

Somerset Equality Impact Assessment

Organisation prepared for	Somerset County Council		
Version	V1	Date Completed	09/12/2020
Description of what is being impact assessed			
Savings Ref: ECI-2122-14 Restructure of the County Hall Facilities Management Team to achieve MTFP savings			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics , Somerset Intelligence Partnership , Somerset's Joint Strategic Needs Analysis (JSNA) , Staff and/ or area profiles ,, should be detailed here			
Review of Demographic profile of the County Hall FM Team. Equalities workforce data to be available by end of w/c 20 December 2021.			
Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?			
Michelle Anderson, Equalities Employment Officer			

Analysis of impact on protected groups				
The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.				
Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Demographic profile of the County Hall FM Team, 65% of the team are over the age of 50. Limited employment opportunities due to the current economic climate. Long serving staff may not have recent job application and interview experience. 	☒	☐	☐
Disability	<ul style="list-style-type: none"> Removal of stationery stores and postal collection points around the building may be problematic for non-ambulant staff based in the building. Due to Government social distancing rules and restrictions on face to face meetings during the pandemic, the initial staff consultation meetings need to happen via Microsoft Teams, Senior Managers will not be the same room to offer support and answer queries. 	☒	☐	☐
Gender reassignment	<ul style="list-style-type: none"> None 	☐	☐	☐

Marriage and civil partnership	<ul style="list-style-type: none"> • None 	□	□	□
Pregnancy and maternity	<ul style="list-style-type: none"> • Removal of stationery stores and postal collection points around the building may be problematic for staff in the later stages of pregnancy. 	☒	□	□
Race and ethnicity	<ul style="list-style-type: none"> • None 	□	□	□
Religion or belief	<ul style="list-style-type: none"> • None 	□	□	□
Sex	<ul style="list-style-type: none"> • None 	□	□	□
Sexual orientation	<ul style="list-style-type: none"> • None 	□	□	□
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> • Increased unemployment as a result of the economic effect of the ongoing pandemic. • Impact on low income households. 	☒	□	□

Negative outcomes action plan				
Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.				
Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Managers and HR Advisory to make themselves available immediately after the staff meetings to offer support, advice and guidance.	08/01/2021	Oliver Woodhams/ Heidi Boyle/Rachel Overd/ Louise Smith/ Annabel Bradley- Mozhayeva Hannah Davies/ Sam Turnidge	Feedback from staff and managers	<input type="checkbox"/>
At risk staff to be offered opportunity to be added to the redeployment register at the earliest opportunity.	31/01/2021	Louise Smith/ Annabel Bradley- Mozhayeva	Regular checks with Redeployment Team	<input type="checkbox"/>
Support to be offered to staff during any job application process including identifying transferable skills.	31/01/2021	Louise Smith/ Annabel Bradley- Mozhayeva	Line management process	<input type="checkbox"/>
Liaise with HR&OD to see if any opportunities for training are available.	31/01/2021	Louise Smith/Annabel	Line management process	<input type="checkbox"/>

		Bradley-Mozhayeva		
Support with preparation and time off to be given for attending interviews.	31/01/2021	Hannah Davies/Sam Turnidge	Line management process	<input type="checkbox"/>
Following consultation with services affected, accessible drop off/collection point for mail/stationery to be established on each floor.	30/04/2021	Hannah Davies/Sam Turnidge	As part of twice daily health and safety tours	<input type="checkbox"/>
Following consultation with services affected, service managers to be responsible for putting arrangements in place to collect post/stationery from collection points.	30/04/2021	Managers	Line management process	<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				
Efforts will be made to mitigate the impacts of job losses on staff with protected characteristics, including offering individual support as set out above. However, these may not mitigate all negative impacts.				
Completed by:	Heidi Boyle, Service Manager – FM			
Date	9/12/2020			
Signed off by:	Oliver Woodhams - Head of Property			
Date	18/12/2020			
Equality Lead/Manager sign off date:	18/12/2020 (Michelle Anderson – Equalities Employment Officer)			

To be reviewed by: (officer name)	Heidi Boyle, Service Manager – FM
Review date:	30/04/2021

Somerset Equality Impact Assessment

Organisation prepared for	Somerset County Council		
Version	1	Date Completed	05.01.2021
Description of what is being impact assessed			

Savings Ref: ADULTS-2122-06 Transport requirements following day service transformation agenda & Covid impact.**Overview:**

Transformation of day services has been ongoing, most specifically within learning disability Discovery day services. This has supported moves from larger building based day service settings to a more community based offer.

While community offers continue to grow, the need for transport from one area of the county to another reduces.

Where there are local activities available for people, but transport is needed; it cannot be assumed that this can be achieved through Somerset County Council. Where people are in receipt of mobility allowance this must be utilised for the purpose of people attending their activities.

The use of technology and small outreach based approaches to day services have seen new and innovative ways of people achieving their outcomes. People with a learning disability have told the local authority that they want to 'live a life like everyone else', this includes, where possible for people, learning the skills to access public transport. Pre covid, a South Somerset Our Voice (peer support group) had begun work with First Bus to look at the introduction of easy read time tables.

The longer term future of day service provision remains to be seen, however a return to exclusively resuming large building based approaches seems unlikely. Transport need therefore is reduced and longer term planning for reducing the service will be required.

COVID:

Covid has had a significant impact on day services across the whole of adult social care. Group based day services have been closed for the majority of 2020 with a move to a more individualised offer of support; focus has shifted to the use of technology based resources or small outreach models where required.

This has led to a number of people meeting in their outcomes in alternative ways to more traditional routes.

People have remained at home and where lockdown restrictions have eased, we have seen people choose to stay in their local communities, using small bubbles to access social activities.

People remaining in their most direct communities has meant that locality teams have been able to explore community resources and groups to meet needs: the use of PA's, micro providers and online groups do not often require a formal transport option.

Covid has also seen an impact on transport resource; more specifically in relation to volunteer drivers. Volunteer drivers have been used historically to support transport within adult social care, often for people who require 1:1 transport, travelling in small groups or for people who may live outside more populated transport routes.

The use of volunteer drivers has been prohibited since national lockdown due to risk of transmission. At present there are no immediate plans to resume the use of volunteer drivers. This means that capacity within across Somerset offer is reduced, transport have been able to manage the current capacity without the use of volunteer drivers. Scoping work will need to be undertaken to understand the future need and whether lack of volunteer drivers would leave a sufficient work force to meet demand.

Whilst recognising that the impact of covid has had on people, it must be considered that understanding peoples 'new normal' will take time.
Annual

Decision to consider:

With reduction in need from service users and reduced capacity within the transport service itself, reduction of transport service offer within adult social care must be considered.

The below will detail further plans around evidence gathering, consultations and impact options for those who may be affected.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

There is a piece of work to be undertaken that will evidence the following:

- Number of people who are currently accessing transport services. (Pre covid & since March 2020)
- Service areas that are currently being completed by the transport team. (Pre covid & since March 2020)
- Transport services being utilised: Mini buses, volunteer drivers, taxi services. (Pre covid & since March 2020)
- Any contracts that are live and the details of them.
- Lease details on any vehicles.

This work will provide a clear picture of the transport use prior to covid and the resulting impact that covid has had on the service. Undertaking this evidence gathering task will provide a county wide map of where transport is most utilised, providing any shaping work that may be needed in the future.

In order to truly understand where reductions within the transport service can be made, this work must be undertaken. To move forward without having this detail would mean that financial planning would be estimated and therefore have a negative impact on any stake holder groups affected.

The majority of transport is provided to those people receiving a day service with Discovery. Since COVID restrictions have been in place transport has not been provided to those who were accessing Discovery services. This has largely due to Discovery day services closing since March 2020. The ongoing transformation agenda around the move towards more community focussed day service offers will need to be focussed with clear, time specific actions that will determine what future, reduced transport needs may remain.

Although Discovery service users are not being transported at present; transport to other day services/activities is still being accessed.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

Transport:

Transport management team have been consulted around the suggested reduction. This has been an initial discussion, talking through the current position. Key items included:

- Acknowledgment that volunteer drivers are currently not being utilised with no date for resuming this. Until evidence gathering has completed it cannot be determined whether this would influence capacity.

- Should a reduction in service be implemented would any redundancies be likely as a result? Staff who are allocated to the adult social care routes have been placed on stand by should need arise. This has meant that managers have not been able to tender for other transport contracts. There could be opportunity to look at transport service wide for staff to transfer to. This will be scoped out before any planned redundancies. There would need to be a timeline that supported the tendering for any other transport business.
- There is a client contribution that will need to be factored into any savings acquired via a reduction in service. The cost is £2.70 per client each journey.
- Where services are reduced but some transport needs remain this will mean that groups are smaller. This may mean that minibuses are not required. This may mean more expensive transport methods need to be sourced, if Volunteers are not an option then that leaves taxis which would be more expensive.
- Where vehicles are no longer required there will be work required around whether they are owned by Somerset County Council. If they are, plans will need to be considered as to what to do with them.
- Transport team will pull together all relevant evidence so that comparison work can contribute to the planning of any reductions made.
- There has been no consultation with the teams who complete the driving at this stage. Once all evidence has been gathered and a formal decision made, further consultations will take place.

Stake holder groups:**Locality Teams:**

There will need to be discussion with the locality teams around whether reviews will be required as part of reduced services within the service.

Capacity within the teams will be discussed and agreed to ensure a thorough approach.

Strategic management are aware of the initial plans around reduction in service. Further consultation will take place as required.

Service users and families:

The plans to reduce the adult social care transport in a formal capacity is still within its scoping stages. Therefore, formal consultation with service users and families has not taken place at this time. This needs to happen to understand people's views, talk through options, challenges and barriers.

We know that transport is a challenging topic, where people have had a service for many years, change can be daunting. Consultation will support any transitions around utilising mobility allowance, accessing community options, supporting people to know their community and feel safer moving within it and looking at people's locations.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Where young adults with a learning disability are moving through into adult services, we know that they are wanting to build the skills to access the community independently. Therefore, negative impact on future adults supported would be minimal. There are however a cohort of older adults who have accessed services through traditional transport routes for many years. This will need to be considered when reviewing the reduction of the transport service to understand if the impact on individuals. There is potential for negative impact to some. 	□	□	□
Disability	<ul style="list-style-type: none"> Transport access for those with a learning disability is limited compared to adults who do not have a learning disability. Somerset County Council supports the application for bus passes for adults with a learning disability. However feedback from services users is that the restriction of only being able to 	□	□	□

	<p>use them after 9am does not support people to access their community at times that work from them. (Employment, day services etc.)</p> <ul style="list-style-type: none"> • Our Voice groups have made contact with bus companies to start the conversation around how buses can be more accessible to those with a learning disability: Easy read timetables, extra help travel cards etc.) • The impact has potential to be negative to service users if the right services are not engaged to support adults with a learning disability to make public transport accessible. • Where people require specialist transport, for example service users who have specialist wheelchairs, it must be recognised that public transport may not be appropriate. Discussions with families around impact for these adults will need to be had, possibly as part of a care act review. 			
Gender reassignment	<ul style="list-style-type: none"> • The impact on gender reassignment cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Marriage and civil partnership	<ul style="list-style-type: none"> • The impact on marriage and civil cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Pregnancy and maternity	<ul style="list-style-type: none"> • The impact on pregnancy and maternity cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□

Race and ethnicity	<ul style="list-style-type: none"> The impact on race and ethnicity cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Religion or belief	<ul style="list-style-type: none"> The impact on religion or belief cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Sex	<ul style="list-style-type: none"> Men are generally considered to be more likely to have a learning disability than women. Research tells us that men are more likely to be diagnosed with a condition such as autism. However, there is some dispute that there be many more women who do have conditions such as autism but are not diagnosed due to behaviours called masking; where you take traits that everyone else is showing and then copy them. It is hard to truly know whether there will be an impact on one sex or another more significantly. 	□	□	□
Sexual orientation	<ul style="list-style-type: none"> The impact on sexual orientation cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<p>Carers:</p> <ul style="list-style-type: none"> Carers who have family members that have been in receipt of traditional transport for a number of years may be fearful of change to how their loved ones will access activities in the future. Families who are in receipt of mobility allowance may need to utilise this differently to access activities for their family 	□	□	□

	<p>members. This may be a change for people who will need support to move through this transition.</p> <ul style="list-style-type: none">• Carers who have low incomes may be negatively impacted should public transport be utilised for people moving forward. Transport such as taxis may be costly and so planning around services users' weekly routines will need to be clearly mapped to ensure that budgets can be managed to avoid negative financial impacts.• Where carers are themselves in employment the reduction of transport may impact on people's working rotas. This impact of the family must be considered when looking at activity timetables for adults with a learning disability.• As Somerset is itself a rural county the impact of public transport may have an impact on carers. Where public transport is sporadic or does not match the times that people are needing to access activities there may be an impact on carers needing to transport. <p>Providers:</p> <ul style="list-style-type: none">• Where providers have had services users collected and returned to their services via traditional transport offers; there may be discussions needed to explore alternative options.• Where people are being supported to access public transport routes providers may need to have higher staff to support the person individually. This may need to be discussed as part of a review process.			
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Negative outcomes action plan				
Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.				
Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Evidence Gathering: No' of people using transport, service areas, types of transport used.	08/02/2021	Joanna King Ami Bestall	Regular meetings. Shared ownerships of documents.	<input type="checkbox"/>
Consultation timeline. Carers, transport colleagues, providers, other stake holders.	Select date			<input type="checkbox"/>
Day service transformation timeline.	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				

Completed by:	Ami Bestall
Date	08.01.2021
Signed off by:	James Cawley
Date	08.01.2021
Equality Lead/Manager sign off date:	01/02/2021 (Tom Rutland – Public Health Promotion Manager, Equalities)
To be reviewed by: (officer name)	
Review date:	

Somerset Equality Impact Assessment

Organisation prepared for				Somerset County Council			
Version		1		Date Completed		05.01.2021	
Description of what is being impact assessed							

Savings Ref: ADULTS-2122-07 Overview:

Discovery have a contract to provide employment support services for people with a Learning Disability. The annual value of the contract is £714,000

The purpose of the contract is to support people to gain and remain in employment, full or part time.

To be offered support by Discovery through the contract people must be assessed as eligible for care support under the Care Act 2014.

Gaining employment is often a longer and more complex process for those with a learning disability. Routine, expectations, work etiquette and trust often require a supported process and the Discovery Supported Employment contract employs work coaches to support the transition from searching for work – interviews – starting work – maintaining employment.

The last recorded quarterly figures (April – June 2020) Show the following:

Discovery are supporting 159 people. To be offered support by Discovery through the contract people must be assessed as eligible for care support under the Care Act 2014.

- 53 % are in the vocational profiling stage – discussion with people about their aspirations and suitability for employment
- 31 % are in employer engagement stage – discussions with potential employers about job opportunities
- 7 % are currently undertaking job matching – looking at specific job opportunities for people who have identified a career / work area
- 11 % are receiving in work support, either in the early stages of employment or apprenticeships
- 9 % are review only which means that they are only receiving employment reviews at the 6 & 12 month stage of their employment.
- Of the 144 customers actively on the pathway (not in employment) there are 118 (81%) still currently undertaking work taster / experience opportunities. These are either with an opportunity for paid employment or to try different job roles to support decisions about employment (these were obviously on hold during Covid-19 but are now resuming/starting)
- There have been 4 customers who have found employment in this quarter.
- During the quarter June to September 2020 – 3 people had been employed for 6 months or more and remained in employment.

The contract value and output of people supported demonstrate that the service is expensive for the amount of people who are maintaining long term employment.

The Department for Work and Pensions have a statutory obligation to support adults with learning disabilities into employment. The Discovery supported employment service needs to be compliment the work that the DWP does, it should not supersede it.

Covid 19 has had a significant impact on the Discovery employment service. With many adults using the service shielding for a large portion of the year and businesses having to furlough significant numbers of their workforce, employment opportunities have reduced substantially. This has seen the Discovery employment support service has essentially paused since March 2020.

With Discovery day services having been closed since March 2020 and outreach models of support implemented, the work coaches employed by the employment service have been redeployed into supporting people who attended day services.

With covid restrictions continuing, there are factors that make looking at a reduced employment service important:

- Many adults with a learning disability have been shielding for many months. When lockdown restrictions end many people may need support to relearn skills for accessing the community. This may be around travel training, completing food shops in a supermarket or attending their previous activities after not attending for several months. The focus for many is unlikely to be around employment for some time while focus is on supporting people to feel safe resuming their place within their community.
- The economy is in a precarious position due to months restricted opening, having staff on furlough or reduced income due to temporary closures. This may mean that employment opportunities are reduced over the coming months.

These two key factors, along with cost analysis of the service supports a plan to reposition the service within a smaller annual budget.

In addition to the current situation surrounding the impact of covid, Discovery are having to manage a poor CQC report which will limit the capacity within the service until February 2021.

The proposed review to reducing the Discovery employment service falls in line with allowing Discovery scope to manage quality issues that are ongoing.

Decision to consider:

With reduced activity that the Discovery supported employment service are working within and a need for Discovery to manage larger service wide issues: exploration around moving forward with a reduced service must be considered. The option that is being considered to reduce the size of the employment service.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

The Valuing Employment Now legislation states that: *"It is estimated that fewer than 10% of people with moderate to severe learning disabilities are in any form of employment, and a substantial proportion of those are employed for less than 16 hours per week. Yet in the consultation on Valuing People Now 60% of people with learning disabilities said that employment should be a priority. Although the employment rate for disabled people overall has risen in Britain from 38% in 1998 to 48% in 2008, people with learning disabilities have been left behind."*

England employment facts

7,907 people with a learning disability aged 18-64 were in paid employment in 2017/18 in England.

This is 6.0% of adults with a learning disability who are known to their local authority.



London and the East of England has the highest proportion of adults with a learning disability known to their local authority in paid employment, at 7.5%.



A higher proportion of men with a learning disability known to their local authority (6.6%) are in paid employment than women with a learning disability known to their local authority (5.2%).

Comparison of Discovery supported employment statistics, 2020: During covid & 2019 pre covid:

July – September 2019:

Discovery are supporting 181 customers on the SCC contract, as below these are in various stages of the supported employment process.

- 47.5 % are in the vocational profiling stage
- 21.5 % are in employer engagement stage
- 5 % are currently undertaking job matching
- 14 % are receiving in work support, either in the early stages of employment or apprenticeships
- 12 % are review only which means that they are only receiving employment reviews at the 6 & 12 month stage of their employment.
- Of the 134 customers actively on the pathway (not in employment) there are 91 (70%) currently undertaking work taster / experience opportunities. These are either with an opportunity for paid employment or to try different job roles to support decisions about employment.

April – June 2020:

Discovery are supporting 159 people. To be offered support by Discovery through the contract people must be assessed as eligible for care support under the Care Act 2014.

- 53 % are in the vocational profiling stage – discussion with people about their aspirations and suitability for employment
- 31 % are in employer engagement stage – discussions with potential employers about job opportunities
- 7 % are currently undertaking job matching – looking at specific job opportunities for people who have identified a career / work area
- 11 % are receiving in work support, either in the early stages of employment or apprenticeships
- 9 % are review only which means that they are only receiving employment reviews at the 6 & 12 month stage of their employment.
- Of the 144 customers actively on the pathway (not in employment) there are 118 (81%) still currently undertaking work taster / experience opportunities. These are either with an opportunity for paid employment or to try different job roles to support decisions about employment (these were obviously on hold during Covid-19 but are now resuming/starting)
- There have been 4 customers who have found employment in this quarter.

The comparison shows that even with paused work, activity continued. With significantly reduced staffing due to redeployment the data does not show such a significant drop in productivity. This comparison supports the proposal that the Discovery supported employment service can still achieve with a reduced service.

Knowing that adults with a learning disability have significantly reduced access to employment it is clear that a service wide approach needs to be applied. This means that local authorities and NHS trusts need to set by example and support the employment of adults with a learning disability, conversations with young adults need to happen and outcomes documented as part of reviews must meet aspirations.

BASE acknowledge this on their learning disability page here: [Learning disabilities | British Association for Supported Employment \(base-uk.org\)](https://www.base-uk.org/learning-disabilities)

The Department for Work & Pensions has a responsibility to support people into work, this includes adults with a learning disability. Work coaches are employed by the DWP to achieve this.

Anecdotal feedback from adults with a learning disability tell us that people are not really sure how DWP work coaches can help and people often turn to more well known services within the learning disability, such as the Discovery supported employment service.

In January 2019 the learning disability partnership board held a small employment session with adults with a learning disability from across the county. DWP work coaches attended this session and gave an overview of how they can help people find employment. Several people commented that they did not know there was so much resource available. This tells us that the DWP resource is not being utilised to its full potential.

However there needs to be discussion with the DWP should the proposal to reduce the Discovery supported employment service continues. As part of the evidence gathering process for this report, analysis has looked at how work coaches can help those with a learning disability find employment; this was a tricky process. The online resource, which we know younger people are more used to, was difficult to navigate. We cannot make an assumption that with should the Discovery supported employment service be reduced that DWP work coaches will be able to bridge any gap that may arise. This will mean that a collaborative working approach will need to be implemented to mitigate this risk.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

At present there have been no consultations. This plan is in the scoping stages and therefore this impact assessment will determine next steps required to make the decision around reducing the budget of the Discovery employment service budget.

Once a formal decision is made, consultation with stakeholders will commence. This will include work with Discovery, Department for Work & Pensions, Learning Disability Partnership Board, People supported and families/carers. The impact assessment document will act as a live document where results of consultations will be recorded, and impact considered.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Where young adults with a learning disability are moving through into adult services, we know that they are wanting to build the skills to access the community independently, including accessing employment. By implementing a service wide approach that includes conversations at a transitions stage around employment plans, sign posting to the appropriate agencies for support and identifying clear outcomes that align 	□	□	□

	<p>with a person's aspirations; the impact on Discovery employment service being reduced should be minimal.</p> <ul style="list-style-type: none"> • There are however a cohort of older adults who have not had live discussions around employment. Where older adults are discussing employment, this may be a worry for change for service users. Consideration must be given to how older adults may be impacted with a reduced Discovery employment service. 			
Disability	<ul style="list-style-type: none"> • As evidenced above, adults with a learning disability are disproportionately disadvantaged in accessing employment opportunities. • It must be highlighted and considered that navigating systems can be challenging for adults with a learning disability, to support more people to access organisations there must be a service wide approach to making these services easy to use and find, easy to access and provide a flexible support approach. • Where it is not unachievable that adults with a learning disability can be supported to navigate these systems, it must be acknowledged that by reducing the Discovery employment service the need to pull together across all services to support is essential. 	□	□	□
Gender reassignment	<ul style="list-style-type: none"> • The impact on gender reassignment cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Marriage and civil partnership	<ul style="list-style-type: none"> • The impact on marriage and civil partnership cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□

Pregnancy and maternity	<ul style="list-style-type: none"> • Around 7% of adults with a learning disability are parents, but most have a mild to borderline impairment, which may make it difficult to identify them as they will not have a formal diagnosis. • Around 40% of parents with a learning disability do not live with their children. The children of parents with a learning disability are more likely than any other group of children to be removed from their parents' care. • Parents with a learning disability are often affected by poverty, social isolation, stress, mental health problems, low literacy and communication difficulties. • Information taken from the below: Parents with learning disabilities Best Beginnings • It must be considered that where an adult with a learning disability is having or already has children additional support will be needed to find employment. There may be a negative experience with services that will need to be acknowledged and additional support must be considered. 	□	□	□
Race and ethnicity	<ul style="list-style-type: none"> • Discovery supported employment recording shows that the majority of people they are supporting are white British. This may be due to demographic of the county. However, impact for BAME community must be considered. • This will be reviewed ongoing. 	□	□	□
Religion or belief	<ul style="list-style-type: none"> • The impact on religion or belief cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□

Sex	<ul style="list-style-type: none"> • Men are generally considered to be more likely to have a learning disability than women. • Research tells us that men are more likely to be diagnosed with a condition such as autism. However, there is some dispute that there be many more women who do have conditions such as autism but are not diagnosed due to behaviours called masking; where you take traits that everyone else is showing and then copy them. • It is hard to truly know whether there will be an impact on one sex or another more significantly. • Discovery employment service recording shows us that they work with more men than women. This may be due to more men with a learning disability live within Somerset. However, this must be reviewed and considered ongoing. 	□	□	□
Sexual orientation	<ul style="list-style-type: none"> • The impact on sexual orientation cannot be considered at this stage but will be reviewed throughout the process. 	□	□	□
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<p>Discovery:</p> <ul style="list-style-type: none"> • Should a reduction in budget be formally agreed. It must be considered that a programme of redundancy may be one outcome for the provider. This is not known at present as consultation has not taken place. However, this will be form part of the discussion with Discovery and findings updated within this document. <p>Families and Carers:</p> <ul style="list-style-type: none"> • Feedback from the Discovery employment service from families and carers remains consistently positive. In part due to the 	□	□	□

	<p>service supporting the navigation of the system of gaining employment.</p> <ul style="list-style-type: none"> • To reduce the Discovery supported employment service may feel negative to families and carers and be seen as a 'cut'. Consultation is critical to talk through the overall picture around where the decision process has begun. • Where consultation process takes place findings will be documented as part of this impact assessment. 			
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Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Formal decision via cabinet around whether the reduction in Discovery employment service budget consultation can begin.	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:	Ami Bestall
Date	08.01.2021
Signed off by:	James Cawley
Date	08.01.2021
Equality Lead/Manager sign off date:	01/02/2021 (Tom Rutland – Public Health Promotion Manager, Equalities)
To be reviewed by: (officer name)	
Review date:	

Somerset Equality Impact Assessment

Organisation prepared for	Somerset County Council		
Version	V1	Date Completed	05/01/2021
Description of what is being impact assessed			
<p>Savings Ref: ADULTS-2122-03 Benefits for ASC of Intermediate Care system model and investment</p> <p>This is about system improvement and better outcomes for individuals.</p> <p>The health and care system has agreed to an expansion of the previous intermediate care (Home First) model to ensure that system priorities can be met but also that more people can go home from hospital or avoid a hospital admission. This model is predicated on a reablement ethos and the evidence that home is best for recovery and longer term outcomes. The business case presented to health and care chief executives included savings for acute bed days and other health related savings but also an expected saving for ASC, relating to better outcomes meaning less residential placements and a reduction in the overall anticipated demand for long term homecare support. This can only be achieved through better reablement, better decision making and ensuring that the community health and care workforce has the right skills to improve peoples outcomes. ASC already part funds these services and has had to invest more to grow them (c.£1.5m p.a out of a £6m p.a cost to the system). Savings would be via less permanent placements (estimated 40 less) and less packages/hours of homecare delivery against a growth continuum (75 less packages of care at ave 10 hours per week)</p>			

Evidence				
What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics , Somerset Intelligence Partnership , Somerset's Joint Strategic Needs Analysis (JSNA) , Staff and/ or area profiles ,, should be detailed here				
Information relating to poorer outcomes for people were they don't have appropriate access to reablement services on discharge from hospital.				
Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?				
This model is predicated on a reablement ethos and the evidence that home is best for recovery and longer term outcomes. No specific groups were consulted however, it is widely accepted national best practice to maximise independence of older people by enabling them to live in their own homes for a long as possible.				
Analysis of impact on protected groups				
The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.				
Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome

Age	<ul style="list-style-type: none"> Better reablement services will lead to better outcomes for older people meaning less residential placements and a reduction in the overall anticipated demand for long term homecare support 	□	□	☒
Disability	<ul style="list-style-type: none"> No impact anticipated 	□	□	☒
Gender reassignment	<ul style="list-style-type: none"> No impact anticipated 	□	☒	□
Marriage and civil partnership	<ul style="list-style-type: none"> No impact anticipated 	□	☒	□
Pregnancy and maternity	<ul style="list-style-type: none"> No impact anticipated 	□	☒	□
Race and ethnicity	<ul style="list-style-type: none"> No impact anticipated 	□	☒	□
Religion or belief	<ul style="list-style-type: none"> No impact anticipated 	□	☒	□

	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				
Completed by:	Anna Littlewood			
Date	05/01/2021			
Signed off by:	Tom Rutland			
Date	01/02/2021			
Equality Lead/Manager sign off date:	01/02/2021 (Tom Rutland – Public Health Promotion Manager, Equalities)			
To be reviewed by: (officer name)	Anna Littlewood			
Review date:	30/04/2021			

Somerset Equality Impact Assessment

Somerset Equality Impact Assessment			
Organisation prepared for	Somerset County Council		
Version	V1	Date Completed	05/01/2021
Description of what is being impact assessed			
<p>Savings Ref: ADULTS-2122-04 Restructure of Adult Services Operations. The Adult Care services has over 30 vacancies at all grades at any one time and this has been the case for the last few years. Currently there is not expected to be a need for redundancies, this will be a reorganisation of current teams. The design phase of the restructure has not yet taken place and as such the direct impact on staffing is not known. Once this is complete it a further EIA can be undertaken. This EIA specifically relates to impact on Adult Social Care Service Users of the proposed restructure of teams.</p>			
Evidence			
<p>What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics, Somerset Intelligence Partnership, Somerset's Joint Strategic Needs Analysis (JSNA), Staff and/ or area profiles, should be detailed here</p>			
<p>Demand and capacity profiling will be undertaken of Somerset Counties locality areas to determine the size and skill mix of staffing required in each locality team. Demographic profiling and projections will also be used.</p>			
Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?			
<p>Consultation with staff will take place in 2021, working closely with our Unions.</p>			

Analysis of impact on protected groups				
The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.				
Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> On Service Users: Positive impact anticipated as ASC teams will no longer be divided by those who work in hospitals and discharge pathways and those who work in the community minimising handover of cases. Majority of service users who come on these pathways are elderly. Also better integration with health teams at a local level as the restructure will ensure the teams are coterminous with community health and rapid response. 	□	□	☒
Disability	<ul style="list-style-type: none"> As with the elderly cohort, those with disabilities who are being supported by adult social care will benefit from a merging of the hospital and discharge teams and the community teams and closer working with health teams at a local level. It is likely that the individuals will be connected with teams and staff who know them sooner in their hospital pathways. 	□	□	☒

Gender reassignment	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□
Marriage and civil partnership	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□
Pregnancy and maternity	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□
Race and ethnicity	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□
Religion or belief	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□
Sex	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□
Sexual orientation	<ul style="list-style-type: none"> No impact anticipated 	□	⊗	□

<p>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</p>	<ul style="list-style-type: none"> Those in rural and isolated communities will benefit from the adult social care teams being coterminous with the community health and primary care networks. We anticipate that much more local models of care will be developed with teams working consistently with the same staff across partner organisations. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:	Anna Littlewood
Date	05/01/2021
Signed off by:	Tom Rutland
Date	01/02/2021
Equality Lead/Manager sign off date:	01/02/2021 (Tom Rutland – Public Health Promotion Manager, Equalities)
To be reviewed by: (officer name)	Anna Littlewood
Review date:	30/04/2021