

PROPOSALS FOR EFFICIENCY SAVINGS 2014-2017 TEMPLATE

<p>Title of idea: OED 7 Reviewing day provision for adults with Learning Disabilities</p>
<p>Department Adults, Health and Well-being</p>
<p>What is the proposal? Reviewing Day Services and looking at ways of improving services further with more focus on enabling and promoting independence. Working in partnership with relevant stakeholders to develop more community opportunities through volunteering or employed work. Developing opportunities for individuals to learn new skills, gain qualifications and assistance to seek training and a job. Continuing to develop a model of support which focuses on results, enabling and the moving on model. Ensuring that individuals receive the right level of support in order to meet their needs; this could mean that individuals need a lower level of support as they develop new skills.</p>
<p>Is it a definite or outline proposal? Definite</p>
<p>Sum to be saved -£85,000</p>
<p>At the start of which quarter of the financial year can the sum be taken out of the budget?</p>
<p>Impact on the people of Gwynedd The effects would be very similar to those noted under OED 1. The current service users would have to cope with a change in their lives, but we believe in the mid-term, the plans would improve quality of life as they are plans that are aimed towards realising the 'Moving On Model' vision. This vision focuses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the care that they need to ensure their safety and the completion of the best results.</p>
<p>Impact on the schemes of the Strategic Plan / Policy This aim coincides entirely with the content of the Strategic Plan</p>
<p>Impact on Equality issues The proposal would have an impact on the most vulnerable members of Society, a great deal of them are disabled. But it must be emphasised that there would be no care needs that would not be catered for.</p>
<p>Impact on Staff A reduction in the number of support workers in the internal and external provision currently employed is anticipated.</p>
<p>Spatial Impact No obvious spatial impact.</p>

PROPOSALS FOR EFFICIENCY SAVINGS 2014-2017 TEMPLATE

<p>Title of idea: OED 8 Reviewing Learning Disabilities Support Services</p>
<p>Department Adults, Health and Well-being</p>
<p>What is the proposal? Reviewing Support Services in order to ensure services that are more responsive and better meet people's needs. It must be ensured that people with learning disabilities have an opportunity to take part in community life as equal members and have an opportunity to use mainstream services. It must be ensured that the person is central to the service, that the service looks at the person as an individual and investigates with them what things they could do for themselves and who and what they have around them in their natural networks (family and friends) and in the community, to meet their needs. Developing a friends scheme and establishing groups to promote opportunities to socialise, do activities and develop skills for individuals. It is important to ensure the right balance of paid and nonpaid support to every individual.</p>
<p>Is it a definite or outline proposal? Definite</p>
<p>Sum to be saved -£180,000</p>
<p>At the start of which quarter of the financial year can the sum be taken out of the budget? It could be considered to remove some of the sum that is identified at the beginning of 2015-16</p>
<p>Impact on the people of Gwynedd The effects would be very similar to those noted under OED 1. The current service users would have to cope with a change in their lives, but we believe in the mid-term, the plans would improve quality of life as they are plans that are aimed towards realising the 'Moving On Model' vision. This vision focuses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the care that they need to ensure their safety and delivering the best results.</p>
<p>Impact on the schemes of the Strategic Plan / Policy This aim is entirely in-keeping with the content of the Strategic Plan</p>
<p>Impact on Equality issues The proposal would have an impact on the most vulnerable members of Society, a great deal of them are disabled. But it must be emphasised that there would be no care needs that would not be catered for. If an assessment has identified need then along with the individual and the family we will try to agree upon the most appropriate and cost-effective way to cater for these needs.</p>
<p>Impact on Staff This will unavoidably mean a reduction in the number of support workers employed an estimated 7.4</p>
<p>Spatial Impact No obvious spatial impact.</p>

PROPOSALS FOR EFFICIENCY SAVINGS 2014-2017 TEMPLATE

<p>Title of idea: OED 9 Reviewing Learning Disabilities Respite Care provision</p>
<p>Department Adults, Health and Well-being</p>
<p>What is the proposal? Review respite service regarding nature and cost of current provision. The service currently has a service agreement with Cartrefi Cymru to provide respite care in two properties – one in Bangor and the other in Nefyn. Need to consider a range of provisions and develop services in order to offer more respite options and meeting individuals' needs in an appropriate way. Need to consider other options like Gwesty Seren and Adult Placement Scheme to offer respite care provision.</p>
<p>Is it a definite or outline proposal? Definite</p>
<p>Sum to be saved -£130,000</p>
<p>At the start of which quarter of the financial year can the sum be taken out of the budget? 2016-17</p>
<p>Impact on the people of Gwynedd The effects would be very similar to those noted under OED 1. The current service users would have to cope with a change in their lives, but we believe in the mid-term, the plans would improve quality of life as they are plans that are aimed towards realising the 'Moving On Model' vision. This vision focuses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the care that they need to ensure their safety and delivering the best results.</p>
<p>Impact on the schemes of the Strategic Plan / Policy This aim is entirely in-keeping with content of the Strategic Plan</p>
<p>Impact on Equality issues The proposal would have an impact on the most vulnerable members of Society, a great deal of them are disabled. But it must be emphasised that there would be no care needs that would not be catered for. If an assessment has identified need then along with the individual and the family we will try to agree upon the most appropriate and cost-effective way to cater for these needs.</p>
<p>Impact on Staff No impact on Council staff but it is anticipated that 5.3 external posts would be affected.</p>
<p>Spatial Impact No obvious spatial impact.</p>

PROPOSALS FOR EFFICIENCY SAVINGS 2014-2017 TEMPLATE

<p>Title of idea: OED 10 Reassess and review Learning Disabilities Supported Accommodation Services</p>
<p>Department Adults, Health and Well-being</p>
<p>What is the proposal? Reassess and review the support that is provided in supported accommodation in order to ensure an appropriate level of support. Ensure that individuals receive support to reach individual targets and build on their strengths. Increase use of assistive technology to support individuals to be as independent as possible. Ensure a range of services and develop new models e.g. Core and Cluster model which will offer more flexibility to the tenant and combined with assistive technology creating a safe and supportive environment, without over-provision. Introduce 'key ring' schemes which mean having one team of workers supporting individuals in one catchment area rather than the support of workers in individual houses.</p>
<p>Is it a definite or outline proposal? Definite</p>
<p>Sum to be saved - £150,000</p>
<p>At the start of which quarter of the financial year can the sum be taken out of the budget? Continuous</p>
<p>Impact on the people of Gwynedd The effects would be very similar to those noted under OED 1. The current service users would have to cope with a change in their lives, but we believe in the mid-term, the plans would improve quality of life as they are plans that are aimed towards realising the 'Moving On Model' vision. This vision focuses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the care that they need to ensure their safety and delivering the best results.</p>
<p>Impact on the schemes of the Strategic Plan / Policy This aim is entirely in-keeping with the content of the Strategic Plan</p>
<p>Impact on Equality issues The proposal would have an impact on the most vulnerable members of Society, a great deal of them are disabled. But it must be emphasised that there would be no care needs that would not be catered for.</p>
<p>Impact on Staff A reduction in the number of support workers employed will be seen- an estimated 3.1 internally and 3.1 externally.</p>
<p>Spatial Impact No obvious spatial impact.</p>

**EQUALITY IMPACT ASSESSMENT -
LEARNING DISABILITIES (OED 7-10) SERVICE REVIEW PROJECT**

1) AUTHOR(S) OF ASSESSMENT

Erin Fôn Jones – Project Manager, Corporate Support
Olwen Ellis Jones, Service Manager - Learning Disability, Adults, Health and Well-being

2) PARTNERS

Note any others who need to be included as part of the assessment process: These could include front line staff, partner organisations, specialist organisations etc.

Service Users - learning disabilities services
Families / carers of service users - learning disabilities services
Service providers (external) and staff
Service providers (internal) and staff
Learning Disabilities Team Staff
Cabinet Member for Care, Councillor Gareth Roberts
Gwynedd Council Members
Advocacy Service
The local community

3) ASSESSMENT START DATE

12/08/2015

4) ASSESSMENT END DATE

The equality impact assessment will be continually amended as schemes are implemented.

5) AIMS AND OBJECTIVES OF THE POLICY / SERVICE / FUNCTION

Note why the policy/service/function is needed and what the Authority aims to achieve through it.

There is a need to change how learning disabilities services are provided in Gwynedd in the future for three reasons.

1. To ensure that everyone, with suitable support, is able to live as independently as possible and reach their full potential.
2. To comply with a national strategy (Statement on Policy and Practice for Adults with Learning Disabilities, Welsh Government 2007), and a national law (Social Services and Well-being (Wales) Act 2014), which states the expectation that Councils:
 - make life better for people and their carers,
 - make sure that people obtain the help they need to have a good life,
 - give a strong voice and more control to people over their lives,
 - make sure that communities have an opportunity to offer their knowledge and experience,
 - make social care law clearer and simpler.
3. To respond to the financial challenge, approximately £50 million less will be available

to the Council to provide local services in the period up to 2017/18.

The Council's aims for learning disabilities services in the future are:

- providing / offering services that support people with learning disabilities to live as independently as possible.
- providing / offering services that enable people with learning disabilities to achieve their full potential.
- focussing on the skills and strengths of people with learning disabilities to be able to live as independently as possible in their communities.
- targeting services and resources carefully for the people who need them most.
- promoting, encouraging and supporting local communities to do as much as possible to help people with learning disabilities.

Many schemes have been identified for the learning disabilities field and these are noted in more detail below in terms of what the authority will hope to achieve through them.

OED 7 - Re-model Learning Disabilities Day Services

- Review day services and look at ways of further improving services with more focus on enablement and promoting independence.
- Working in partnership with relevant stake-holders to develop more community opportunities by volunteering or paid work.
- Develop opportunities for individuals to learn new skills, gain qualifications and support to obtain training and a job.
- Continue to develop the model of support that focusses on outcomes, which focusses on enablement and the moving on model. This vision focusses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the support that they need to ensure their safety and achieve the best outcomes.
- Build on individuals' strengths and support them to develop their full potential.
- Ensure that individuals receive the correct level of support in order to meet their needs - this could mean that individuals need a lower level of support as they develop new skills.

OED 8 Re-model Learning Disabilities Support Services

- Review the Support Services in order to ensure a service that is more responsive and better meets people's needs.
- There is a need to ensure that people with learning disabilities have the opportunity to participate in community life as equal members and have an opportunity to use mainstream services.
- There is a need to ensure that the focus of the service is person centred, looking at the person as an individual and investigate with them what they can do for themselves and who they have around them in their natural networks (family and friends) and in the community, to meet their needs.
- Develop a friends scheme and establish groups to promote opportunities for individuals to socialise, leisure and develop skills.
- It is important to ensure the right balance of paid and unpaid support for each individual.

OED 9 - Re-model Learning Disabilities Respite Services

- Review the respite service in terms of the nature and cost of the current provision. Currently, the service has a service agreement with Cartrefi Cymru for the provision of respite care in two properties - one in Bangor and the other in Nefyn.
- Need to consider a range of provisions and develop services in order to offer more choices for respite and meet the needs of individuals in a suitable way.
- Need to consider other options such as Respite Hotels, Adult Placement Plan or use of Direct Payments to offer a respite care provision.

OED 10 Re-model Learning Disabilities Supported Accommodation Services

- Reassess and review the support being provided in supported accommodation in order to ensure a suitable level of support.
- Ensure that individuals receive support to meet individual targets and build on their strengths.
- Increase the use of assistive technology to support individuals to be as independent as possible.
- Ensure a range of services and develop new models e.g. the Core and Cluster model which would offer more flexibility for the tenant and this combined with assistive technology will create a safe and supportive environment, without over-provision.
- Introduce key ring plans which mean getting one team of workers to support individuals in one catchment area rather than support workers in individual houses.

6) PARTICIPATION AND CONSULTATION

What participation and consultation exercises have been conducted on the policy / service / function and what was the outcome?

An engagement plan has been drawn up with Council Officers that identifies all stakeholders we have engaged with (see Appendix).

The measures below were in place to support stake-holders during the engagement process:

1. A simple engagement pack noting the background and setting the situation in its context - a paper copy sent to service users and an electronic version available online for everyone else.
2. A simple opinion questionnaire - a paper copy sent to service users and an electronic version available online for everyone else.
3. Seven engagement sessions (with support from independent advocates) held in September / October 2015 for service users and their families/carers (3 in Arfon, 2 in Dwyfor and 2 in Meirionnydd).
4. Engagement session with service providers held in February 2016.
5. The Engagement Manager in the Adults, Health and Well-being Department available to receive observations during and after the engagement - open to receive observations through the post, via e-mail or over the phone.

Appropriate engagement and consultation will take place as the project's work streams

develop, and it is intended to hold regular focus groups with the stake-holders.

7) THE AVAILABLE EVIDENCE

The evidence can be based on local or national data, on consultation, monitoring, staff comments etc.

The Social Services and Well-being (Wales) Act 2014 ("the Act")

The Act comes into force in 2016. The Act reports that it is important to promote the individual's independence when possible (clause 6(3)(b)). The Act also states that a Local Authority needs to provide a preventative service that will enable people to live their lives as independently as possible, clause 15(2)(b).

Fulfilled Lives, Supportive Communities (2007), Welsh Government

The ten-year strategy, Fulfilled Lives, Supportive Communities, is the foundation of the Assembly's Social Services and Social Care work.

The main target audience of the strategy is local authorities who are responsible for strategic planning, for arranging that the services are provided to satisfy needs, for conducting assessments and managing care for those who need help and assistance, and for protecting vulnerable adults and children.

The vision is having social services that are robust, accessible and accountable, that appreciate the needs of citizens and communities, and which promote independence, social inclusion, the rights of citizens and positive outcomes. This vision will be achieved in a flexible and efficient way, jointly with other government services, the health service, private and voluntary organisations, service users and carers, and that to an equally high standard across Wales.

Sustainable Social Services for Wales: A Framework for Action (2011), Welsh Government.

This action framework includes prioritising the Welsh Government's actions for sustainable social services for Wales.

Statement on Policy and Practice for Adults with Learning Disabilities, Welsh Government (2007)

The statement reports that people with learning disabilities have the same rights as everyone else

- to live healthy, productive and independent lives with appropriate and responsive treatment and support to develop their maximum potential.
- to be individuals and decide everyday issues and life-defining matters for themselves, joining in all decision making which affects their lives, with appropriate and responsive advice and support where necessary.
- to live their lives within their community, maintaining the social and family ties and

connections which are important to them.

- to have the support of communities of which they are a part and access to general and specialist services that are responsive to their individual needs, circumstances and preferences. (page 12)

Learning Disability Commissioning Plan 2011 – 2016, Gwynedd Council

The Gwynedd Council learning disabilities commissioning plan outlines the situation of the needs of adults with learning disabilities in Gwynedd from 2011-2016.

The main aim of Gwynedd Council's Adults, Health and Well-being Department when commissioning services for the future is to ensure that we:

- satisfy the needs of the individual
- contribute towards maintaining independence
- are attractive, suitable and sustainable for the future
- offer choices and options for the individual
- offer value for money / are cost effective
- satisfy expected standards
- are flexible enough to be able to change to meet any changes in the individual's circumstances and needs.

Gwynedd Council Strategic Plan 2013-2017

The Strategic Plan is Gwynedd Council's master-plan.

The purpose of the plan is to set Gwynedd Council's vision and priorities for the 2013-17 period and describe what the Council will do in order to achieve them. The Strategic Plan describes the difference that the Council wishes to make by 2017 and explains how the Council will measure the impact of its work over the four years.

The 2015-17 plan was reviewed in order to make sure that we continue to do the right things considering the context of financial hardship we are working in.

Gwynedd Council's vision for the lifespan of this Plan is: **The best for the people of Gwynedd during a difficult period**

The Strategic Plan notes 16 improvement aims across seven thematic fields. These focus on the issues that Gwynedd Council will give the most attention to during the lifespan of the plan. The first, namely, 'Put the people of Gwynedd at the heart of everything we do' leading everything.

Engagement

The results of the engagement exercise will be available from February 2016 onwards.

8) GAPS IN EVIDENCE

Note any gaps in the evidence and explain how these will be filled.

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Engagement

The results of the engagement exercise will be available from February 2016 onwards and the Equality Impact Assessment being updated to include these results.

9) RELEVANCE AND IMPACT

This should outline what is the relevance of the policy/service/function to the general equality duties and to each of the equality groups (protected characteristics). It should clearly note what the actual or likely impact will be. It is possible that not all duties or characteristics will be of relevance or will be impacted; however, should relevance and/or impact be identified in any one or more categories, there will be a need to proceed with the Assessment.

9a)

General Duties of the Equality Act	Relevance	The actual or likely impact
Abolishing illegal discrimination, harassment and victimisation	Yes	<p>The intention of the plans is to ensure consistency in terms of services for people with learning disabilities.</p> <p>It is possible, due to prejudice and stigma, that the local community will not be prepared to accept or tolerate people with learning disabilities when they attend and use mainstream services and consequently, possibly people with learning disabilities will suffer from rejection. Therefore, when developing the Plans, we will seek to ensure that people with learning disabilities are accepted in full in their local communities and educate the public in an attempt to remove prejudice and stigma.</p>
Promoting equal opportunities	Yes	The intention of the plans is to promote equal opportunities for all.
Encouraging good relationships	Yes	<p>Reviewing the care need will take place within the arrangements for reviewing packages from social workers jointly with the service user.</p> <p>When reviewing the care needs, we will place the service user centrally and seek to ensure a package that enables people to live their lives as independently as possible and meets any care needs they have.</p> <p>The vision of the plans is to encourage service users to obtain access to services and activities in the community. This could increase our vision and give them more opportunity to mix with people in their local communities. Over time, this would also assist to change the public's attitude in a positive way and reduce the discrimination that people with learning disabilities can suffer. .</p>

9b)

Characteristics	Relevance	The actual or likely impact
Race	No specific impact identified in relation to this characteristic.	No specific impact identified in relation to this characteristic.
Disability	Yes	<p>Existing service users would have to cope with a change in their lives, but we believe that the plans would improve their quality of life as they are plans that aim to realise the vision of the Moving On Model. This vision focusses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the care that they need to ensure their safety and achieve the best outcomes.</p> <p>It must be emphasised that there would be no individual care needs that would not be catered for.</p>
Gender	Yes	<p>A very high percentage of our current support worker workforce (internal and external provision) are women. By implementing the plans, a reduction in the number of support workers currently employed in the internal and external provision can be anticipated.</p> <p>The focus of placing the person at the centre means that service users should be able to ask for a same-sex member of staff to meet their personal needs, assuming that there would be a better balance in terms of our staff's gender.</p>
Gender reassignment	No specific impact identified in relation to this characteristic.	No specific impact identified in relation to this characteristic.
Sexual orientation	No specific impact identified in relation to this characteristic.	No specific impact identified in relation to this characteristic.
Religion or belief	No specific impact identified in relation to this characteristic.	No specific impact identified in relation to this characteristic.
The Welsh language	No specific impact identified in relation to this characteristic.	Gwynedd Council will continue to provide services for people in their chosen language.
Age	Yes	The plans in question focus on services for adults (18+) with learning disabilities.

		It is possible that the plans in question will have more impact on older service users who have been receiving services in the same method for many years. We acknowledge that it will be more difficult for these people to adapt as the services they receive change. We will ensure that we support these people during any period of change.
Pregnancy and maternity	No specific impact identified in relation to this characteristic.	No specific impact identified in relation to this characteristic. We will continue to support service users who fall pregnant or who have a family of their own.
Marriage and civil partnership	No specific impact identified in relation to this characteristic.	No specific impact identified in relation to this characteristic.

10) ADDRESSING THE IMPACT

a)	Note any possible impact in terms of equality The possible impacts in terms of equality have been noted in table 9b above. The main possible impacts of these plans in terms of equality include: <ul style="list-style-type: none">• Disability - Existing service users with a learning disability would have to cope with a change in their lives, but we believe that the plans would improve their quality of life as they are plans that aim to realise the vision of the Moving On Model. This vision focusses on empowering people and ensuring that they fulfil their own potential, while continuing to receive the care that they need to ensure their safety and achieve the best outcomes.• Gender - A very high percentage of our current support worker workforce (internal and external provision) are women. By implementing the plans, a reduction in the number of support workers currently employed in the internal and external provision can be anticipated.• Age - The plans in question focus on services for adults (18+) with learning disabilities. It is anticipated that older service users who have been receiving services in the same method for many years will find it more difficult to adapt as the services they receive change. We will ensure that we support these people during any period of change.
b)	What steps can be taken to reduce or improve these impacts? For each plan, we will identify appropriate steps to reduce or improve the possible impacts in terms of equality. When reviewing the care needs, we will place the service user centrally and seek to ensure a package that enables people to live their lives as independently as possible and meets any care needs they have. We will ensure that we support the service users during any period of change and identify as part of its care plans any possible impacts in terms of change and any mitigating steps to ensure that the steps have a positive impact on people's lives.
c)	Is there a need to reconsider the plan? No - but we will review the equality impact assessment regularly as plans develop. Any steps to reduce the impact on service users will be identified in the individuals' care plans.

11) MONITORING AND REVIEWING ARRANGEMENTS

The equality impact assessment will be reviewed every 6 months as a minimum by the project leader and manager.

12) ACTION PLAN

An Action Plan, which includes the action steps, responsibilities, timescale and an outline of the review and evaluation processes, should be appended.

The plans' work programmes will include the action of creating and reviewing an equality impact assessment.

A copy of the plans' work programmes will be included as part of the equality impact assessment once the Plans will be approved by the Cabinet on 19 January 2015.

13) DECISION

To submit to the Cabinet for a decision on 16/02/2016.