxious about the amount and quality of support that would be available and felt that close monitoring of future developments and services is essential.</p>
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Disability	<ul style="list-style-type: none"> The graph below confirms that 58% (N=405) of respondents confirmed they have a disability.  <table border="1"> <thead> <tr> <th>Response</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>405</td> </tr> <tr> <td>No</td> <td>250</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Respondents declaring a disability were asked for more detail about their disability, with the following results.  <table border="1"> <thead> <tr> <th>Disability Type</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Disability affecting mobility</td> <td>120</td> </tr> <tr> <td>Disability affecting hearing</td> <td>36</td> </tr> <tr> <td>Disability affecting vision</td> <td>34</td> </tr> <tr> <td>A learning disability</td> <td>344</td> </tr> <tr> <td>Other</td> <td>117</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Data from the returned questionnaires confirms that 53% (N=344) people have a learning disability and/or Autism and potentially any one of this group could be affected by the proposals in some way, in addition to the remaining people in day centres who did not submit a questionnaire. Respondents disagreed with the proposal to change the location of centres or people's services, citing the change of venue, or additional journey times would place undue stress on someone with a disability or complex need. <p><i>"I disagree with people assessed as having most complex needs that the location may change. I think this would be upsetting for the special needs adult"</i></p> <p><i>"I have been attending my day centre for over 40 years. I do not want the activities and location to change. I would be devastated if I was not able to attend my centre anymore."</i></p> <ul style="list-style-type: none"> The data also confirms that 18% (N=120) people have a disability affecting their mobility with a similar number having undisclosed disabilities. Family carers and people who access services spoke of their own health needs and disabilities which impact on their caring role. 	Response	Count	Yes	405	No	250	Disability Type	Count	Disability affecting mobility	120	Disability affecting hearing	36	Disability affecting vision	34	A learning disability	344	Other	117
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	<p><i>"My daughter suffers from severe anxiety and depression and this already impacts on my own health."</i></p> <p><i>"I cannot emphasise enough the impact a change of location would have on my daughter's health and mine. Anxiety and depression can be totally debilitating for anyone, but when that person has severe learning difficulties the result is almost too difficult to cope with."</i></p> <p><i>"Knowing that they are happily engaged at the Day Service is wonderful and offers us much needed respite each day. Were this not the case our health and mental wellbeing would suffer eventually."</i></p> <ul style="list-style-type: none"> • The EIA panel expressed concern about the unsuitability of some establishments for people with hearing difficulties, Autism and/or complex needs. Large open plan brick build buildings can be extremely loud and people who suffer with hypersensitivity or a hearing difficulty may find them uncomfortable to be in. Several respondents suggested putting more people with complex needs together would have an adverse impact. <p><i>"The people with complex needs are the ones who do not accept change easily. The changes have a big impact on their behaviour resulting in them being more challenging. Activities are in short supply for complex needs so these activities are going to be non-existent. These people need able people around them to have someone to talk to and interact with. To put complex needs people together is just asking for major problems"</i></p> <p><i>"People with the most complex needs are likely to be the ones who do not cope well with change, a change of location could impact more than you realise."</i></p> <ul style="list-style-type: none"> • Several respondents felt that more community based activities may not be suitable for everyone, particularly people with disabilities who require adapted or accessible facilities such as Changing Places. <p><i>"Would love it to be near to my home, but there is nothing. I love swimming, but there is no complex that is right for someone that cannot move. Changing room can't get my chair in."</i></p> <p><i>"Only Parkwood day centre is suitable due to accessibility."</i></p> <p><u>Conclusions</u> Of the respondents to the questionnaire, 37% of Carers and 34% of people with a learning disability and/or Autism agreed with the</p>
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	<p>first proposal that people assessed as having the most complex needs would be able to use day centres, but the activities and locations may change.</p> <p>The latter part of the proposal was addressed by the majority of people who responded, expressing their concerns about changes to venues and activities and the consequences of introducing such significant change into the lives of people who would find it particularly challenging, with subsequent impacts on other areas such as their home, family and health.</p> <p>Others expressed concern about the potential for increased travelling time and the impact on people with disabilities - this will be analysed further in the "Rural" section.</p>						
Gender (Sex)	<p>Of the people who responded to the question about their gender, 43% are female and 57% male.</p>  <table border="1"> <thead> <tr> <th>Gender</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>284</td> </tr> <tr> <td>Female</td> <td>381</td> </tr> </tbody> </table> <p>Of the 235 respondents with a learning disability and/or Autism who answered this question, 40% (N=94) are female and 60% (N=140) male.</p> <p>Whilst there were many comments about the impact of the proposals on people with a learning disability and/or Autism as a whole, none of the respondents identified any negative impact with regards to gender.</p> <p>The EIA panel were also unable to identify any specific impact on gender, other than there is potential for more males to be affected by the proposals because there are more males in the day services.</p> <p><u>Conclusions</u> After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p>	Gender	Count	Male	284	Female	381
Gender	Count						
Male	284						
Female	381						
Gender reassignment	<p>Information about gender reassignment was not requested in the consultation questionnaire. After reviewing the qualitative data</p>						

	<p>provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>The EIA panel discussed the importance of people being able to access local support, either from statutory services or support groups. Derbyshire LGBT+ have already met with Adult Care's Community Connectors to discuss how the service can support people from the LGBT+ community.</p>
Marriage and civil partnership	<p>Information about marriage and civil partnership were not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>Concerns around friendships and relationships developed over many years from long standing attendance at day centres were raised by respondents, with several people expressing concern about the loss of contact with both staff and peers if they moved.</p> <p><i>"This is ok but I want to go to the same day centre with my friends and people who know me well."</i></p> <p><i>"I have everything I need at Whitemoor. I have a lot of friends and the staff are also my friends. I have plenty of activities to do there and do not wish to change anything. I feel safe and well looked after by familiar people."</i></p> <p>For many people with a learning disability and/or Autism, accessing services is the primary way they meet and socialise with peers, and form longer lasting personal and professional relationships.</p> <p><i>"I meet my friends at the centre. I would probably not be able to see my friends if I didn't go."</i></p> <p><i>"Would my friends from the last 25 years still be there?"</i></p> <p><i>"I have built good relationships with friends and staff which takes me time to achieve. Any change to my routine can have a huge negative affect on me."</i></p> <p>Other respondents were more positive about community based activities and forming new relationships. People currently attending segregated building based services are unlikely to meet new</p>

	<p>people or experience significantly different lives without engaging in alternative opportunities.</p> <p><i>"Meet new people, make new friends learn new skills"</i></p> <p><i>"What about a group in the library doing crafts, activities about bullying and how our disabilities affects our lives make new friends etc. As I know and feel safe in there and no one bullies me in there."</i></p> <p><i>"I would like a go at working again and see my friends"</i></p> <p>Separate feedback from clients involved in the assessment work stream has highlighted concerns about the opportunity to sustain relationships outside of centre hours due to a range of issues, including the lack support arrangements, parental objections and geographical considerations. The potential for more person centred bespoke responses may improve this.</p> <p><u>Conclusions</u></p> <p>The proposals may impact negatively on people's personal relationships if they are no longer able to see each other on a regular basis. Those who wish to stay in a day centre can do so but the Council are suggesting the service may be provided at another location therefore relationships should be considered, both existing and future.</p> <p>Similarly people who choose to access more community based activities or work may risk reducing or losing existing contacts but will also have opportunities to form new relationships.</p> <p>A person's relationships, vulnerabilities and need for experienced and familiar staff to support them should form an important part of any future Care Act assessment and potential change in service provision.</p>
Pregnancy and maternity	<p>Information about pregnancy and maternity were not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p>
Race	<p>Respondents from the BME community totalled just 1% (N=8) of the 694 questionnaires received, four confirmed they have a learning disability but only two attend a day centre, the remaining four are carers. The low number of respondents is not unexpected considering the low number of people from the BME community in Derbyshire as a whole (4.2%).</p>

	<p>The EIA panel discussed possible reasons for the low number of people from BME communities accessing services and concluded that people from minority groups experience simultaneous disadvantage in relation to race, impairment and (for women) gender.</p> <p>Stereotypes and attitudes held by service professionals and lack of appropriate or culturally accessible service provision (e.g. language, female staff, personal care, dietary and religious needs etc) contribute to the disadvantage they face and may reduce the likelihood of people from BME communities approaching services.</p> <p>In addition, people from newly arrived communities do not always feel welcomed and some people with learning difficulties may be neglected within their own communities as issues of shame and stigma persist.</p> <p>The proposals, for people who are eligible to receive a personal budget, may also result in more positive outcomes for people from minority groups who have a learning disability and/or Autism. By developing the market in partnership with communities to meet the needs of people with learning disabilities and their carers more appropriately, people are empowered through services which recognise their cultural needs.</p> <p><u>Conclusions</u></p> <p>After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals. This may be for a number of reasons but in this instance it may simply be because there are so few respondents from a BME community but work to shape the market in future may have a positive impact for the BME learning disabled community.</p>
Religion and belief including non-belief	<p>Information about religion and belief was not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>Religion and belief is not an area that in-house services manage or support in isolation, staff will respond to people's specific religious needs and refer people to services when additional support needs are identified; therefore the proposals are unlikely to impact upon people's religion of belief as long as there are clear pathways in place for people to access the support they need.</p>

Sexual orientation	<p>Information about sexual orientation was not requested in the consultation questionnaire. After reviewing the qualitative data provided from the survey responses and the feedback from consultation events we are able to confirm no concerns were raised with regards to this protected category, in relation to the service proposals.</p> <p>This is not an area that in-house services manage or support in isolation, staff will refer people to specialist services when the need is identified; therefore the proposals are unlikely to impact upon people's sexual orientation as long as there are clear pathways in place for people to access the support they need. The EIA panel felt that existing services could ensure appropriate information is displayed in centres to prompt conversations about sexuality which would lead to referral for more specialist support.</p> <p>The EIA panel discussed how the proposed service transformation of day services is likely to create networking opportunities for people with learning disabilities to meet other people with similar interests and sexual orientation, enabling them to explore their sexuality without fear of being stigmatised. This approach needs to be developed through co-production with local communities and organisations such as Derbyshire LGBT+, and supported with appropriate equality and diversity awareness training for all supporters.</p>
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Non-statutory

Socio-economic	<p>Overall, carers or people with a learning disability and/or Autism responding to the questionnaire were overwhelmingly in favour (50% for, 15% against) of people new to the service having support to find activities in their local community. They also agreed (36% for, 27% against) with the proposal for people with PMLD and more complex needs to continue to be able to access centres, although the locations may change.</p> <p>However, many respondents to the questionnaire expressed concern about the additional financial impact of the proposal to change locations, specifically related to the changes negatively impacting on their income or ability to work, and equitable implementation of the Transport Policy (2016).</p> <p>People wanted to retain their existing service which is usually the one nearest to them, with existing (usually free) transport links.</p> <p><i>"At the moment [the centre] is really close to where we live, which is great and I could transport [my son] there myself. If it moved too far away, then the cost of petrol would be high and would potentially deter me from taking him there."</i></p>
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	<p>Some people reported they are already paying for elements of their services, such as transport, but others who have enjoyed a free service for many years are not used to this and fear the financial impact will be significant, although implementation of the Transport Policy and paying for transport is subject to an assessment which includes reviewing people's income.</p> <p><i>"As the person I represent has to pay for the day centre and transport to it already, if these costs were to increase (i.e. if the centre was further away, so transport costs become higher) then he would not be able to afford to continue attending. This would be very sad because he has attended Whitemoor for many years and he gets a lot out of it. There are no suitable activities on offer in his home. He has already had to reduce his days from three days per week to one day per week due to lack of money."</i></p> <p>The location of services closer to people, in their own communities, could reduce costs but people further away may be responsible for paying for transport costs or utilise mobility vehicles to transport people which may have a further impact on family members getting to work.</p> <p><i>"This policy would not affect us as we have always provided transport to and from the day service ourselves. However, this did mean that I could never work full time because the Day Service is provided on a short-day basis. On behalf of others I do think that extending the time services are provided i.e. 8.30 to 5.30 should be considered..."</i></p> <p>People who are already in receipt of a direct payment may have been funding both their activities and transport so there is an income subsidy for people currently not paying, which creates an inequity which the proposal to fairly apply the Transport Policy are designed to address.</p> <p>The EIA panel discussed feedback, expressed at consultation events, around the impact on people's benefits if they are progressed into employment, and then what happens if the employment or other placement fails and people are unable to access services again.</p> <p>Feedback from employment based centres also centred on fears around benefits and loss of placements, and that people with a learning disability and/or Autism are not able to work in mainstream employment opportunities and will require long term 1:1 support, expressing additional concern about the longevity of such support and funding.</p> <p><i>"Businesses and volunteer agencies do not want the responsibilities of the extra support someone with a Learning</i></p>
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	<p><i>Disability presents. People with an LD need constants. It would be easy for businesses etc to cancel and there would be no contact."</i></p> <p>The Gold Card time restraints were also raised as a concern during consultation events, preventing people from accessing placements or work on time unless they paid to travel at peak times, thereby increasing the financial burden.</p> <p><i>"Bus passes don't start until after 9.30am not appropriate for employers and training schedules."</i></p> <p><u>Conclusions</u></p> <p>There is the potential for negative impact if people with a learning disability and/or Autism are moved to different locations. The impacts include the potential for additional cost, people being withdrawn from services, isolation, and impact on carers' ability to work or pursue other interests which in turn supports their caring role. All of these concerns will be considered as part of any future Care Act assessment of need, to be undertaken before changes are confirmed.</p> <p>Conversely, the proposed service model is designed to contribute to tackling the socio-economic inequalities experienced by people with learning disabilities by targeting these groups and supporting access to meaningful employment opportunities and claim their full benefit entitlement.</p> <p>The proposal to develop the independent market will promote more inclusive access to the local community and Personal Budgets will give people with a learning disability and/or Autism the opportunity to take more control over their lives, access to a range of community resources and enable them to purchase a service that is flexible and responsive to their own needs.</p> <p>People with all levels of learning disability and/or Autism will be supported in environments which meet their needs and also increase community access.</p>
Rural	<p>Whilst respondents agreed with the proposal that people with the most complex needs would be able to use day centres, many expressed concern about the possible change of location and how this would impact the individual and their family in terms of cost (see above), location and lack of opportunities in more rural areas.</p> <p><i>"Changes to location could impact on some users. Particularly those in more remote areas and areas on the edge of Derbyshire."</i></p> <p><i>"We live in the area of Swadlincote and that's where activities should be. But there isn't anywhere else to go."</i></p>

	<p>Other comments focussed on the people who have to travel and how it would impact upon them.</p> <p><i>“We have people who are incontinent & being on transport for a longer time would mean not getting to the toilet on time, making staff at the Day Centres have to change them as soon as they arrive.”</i></p> <p><i>“Activities have to be person centred location should be near a person's home - not have to travel great distance.”</i></p> <p><i>“Further to travel and more expensive, would need more support from staff. Causes problem with dietary and eating issues.”</i></p> <p>The EIA panel also commented about the challenges facing rural communities but also focussed on the challenges local employers will have in recruiting staff. In addition to people having to travel further to work or access services, unemployment rates in several of the more rural areas (e.g. Derbyshire Dales and South Derbyshire 1%, High Peak 1.6%) are lower than the more urban areas (e.g. Chesterfield 2.9% and Erewash, 2.9%).</p> <p>The low unemployment rates mean employers are often unable to recruit qualified and experienced staff in those areas, or have limited contingency arrangements in place to cover sickness and annual leave. The result is more dispersed services with fewer links and fewer opportunities – therefore people are reliant on existing transport for centres and additional, perhaps lengthy, journeys could be an adverse impact on people. But people do already travel to services</p> <p>Conversely, accessing a Direct Payment and pooling budgets would support the creation of activities in some communities or enable migration to neighbouring areas to access services. One person commented:</p> <p><i>“The services our son uses are not available near us.”</i></p> <p>The EIA panel also considered how people could travel to services outside Derbyshire more easily if they lived on the fringes of the county, whilst this means they would not be accessing DCC services it would enable people to have more choice in a neighbouring county with more opportunities.</p> <p><i>“Public transport is difficult to access in Derbyshire areas. Most public transport services are in Nottinghamshire due to the borders. Mansfield is serviced better than Chesterfield. Insufficient local bus routes.”</i></p>
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	<p><u>Conclusions</u></p> <p>Many respondents expressed concern about the lack of local services and potential for longer journeys to access services if centres were closed as part of the service being located elsewhere. The longer journeys would create additional negative impacts such as increased personal care, dietary, behavioural and medical concerns if the person is a long way from professional support.</p> <p>The proposed remodelled services would be designed and focussed to meet the specific needs of people with multiple and complex needs, and people seeking employment or volunteering opportunities, rather than the “one size fits all” model Derbyshire currently offers.</p> <p>In addition to the flexibility that Direct Payments give people to purchase their support wherever they wish, engaging with communities and developing the market will further enhance the offer in Derbyshire and strive to create more localised opportunities.</p>
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- c. Are there any other groups of people who may experience an adverse impact because of the proposals to change a policy or service who are not listed above?

<p>Whilst Carers are not listed in this document as a separate group, many have provided feedback as part of the consultation, consisting of both negative and positive views of the proposals.</p> <p>As well as being concerned for the welfare of, and impact of the proposed changes on the person they support, Carers expressed concern about their own welfare and how any changes will impact upon them.</p> <p>The suggested impact was threefold; firstly in terms of the potential loss, reduction or other disadvantageous change which will impact upon them, their reliance on services and reduction in the support they receive from time away from the person they support (i.e. respite) or their ability to engage in personal activities such as work, shopping, maintaining relationships or resting.</p> <p><i>“As a carer the day my daughter attends the centre is my one and only day where i able to catch up with friends or do simple things like shopping. It would put considerable pressure on my role as full time carer if I lost this time.”</i></p> <p>Secondly, carers expressed concern about the impact of the proposed changes on the person they support, which may in turn impact upon them. Any changes in service provision or usual routines can be a significant challenge for a person with a learning disability and/or Autism, and require additional input from everyone involved, particularly people at home. The challenges can manifest themselves in behavioural changes which</p>
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become a significant challenge to both professionals and family carers, taking some time to implement and normalise.

“If the changes meant my daughter would have to go somewhere else I would keep her at home because she does not like changes”

Thirdly, carers expressed concern about the potential difficulties any changes to transport arrangements would cause them, in terms of the additional financial and personal impact, i.e. what it will cost the household and the challenges any changes to existing arrangement would present in terms of time, distance and impact on carers own needs such as being able to work or maintain relationships (see the first point).

“My daughter is very happy and so is the family. Content at the way things are at the moment any changes would cause her anxiety and distress which ultimately affects the family. Changing location would mean a longer time (over an hour) travelling. New location, new faces, new routine would all be very unsettling.”

Young people, not yet in Adult Care Services, will be affected by the proposed changes, but this is not assessed as having a negative impact because it is clear that many are not accessing the in-house service offer. Young people are more likely to benefit from the proposed changes because they match the preferences expressed in the 2018 engagement exercise - for community based work/educational.

Similarly, young people not yet in the service with a PMLD and/or complex needs are unlikely to be adversely affected by the proposals because they will be eligible for the in-house service in future and benefit from the services being redesigned and focussing on delivering personalised support to these cohort.

Whilst staff employed in the various day centres may be affected by the proposals, further work needs to be carried out in detail to fully understand the impacts and these will be addressed at a future date if the proposals are approved.

d. Gaps in data

What are your main gaps in information and understanding of the impact of your policy and services? Please indicate whether you have identified ways of filling these gaps.

Gaps in data	Action to deal with this
Sexual Orientation status Gender Reassignment status Married/Civil Partnership status Pregnancy and Maternity status Religion and Belief status.	Will review whether this is a key factor during the consultation and consultation feedback analysis. As noted above, the consultation analysis did not highlight any key themes in relation to these gaps in the data.
The location of people in relation to the daycentres and future community opportunities.	A mapping exercise should be completed to understand the situation in each area.
Current information about the levels of support people require, in each centre.	A mapping exercise should be completed to understand the situation in each area.

Stage 6. Ways of mitigating unlawful prohibited conduct or unwanted adverse impact, or to promote improved equality of opportunity or good relations

- A comprehensive and detailed Care Act assessment should be completed for each person currently accessing an in-house service. The assessments should be strengths and outcomes focussed and be utilised to commission services to meet the individuals personalised needs.
- Support people who have a learning disability and/or Autism, and their carers, to maximise their income.
- Ensure equal application of the transport policy and confirm regulations around the appropriate use of Motability cars to avoid implementing incorrect procedures and guidance to assessment staff.
- Ensure that information about changes to the service are communicated clearly and in good time, noting that a range of people will be receiving the information and it will need to be available in a range of accessible formats.
- Work with people who access the service, carers, communities and providers in rural areas to mitigate any specific geographical issues that arise through any changes to services and support.
- Continue to work with BME, LGBT+ and other minority groups to understand the impacts on minority groups of people who have a learning disability and/or Autism, when designing future services.
- Co-producing and commissioning of future services with all stakeholders to ensure inclusion of people's needs and aspirations.
- Mapping of opportunities to understand the capacity of local communities and services to support people moving on from an in-house day centre.
- Support communities and individuals to develop person centred services in their locations.
- Working with employers and stakeholders, including the disability employment service, other organisations/providers to create services and promote opportunities that people who have a learning disability and/or Autism want.
- Ensuring people are aware of the existing alternative opportunities and provision already on offer in the various parts of Derbyshire.
- Ensure that people currently accessing day service who do not have a PMLD or complex needs are not excluded by the change of focus in services, and have equal access to community based activities.
- Identify the service gaps, specialised needs and additional requirements people may have and ensure they are included in all aspects of the service redesign; for example, consider the suitability of large buildings where people can experience undesirable and unpleasant levels of noise due to high ceilings and expanse of hard surfaces.

Stage 7. Do stakeholders agree with your findings and proposed response?

All the participants who contributed to this EIA have received a copy of the analysis and agreed the contents.

Stage 8. Main conclusions

Many people currently accessing services expressed their concern about the impact of the proposed changes upon their life and relationships, particularly around the potential to be receiving a service elsewhere. But others also approved of some proposed changes, such as the creation of more work related opportunities.

Carers expressed concern about how those people currently in receipt of services, and those yet to access services, will be affected by the proposals and how this in turn will affect them and their role as carers.

Much of the feedback suggested people will experience difficulties with the changes and uncertainty but research also suggests people will benefit through improved and specialised services, greater community involvement, improved opportunities, experiences and outcomes.

1 People assessed as having the most complex needs would be able to use day centres but the activities and location may change.

The majority of respondents who commented agreed with this proposal but expressed concern about the potential for a change of location and not knowing where the new locations may be, so how could they correctly answer this part of the questionnaire.

Adverse impacts included additional transport cost, additional travelling time and impact on the person. Many carers stated the person they support would not cope with a change of environment, support or staff and this would be reflected in behaviour changes at home. Care Act assessments will include discussions around the potentially adverse impacts and how they might affect individuals, plus the identification of ways to mitigate any adverse effects as part of designing an appropriate support package. In addition, one of the proposals includes people having the option to remain in day services if they choose to do so.

The positive impact of this proposal include a more specialised and focused service for people with PMLD and complex needs, which is delivered in buildings that are fit for purpose and suitably staffed to meet the needs of the people attending.

2 People new to services would be offered one-to-one support to find activities, work or volunteering opportunities in their local area.

The majority of respondents who commented agreed with this proposal and many chose to comment, suggesting it would be good for people to be able to work and be active participants in the community. Others were more cautious and expressed concern about what will happen if the situations break down, for a variety of possible reasons, and others suggested there weren't many opportunities in their area.

Part of the proposed redesign includes working with communities and the market to develop opportunities and people who are eligible will benefit from the autonomy created by a Personal Budget and being able to choose their service provider.

Younger people have already told us that they do not wish to access day services and are seeking more community based activities.

The proposed changes to in-house day services have the potential to contribute to tackling the exclusion from the labour market of people with learning disabilities of all ages if appropriate measures are put in place to support them into meaningful employment.

3 People who already use day services can still go to those day services if they want to.

All but one respondent who commented agreed with the proposal and many stated other proposals would not have an impact on them because they intend to stay in their current centre, but others were worried because they fear the consultation is a way to close valuable services and they would have to relocate, depending upon the outcome of their assessment.

4 in future everyone will be assessed against Derbyshire County Council's Transport Policy and some people may have to make and pay for their own travel arrangements to and from the day centre.

The majority of respondents who commented did not agree with the proposal, however the Transport Policy was agreed by Cabinet in 2014 but its implementation has been patchy and this must be addressed.

Respondents expressed concern about the financial impact of paying for transport which is currently provided free of charge, particularly where they live in more rural areas and public transport is poor or they don't have access to personal/mobility vehicles. The potential increased financial burden on low income families would in turn impact on other aspects of their life and the person they support, perhaps even resulting in them not being able to afford to attend day activities, which in turn would negatively impact on the family carer.

People attending in-house day services would only have to pay for transport if they were assessed as not being eligible to receive the service without charge. Other participants and respondents were unhappy that the Transport Policy had not been applied universally, adding that they had been paying for some time but were aware of other situations where the Policy had not been applied.

The proposal will ensure application of the Transport Policy is equitable, thereby ensuring only people who are eligible to receive transport services without charge continue to do so after an appropriate assessment. The conclusion that a person is not eligible to access Adult Care's transport will have been arrived at after a full and detailed Care Act assessment or their needs and financial situation, including a welfare benefits check if required, to support with mitigating any negative financial impact.

5 To support voluntary and independent organisations to set up more things to do in the community.

The majority of respondents who commented agreed with this proposal and no adverse impacts were identified, although concerns were expressed about the current lack of opportunities in some areas. The proposed market shaping and co-production with communities is designed to create more diverse, local, person centred and appropriate activities for people to access in future.

6 To change work-based day services run by Derbyshire County Council Direct Care so they become employment skills and training hubs. This means more people with a learning disability and/or Autism will be able to do work based training to support more people to become ready for work or volunteering if they want to.

The majority of respondents who commented agreed with this proposal. People already attending are concerned that this means they will have to move on to other employment or work related activities. Concern was also expressed about the availability and longevity of activities, unwillingness of employers to accommodate people with a learning disability and/or Autism, the daily challenges facing people and their vulnerability in the community and mainstream employment.

The proposals outlined at 5) above to shape the market, create capacity and provide employment based training, one to one support and employment services will mitigate against people being placed in situation where they may be vulnerable.

The findings of this EIA do not directly include Bolsover Woodlands Enterprise but it is recommended that the service actively supports people to progress into employment wherever possible, to enhance people's independence and place in the community, thereby creating capacity for other people to benefit from the valuable employment related training offered.

It is concluded that whilst the proposals could have an adverse impact for some people, particularly with regards to transport costs and their ability to manage change, there are also likely to be significant benefits for some people currently accessing services, who would like to pursue other opportunities and those who may need support from social care in the future.

Stage 9. Objectives setting/ implementation

<i>Objective</i>	<i>Planned action</i>	<i>Who</i>	<i>When</i>	<i>How will this be monitored?</i>
Formal review of people accessing/planning to access in-house day services	Everyone accessing or planning to access in-house day services or opportunities is formally assessed under the Care Act to confirm their strengths, assets, needs and desired outcomes	Group Manager Prevention & Personalisation	2020	Regular reporting of number of assessments completed. Number of people in receipt of Personal Budgets. Completion of all assessments and review dates set
Maximise people's income	Ensure everyone being assessed and their family carers are supported to maximise their income	Group Managers for Prevention & Personalisation & Derbyshire Welfare Rights Service	2020	Number of financial reviews offered and completed Number of people with increased incomes
Increase utilisation from BME communities	Regularly engage with BME communities to seek their views and input	Group Manager Direct Care & Commissioning Teams	Ongoing	Record of meetings and input received Increase in number of people from BME communities accessing a variety of day opportunities

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Increase the number of young people accessing employment, volunteering and community based services	Regularly engage with carers and young people to seek their views and input	Group managers for Direct Care & Commissioning Teams	Ongoing	Regular development meetings and stakeholder engagement Increase in number of young people accessing a variety of day opportunities
Development of specialist services for people who have a PMLD and complex needs	Review existing buildings, sites, locations, staff and training needs Engaging with all stakeholders to co-produce and co-design the future service model	Group managers for Direct Care & Commissioning Teams	Commencing 1 July 2019.	Regular development meetings and stakeholder engagement Completed action plans and works Redesign of services for people with PMLD and complex needs
Develop and shape the market to provide services people with a learning disability and/or Autism want in their local communities.	Engage with community and private providers, carers and people who access services to scope existing services Engage with carers and people who access services to identify what is wanted and/or needed Engage with community and private providers, carers and	Group Managers for Commissioning Team and Stakeholder Engagement and Consultation Team	2019-2020	Regular development meetings and completed action plans Review of ongoing work and changes made Redesign of community services for people with a learning disability and/or Autism

PUBLIC

	people who access services to co-design and develop existing services, or create new opportunities as required			
Create more employment/volunteering opportunities for people who have a learning disability and/or Autism	<p>Engage with community, public and private providers, carers and people who access services to scope existing opportunities</p> <p>Create a directory of employment opportunities which is available to view publicly</p> <p>Continue to approach companies and organisations for employment opportunities</p>	Group managers for Direct Care & Commissioning Teams	Ongoing.	Increase in the number of people employed with a learning disability and/or Autism who are in employment or voluntary opportunities

RESTRICTED

Stage 10. Monitoring and review/ mainstreaming into business plans

Please indicate whether any of your objectives have been added to service or business plans and your arrangements for monitoring and reviewing progress/ future impact?

The learning disability services change programme is part of the Council Plan Delivery Plan 2019-2021 (page 4) and is part of the Learning Disability Development Board (LDDDB) Programme Plan. The proposals are aligned with the Derbyshire's Enterprising Council approach.

If Cabinet approve the proposed redesign of in-house day services, project implementation groups will be formed to co-ordinate, implement and review the proposed changes under the LDDDB and further reports to Cabinet as required.

Quality monitoring of in-house provision will continue and contract monitoring and compliance processes will apply to commissioned and approved providers to ensure performance is of an acceptable standard and providing value for money.

Stage 11. Agreeing and publishing the completed analysis

Completed analysis approved by Simon Stevens on 10/5/2019

Where and when published?

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Decision-making processes

Where linked to decision on proposals to change, reduce or withdraw service/ financial decisions/ large-scale staffing restructures

Attached to report (title): Outcomes from the Consultation on Reshaping the Council's Day Care Offer for People who have a Learning Disability

Date of report: 6 June 2019

Author of report: Steve Ball

Audience for report e.g. Cabinet date: 6 June 2019

Web location of report:

Outcome from report being considered

That Cabinet:

- Notes the outcomes from the 2019 My Life My Way consultation.
- Notes the content of the attached Equalities Impact Analysis.
- Approves the implementation of the proposals to reshape the Council's day care offer for people who have a learning disability and/or Autism.

Details of follow-up action or monitoring of actions/ decision undertaken

Updated by:

Date: