

### TAMESIDE COUNCIL EQUALITY IMPACT ASSESSMENT FORM

<b>Subject / Title</b>	Learning Disability / Autism Day Service Review
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<b>Service Unit</b>	<b>Service Area</b>	<b>Directorate</b>
Provider Unit	Adult Service Operations	People

<b>Start Date</b>	<b>Completion Date</b>
February 2017	February 2017

<b>Lead Officer</b>	Mark Whitehead
<b>Service Unit Manager</b>	Alison White
<b>Assistant Executive Director</b>	Sandra Whitehead

EIA Group (lead contact first)	Job title	Service
Mark Whitehead	Head of Strategic Operations	Adults
Alison White	Service Unit Manager	Adult Services
Shaun Higgins	Active Tameside	Active Tameside
Sheena Wooding	Head of Service	Children's

### **PART 1 – INITIAL SCREENING**

*An Equality Impact Assessment (EIA) is required for all Key Decisions that involve changes to service delivery. All other changes, whether a Key Decision or not, require consideration for the necessity of an EIA.*

*The Initial Screening is a quick and easy process which aims to identify:*

- *those projects, policies, and proposals which require a full EIA by looking at the potential impact on any of the equality groups*
- *prioritise if and when a full EIA should be completed*
- *explain and record the reasons why it is deemed a full EIA is not required*

*A full EIA should always be undertaken if the project, policy or proposal is likely to have an impact upon people with a protected characteristic. This should be undertaken irrespective of whether the impact is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Service Unit Manager and Assistant Executive Director.*

1a.	<b>What is the project, policy or proposal?</b>	The review of learning disability / autism day services
1b.	<b>What are the main aims of the project, policy or proposal?</b>	<p>Learning disability and autism internally based day services have been significantly reduced since 2012 as a result of budget reductions. This review was undertaken in response to further savings being set against this area of operations.</p> <p>The report reviews current internal and external day service capacity and current and future demand and identifies that due to current lack of capacity to meet current and future predicted demand that closure of any further day services would result in a lack of capacity to meet assessed need and the potential impact of higher costs due to reduced capacity in the long term as predicted demand.</p> <p>The report proposes capital investment in a new disability centre at Oxford Park Ashton. This centre would increase current day service capacity as well as providing services for LAC, children with disabilities and as an alternative post 16 further education site reducing out of area placements.</p> <p>The centre and site would be utilised to expand the internship programme assisting 16-24 year olds into employment and could be utilised for as range of other early intervention and prevention services focused on promoting good health.</p>

<b>1c. Will the project, policy or proposal have either a direct or indirect impact on any groups of people with protected equality characteristics?</b>				
<b>Where a direct or indirect impact will occur as a result of the policy, project or proposal, please explain why and how that group of people will be affected.</b>				
Protected Characteristic	Direct Impact	Indirect Impact	Little / No Impact	Explanation
Age	√			<p>The Equality Act (2010) makes certain types of discrimination unlawful on the grounds of:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• Race</li> <li>• Gender reassignment</li> </ul>

				<ul style="list-style-type: none"> <li>• Disability</li> <li>• Maternity <ul style="list-style-type: none"> <li>• Sexual orientation</li> <li>• Religion or belief</li> </ul> </li> </ul> <p>This decision relates to day services that are provided to vulnerable adults who have learning disabilities and/or autism. The primary objectives are to ensure that there is sufficient capacity to meet current and future predicted demand forecasts for services. This may mean further work around the differentiation of services in that as internal services progress to become more specialised in the provision of complex services some people with less complex needs may need to be offered alternative service provision to free up current capacity within internal services.</p> <p>A further addition to the offer is the development of a state of the art disability service at Oxford Park which will be able to accommodate some of the current demand capacity and also assist with building future capacity into services. This development will also be able to offer services to children with disabilities in terms of respite, LAC, and as alternative service offer to the current post 16 further education offer. The scheme will also support the supported internship offer (16-24) in improving performance in terms of helping young people and adults to access paid employment.</p> <p>In respect of section 149, of the Equality Act (2010), the Public Sector Equality Duty (PSED):</p> <ul style="list-style-type: none"> <li>• The proposals are focused on meeting the needs of a range of protected groups including vulnerable children and adults</li> <li>• Encouragement of the groups accessing services to fully engage and</li> </ul>
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				<p>participate within the community</p> <ul style="list-style-type: none"> <li>• To provide services that are designed to be accessible for particular disadvantaged groups including those with disabilities and autism</li> <li>• Provision of training and development of disabled people, people with autism and young vulnerable people to access employment and become active citizen's</li> </ul> <p>primary focus is on removing and minimising disadvantages experienced by disadvantaged groups through access to community facilities, community presence and support breaking down barriers and discrimination. To ensure vulnerable people are safeguarded from harassment within the community. We will ensure we have due regard to:</p> <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination;</li> <li>• Promoting equal opportunities between members of different equality groups;</li> <li>• Foster good relations between members of different equality groups including by tackling prejudice and promoting understanding.</li> </ul> <p>No protected groups should be disadvantaged by the proposed review.</p>
Disability	√			AS ABOVE
Ethnicity	√			AS ABOVE
Sex / Gender	√			AS ABOVE
Religion or Belief	√			AS ABOVE
Sexual Orientation	√			AS ABOVE
Gender Reassignment	√			AS ABOVE
Pregnancy & Maternity	√			AS ABOVE
Marriage & Civil			√	AS ABOVE

Partnership				
<b>Are there any other groups who you feel may be impacted, directly or indirectly, by this project, policy or proposal? (e.g. carers, vulnerable residents, isolated residents)</b>				
<b>Group (please state)</b>	<b>Direct Impact</b>	<b>Indirect Impact</b>	<b>Little / No Impact</b>	<b>Explanation</b>
Children and adults who have disabilities, children with special educational needs & Looked After Children.  Families and carers	√			The proposed review focuses on building capacity across existing services to meet identified needs. The development will improve the local offer to vulnerable children, young people and adults within the borough with a focus on better meeting individual outcomes more effectively.

*Wherever a direct or indirect impact has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact is anticipated, this can be explored in more detail when undertaking a full EIA.*

<b>1d.</b>	<b>Does the project, policy or proposal require a full EIA?</b>	<b>Yes</b>	<b>No</b>
			√
<b>1e.</b>	<b>What are your reasons for the decision made at 1d?</b>	That the review and proposed development does not disadvantage the protected groups. It focuses on enhancing the local offer to disadvantaged groups and their parents / carers.	

*If a full EIA is required please progress to Part 2.*

## **PART 2 – FULL EQUALITY IMPACT ASSESSMENT**

<b>2a. Summary</b>

<b>2b. Issues to Consider</b>

<b>2c. Impact</b>

<b>2d. Mitigations</b> ( <i>Where you have identified an impact, what can be done to reduce or mitigate the impact?</i> )	
<i>Impact 1 (Describe)</i>	<i>Consider options as to what we can do to reduce the impact</i>
<i>Impact 2 (Describe)</i>	<i>Consider options as to what we can do to reduce the impact</i>
<i>Impact 3 (Describe)</i>	<i>Consider options as to what we can do to reduce the impact</i>
<i>Impact 4 (Describe)</i>	<i>Consider options as to what we can do to reduce the impact</i>

<b>2e. Evidence Sources</b>

<b>2f. Monitoring progress</b>		
<b>Issue / Action</b>	<b>Lead officer</b>	<b>Timescale</b>
<i>Required</i>	<i>Required</i>	<i>Required</i>

<b>Signature of Service Unit Manager</b>	<b>Date</b>
<b>Signature of Assistant Executive Director</b>	<b>Date</b>