




Somerset Equality Impact Assessment

Before completing this EIA, please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for (mark as appropriate)	 Somerset Council	<p style="text-align: center;">x</p>	 NHS Somerset	 NHS Somerset NHS Foundation Trust
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Version	V1	Date	16.11.23
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Description of what is being impact assessed

The proposal to terminate the contract held with the charity KeyRing.

The main focus of the contract provision is to support vulnerable adults to live independently. This is done by assisting their integration into a community as well as teaching them skills that promote self-support.

KeyRing focus on connection, flexible support and skill-building. The individuals supported via this contract are based in and around the rural locations of Glastonbury and Frome.

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 independent regulator, the Care Quality Commission (CQC), produces an annual assessment of health care and adult social care. The latest national report, published in November 2022, highlighted several trends including recognition that, "*Inequalities pervade and persist across large parts of health and social care. It is vital that everyone, inclusively, has good quality care, and equal access, experience and outcomes from health and social care services.*" Somerset Council want people with a learning disability, autism, or both, to have the same opportunities as anyone else to live healthy, satisfying, and valued lives. This includes being active members of their communities, and having the opportunity to gain and retain real, paid, employment. The Council's

aspiration is that people will be supported to progress and gain new skills, with a focus on their individual outcomes, avoiding overly paternalistic approaches. This is a commitment further evidenced within Somerset's 2023-26 Adult Social Care Strategy.

Census 2021 data informs us that more than 100,000 Somerset residents have their day-to-day activities limited to some extent due to disability or a long-term health condition. This represents 18.7% of Somerset residents, or nearly one in five. These individuals would meet the definition of being disabled under the Equality Act. A further 45,000 Somerset residents (7.9% of all residents) have a long-term health condition which does not limit their day-to-day activities.

Providers have a responsibility to ensure that services are accessible to all and are designed to meet the needs of the local population. Ethnicity must be considered through the protected characteristic of race. Levels of ethnicity are hard to measure due to ethnicity not being a single measure but a composite measure of many different factors that make up an individual or community. Also, the proportions of different ethnic groups in an area can change quickly. The most reliable estimates for ethnicity within Somerset are the 2021 census figures, revealing that the vast majority of the resident Somerset population is White with only 3.6% from all other ethnic groups combined. 8.7% of the Somerset population were from an ethnic group other than White: British. NHS England South West observe that, "*Two decades of literature has acknowledged that the intersection of ethnicity and disability, two marginalised identities in society, results in compounded discrimination. Discrimination exacerbates inequalities in relation to health outcomes and healthcare among people from these groups.*" ['We deserve better: Ethnic minorities with a learning disability and access to healthcare –summary of findings' 2023 NHS Race and Health Observatory & UCLA].

Disabled people often struggle with discrimination in many areas of life, this discrimination is often heightened among LGBT people with disabilities. For example, the campaign organisation [Stonewall](#) has found that:

- 19% of disabled LGBTQIA+ members have had difficulty accessing healthcare
- 20% of LGBTQIA+ disabled people have faced discrimination in healthcare
- 8% of disabled LGBTQIA+ people had attempted suicide in 2018.
- 59% said life was not worth living at some point in comparison 31% of LGBTQIA+ who are not disabled

Achieve Together is an organisation that supports people with learning disabilities and autism. It creates guidance and training on best practice within the specialty. Upon developing accessible information around gender identity, a need was revealed for information on practical everyday issues. From clothing, hairstyles and vocal training to tips on talking to loved ones, navigating the health system and dealing with discrimination from members of the public. It is acknowledged that the experience of a trans person with a learning disability or autism can differ from that of other trans people. There are people ending up in the hospital system with a gender dysphoria diagnosis, when actually, it's not a gender dysphoria issue. They are frustrated, because no one's listening to

or accepting what they are saying about their gender. That accumulates to them being distressed generally, and they end up with an inappropriate diagnosis.

Over the next 25 years while the overall population will rise by 15%, we expect those over the age of 75 to double, resulting in a further significant rise in demand for health and care services. This demonstrates the ageing population for Somerset and the potential increased demand for health and care services with a decreasing working age population. Older people are more likely to live in rural areas than younger people, which means accessing services (such as shops, health visits and socialising) often involves longer journeys. Public and private transport is less available in rural areas, so these people are more reliant on cars. However, driving rates decrease with age. This can leave older people in rural areas isolated and struggling to access services, particularly those who cannot afford to pay for taxis or have no family members close by. Social care requirements also increase with age, with people aged 65 and over on low incomes the most likely to need help with daily activities. Although those on low incomes are more likely to receive help than those on higher incomes, the gap between the need for help and receipt of help is widest for those on low incomes. Somerset has both areas of deprivation and of affluence. Social care offerings may need to be adjusted to ensure that those in low-income areas are getting the support they need. The Centre for Ageing Better in their report 'State of Ageing 2022' acknowledge the importance of recognition of and support for the role that community services and the voluntary sector play in health and wellbeing of people as they grow older.

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

There has not been an opportunity to consult due to the time constraints for assessing budget savings proposals.

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	It is known that community services and voluntary sector offerings are important in assisting people to age well. These opportunities would be reduced for people without the community integration currently offered by this service	☒	☐	☐

Disability	<p>Disabled people often face marginalisation by not being able to access the community. Opportunities to be supported to do so would be reduced for people without the community integration currently offered by this service.</p> <p>There is also a risk that without the skills building offered by the service, that individuals might find their tenancies at risk and not be able to maintain their independent living.</p> <p>There is a strong likelihood that these potential impacts would result in the need for the Council to fund direct support for the individuals.</p>	☒	☐	☐
Gender reassignment	<p>There is a clear need for individuals with learning disabilities to have practical support and encouragement to self-advocate when considering gender identity. Some relationships between the service provider and the people supported have been built up over a decade. Removing this could have a negative impact on those people who might need support with gender identity and potentially gender reassignment.</p>	☒	☐	☐
Marriage and civil partnership	<p>No direct impacts identified although the value of the relationships developed over a decade between the service provider and the people supported, is noted as being potentially vital should any discrimination occur affecting this protected group.</p>	☐	☒	☐
Pregnancy and maternity	<p>No direct impacts identified although the value of the relationships developed over a decade between the service provider and the people supported, is noted as being potentially vital should any discrimination occur affecting this protected group.</p>	☐	☒	☐

Race and ethnicity	No direct impacts identified although the value of the relationships developed over a decade between the service provider and the people supported, is noted as being potentially vital should any discrimination occur affecting this protected group (e.g. support to report a racially motivated hate crime).	□	⊠	□
Religion or belief	No direct impacts identified although the value of the relationships developed over a decade between the service provider and the people supported, is noted as being potentially vital should any discrimination occur affecting this protected group.	□	⊠	□
Sex	No direct impacts identified although the value of the relationships developed over a decade between the service provider and the people supported, is noted as being potentially vital should any discrimination occur affecting people under this protected group.	□	⊠	□
Sexual orientation	The discrimination faced by disabled people is often heightened among LGBT people with disabilities, which can also have an impact on their mental health. Some relationships between the service provider and the people supported have been built up over a decade. Removing this could have a negative impact on those people who might need support with exploring and understanding their sexuality or facing discrimination due to their sexual orientation.	⊠	□	□
Other, e.g., carers, veterans, homeless, low income, rurality/isolation, etc.	Living in a rural area can make it difficult to access services. The individuals supported via this contract are based in and around the rural locations of Glastonbury and Frome. The challenges of accessing services from a rural location can exacerbate the inequitable access to services often faced by individuals due to their disability. This service works to support individuals to access and be integrated within communities, thereby reducing isolation and inability to access services.	⊠	□	□

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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
If the contract is terminated, social workers would need to review the needs of all individuals affected (this would have an impact on operational workloads)	Upon notice of contract termination	George Bray	Liaison with operational colleagues to ensure all individuals' needs are reviewed	<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

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Completed by: Sarah Codling

Date: 16/11/2023

Signed off by:



Date: 21/11/2023

Equality Lead/Manager sign off date:

To be reviewed by: (officer name)	
Review date:	