



elements:

- i. Improved local support for people with profound and multiple disabilities;
- ii. Specialist support for older people with a learning disability including those with dementia;
- iii. A diverse community-based support programme to replace large resource centres with small drop-in services. This enables universal services, specialist services and other resources to be used to offer more personalised support packages;



the service user or their carer. Appendix 1 gives an overview of proposed service user moves.

10. All of the assessments and support plans in Redditch (41) have been completed. In addition, as a representative sample, 5 support plans have been reviewed by the Cabinet Member with Responsibility for Adult Social Care and the Director of Adult Services and Health. The main issues identified in support plans were:

x

the week before. As an interim arrangement it has been risk assessed and deemed safe for service users to access the Halcyon Day centre in Redditch in the short term.

14. A meeting was held at the Halcyon Centre on 6 November 2014 for carers of service users attending Matchborough to discuss the interim proposals. All carers who attended were happy with the proposals. Any carers who were unable to attend were communicated with by letter but no concerns were raised.
15. Although the decision for buildings in Bromsgrove is not to be made until 15 December 2014, this is unlikely to have an impact on Redditch as there is no change for service users living in Bromsgrove and the use of buildings remains the same.
16. Ongoing work will ensure that any and all mitigation required to address service user and/or carer concerns - e.g. how existing friendships and contact with their communities will be maintained - will be put in place.
17. Carers will continue to have access to a named member of staff throughout the transition process to assist with any initial transition difficulties or to provide support if this is needed.

Next steps

18. commissioning organisation, options for future providers of these services were agreed by Cabinet on 17 July 2014. The Council is actively seeking to develop the market for adult social care services, including day services for adults with a learning disability. Support is available through the Changing Futures Fund for voluntary organisations who wish to establish themselves as adult social care providers or develop an existing business. This could result in alternative services from external providers being available in response to meeting identified outcomes for service users. All service users have personal budgets, some of (l)14(t)7(14(c)114(8)14(t)18(c)03.17((l

Future provision

Equality Duty

change in use of buildings, although approximately £0.1m of this would be offset by the increased transport costs resulting from the new model. Therefore overall savings are estimated to be £1m.

20. The Equality Act 2010 requires the Council to have due regard to the aims of the Equality Duty in developing policies and planning/providing services. These aims are to:

- Eliminate unlawful discrimination
- Eliminate harassment and victimisation
- Advance equality of opportunity
- Foster good community relations between people who share any of the defined Protected Characteristics and those who do not.

21. The Act lists nine groups with Protected Characteristics, but, clearly, it is highly unlikely that they will all be of relevance in all circumstances. Disability and age are clearly the most relevant Protected Characteristics in the current context. The level of regard which is "due" in respect of the Equality Duty should always be proportionate and is dependent on the potential of the proposed policy/action to contribute to or detract from the aims of the Duty.

22. Due regard means that the Cabinet Member must adopt a "substantial, rigorous and open-minded approach" in considering the specific needs of those groups covered by the Equality Duty and show that she has considered all the relevant material. In order to show due regard the Cabinet Member is required to consider relevant factors and where there is potential disproportionate, adverse impact on those with protected characteristics, show how that impact may, if possible, be mitigated. That may mean giving consideration to alternative proposals. Where it is identified that an individual may be adversely affected by e.g. excessive travel time, mitigating actions will be put in place. This may take the form of individual transport rather than group transport to minimise pick up and drop off time.

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impacts, the assessment identified that the proposed model could have some negative impact for service users. Aspects of the pilot for the new model were amended to mitigate possible negative consequences. Mitigating action included (see Appendix 2): greater community integration (more positive roles and better public perception of people with learning disabilities); greater choice of age/gender appropriate activities; and improved resources, such as personal care facilities, to support community access for people with multiple disabilities.

24. Further Equality Impact Assessments (EIAs) have been undertaken to identify the likely impact of the proposed changes to service provision. A copy is attached at Appendix 2. A significant number of service users were concerned about disintegration of valued friendship groups (which could result from changes in location and re-assessment of need). Potential positive impact was identified for many service users who would benefit from an increased range of opportunities and increased community integration. Any adverse impacts have been highlighted within the support planning process and will be mitigated by offering opportunities for service users to maintain contact and undertake activities with their friends in their local communities.

Supporting Information

Appendix 1 Service User Tracker
Appendix 2 EIA documents

Contact Points

County Council Contact Points

Worcester (01905) 763763, Kidderminster (01562) 822511
or Minicom: Worcester (01905) 766399

Specific Contact Points for this report

Richard Keble, Head of Joint Commissioning Unit (01905)
728952

Agenda and background documents for the meeting of the Adult Care and Wellbeing Scrutiny Panel on 7 March 2013

Agenda and background documents for the Cabinet Member decision of 31 July 2014.

"Raising Our Sights: Services for Adults with Profound Intellectual and Multiple Disabilities" (DH 2010).