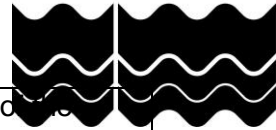
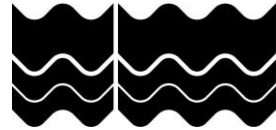


Appendix 2 – Linden Court Day Services Equality Impact Analysis

Title of Project/Service/Policy	Linden Court day services in Eastbourne
Team/Department	Learning Disability Directly Provided Services
Directorate	Adult Social Care and Health (ASCH)
Provide a comprehensive description of your Project (Service/Policy, etc.) including its Purpose and Scope	<p>Summary of changes to original proposal The main body of this EqlA is for the original proposal to close Linden Court. Following the consultation process and equality impact analysis the proposal remains to close Linden Court but it is now recommended that the impact of this can be partly mitigated for some of the people who use the service, by another directly provided service, Beeching Park, running a satellite service in Eastbourne for two days per week. A small team would be available for one year to support people who would find the transition to Beeching Park or alternative independent options particularly difficult.</p> <p>Whilst there would still be some negative impact and disruption to adults attending Linden Court and their families, the revised recommendation would reduce this.</p> <p>Original proposal East Sussex County Council (ESCC) is facing a financial gap of £55million next year. This is the difference between the funding available and the cost of keeping services at their present level. We have developed a savings plan that sets out how we will close the funding gap. Where the proposals include significant changes to services there has been a public consultation on the area.</p> <p>The services that are managed within Learning Disability Directly Provided Services support over 500 adults across East Sussex. This support is offered in a number of different service areas: day services, community support services, respite services, Shared Lives and supported accommodation. As part of the savings plan a proposal was made to close the service at Linden Court in Eastbourne and instead find adults places in alternative services run by ASCH or other providers. As above, this now includes a</p>



	<p>proposal for a satellite service in Eastbourne to help reduce the impact of the closure for some of the people using the service.</p> <p>Linden Court is a day service for people with learning disabilities and it is based in Eastbourne, the service is operational four days a week (closed on Tuesdays) between the hours of 08:30 to 16:30 on Monday, Wednesday and Friday and from 08:30 to 19:00 on Thursday. Sessions are offered throughout this time from 09:00 –12:00; 12:30 – 15:30 and 16:00 to 19:00 on Thursday in the community. The building-based daytime sessions include art, cookery, music, sport, multimedia, and gardening.</p> <p>The service is used by 46 adults accessing the day service, mostly within the building and a small amount of community activity.</p> <p>Some adults require a smaller, quieter setting as they struggle with large groups and noise.</p> <p>The day service in Eastbourne has had low occupancy since the pandemic where, unlike other day services, attendance failed to pick up.</p> <p>It will be possible to offer the same quantity of provision at Beeching Park in Bexhill which would extend its opening to five days a week, increasing its current building-based provision by 25%, and maintain the offer of 3 sessions a day: morning, afternoon and twilight. Beeching Park, as with all our day services, has a standard attendee to staff ratio of 5:1 and provides 1:1 support to attendees where required.</p> <p>To enable us to provide a day service option for the adults who use Linden Court at Beeching Park, we would need to increase its staffing capacity and open for an additional day each week. Therefore, the saving is calculated as the budget of Linden Court less the cost of increased provision at Beeching Park.</p> <p>Adults with Learning Disabilities and their Carers will be affected by this proposal.</p> <p>Staff affected by this proposal are outside the scope of this EqIA and the change process will be managed in conjunction with Human Resources.</p>
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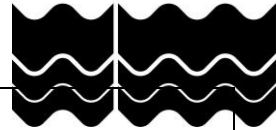
1. Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
<p>When savings had to be made in 2018, the EIA action plan included:</p> <ul style="list-style-type: none"> • adult and carer individual reviews • providing information taking communication needs into account • putting transition plans in place • support in finding alternative services 	<p>The changes allowed us to focus support on those who needed it most. Alternative support provisions were arranged by Care Management.</p>	<p>None. Actions for the current proposal are set out for each section below.</p>

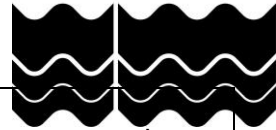
2. Review of information, equality analysis and potential actions

Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

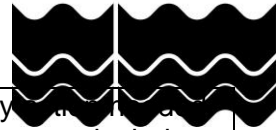
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you do? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations										
Age	<p>According to the 2021 Census, the proportion of the population of East Sussex aged 65 and over now stands at 26.1%, up from 22.7% in 2011.</p> <p>Proportion of Population by age range (%):</p> <table> <tr> <td>East Sussex</td> <td>0-19</td> <td>20-44</td> <td>45-64</td> <td>65+</td> </tr> <tr> <td></td> <td>21</td> <td>25</td> <td>28</td> <td>26</td> </tr> </table>	East Sussex	0-19	20-44	45-64	65+		21	25	28	26	<p>Within the consultation, the age range for 45 to 54 years old was the top respondent group (12%), followed by age 65+ (9%), although we had responses from most age groups.</p>	<p>There is a smaller proportion of those aged 65+ compared to the population of the county and ASCH adults receiving long term support overall. This is to be expected as life expectancy is considerably lower for people with a learning disability.</p>	<p>No specific mitigations required for this characteristic.</p>
East Sussex	0-19	20-44	45-64	65+										
	21	25	28	26										



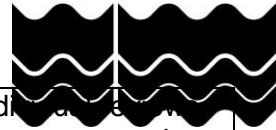
	<p>England 23 33 26 18</p> <p><u>According to Age UK</u>, three out of ten people aged 65 to 74 and two-thirds of those aged 75 and over are not online. The age range of adults using this service is:</p> <ul style="list-style-type: none"> • 18-30 24 • 30-40 6 • 40-50 8 • 50-60 5 • 60+ 5 <p>The total number of young people who will be turning 18 and transitioning to ASC are:</p> <ul style="list-style-type: none"> • this financial year (2024-2025): 10 (4 of these are 18 already, 6 are 17 years old), (2 of the 10 are external referrals so did not transfer from CDS) • 2025-2026: 14 • 2026-2027: 15 			
Disability	<p>In the 2021 census, 20.3% of East Sussex residents were living with a long-term physical or mental health condition or impairment that affected their ability to carry out day-to-day activities in 2021, the same proportion as in 2011 (compares to 18% for England & Wales).</p>	<p>The 2024 consultation told us that change is particularly unsettling to people using these services; Linden court users have been used to having a quieter environment and are likely to experience a busier environment in alternative service provision.</p>	<p>All adults accessing the services included in the proposals have a learning disability or have recognised additional needs. Some people may have further complexities such as sensory impairment or sensitivities, physical disabilities</p>	<p>All adults who are affected would be offered an individual review to consider whether their support package, in light of service changes, continues to meet their assessed needs.</p>



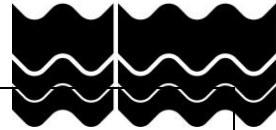
	<p>34.8% of households in East Sussex had at least one member identifying as disabled under the Equality Act in 2021.</p> <p>The number of working age adults with a Primary Support Reason of Learning Disability Support receiving community based services during the year 2023/4 is 1068.</p> <p>According to Ofcom research, people with a learning disability are most likely to say that their use of TVs or computers is either limited or completely prevented due to their condition. Nearly two in ten (18%) said their use of TVs or computers was limited or prevented, while around one in ten said the same for the internet, landline, smartphones or simple mobile phones.</p> <p>All adults are being supported due to learning disability. In addition there are 9 adults with Autism (with one with additional physical needs), 5 with additional physical needs (one of these with an additional sensory impairment), and 4 with a neurological disability. - 18 adults in total.</p> <p>.</p>	<p>Some people may find this difficult. People with sensory conditions are particularly likely to be negatively impacted by this proposal.</p> <p>NHS Sussex told us that consideration should be given to what services there would be for people who need a quieter environment due to other diagnoses and sensory sensitivities. Sensory sensitivities, can lead to people feeling overwhelmed in noisy or busy environments and can lead to difficulties with social communication and/or interaction, requiring appropriate support and provision. If these needs are not met, it could lead to increasing instances of behaviours that challenge services, and require more resource intensive, higher cost, multi-agency input in the medium and longer term.</p> <p>Those responding to the consultation told us that closing the service would lead to poorer mental health for</p>	<p>and other health problems which may impact on them further.</p> <p>A change in routine may cause adults anxiety and less opportunity for social interaction and ongoing skills development. Any changes agreed may also cause adults increased emotional and/ or psychological distress. There may be an increased reliance on other services for example, health services.</p>	<p>There are several adults who attend Linden Court that would find moving to a full, busy day service challenging. We propose to have a small specific team to work with these adults for a year to either assist them to integrate into Beeching Park or, if their needs remain for a more bespoke provision, assist the transition to this when it is identified.</p> <p>Where ASCH directly provided services are not sufficient or appropriate to meet the assessed needs of individuals, Care Managers will seek alternative support solutions.</p> <p>We will communicate changes to adults and their parents/carers appropriately and will work with them to</p>
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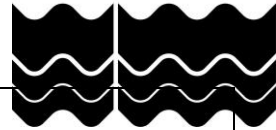
		<p>those affected and could lead to more challenging behaviour.</p> <p>People who attend the service say that they would have to attend on the same days and times at another service as they have other commitments that cannot move.</p> <p>18% of respondents have a physical or mental health condition or long-term illness.</p>		<p>identify... Options may include information and advice about alternative services where available as well as referral to advocacy services. Communications' preferences will be met, for example, via Easy read Adult Consultation pack/ covering letter, Easy read leaflets relating to proposed changes in services, etc. Staff will provide additional support to help adults understand the changes being proposed.</p> <p>Information will be provided in an accessible format for those with sensory impairments.</p>
Gender reassignment	The 2021 East Sussex Lesbian Gay Bisexual Trans Queer + (LGBTQ+) ¹ Comprehensive Needs Assessment estimates that there may be 5,572 Trans and Gender Diverse (TGD)	No responses were received in terms of impact upon those with this protected characteristic.	There are no adults with this protected characteristic.	If there were adults with this protected characteristic, any support needs would be picked up during



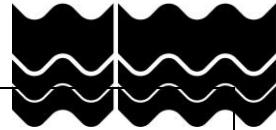
	<p>people (1% of the population) living in East Sussex</p> <p>2021 Census: 1640 residents declared their gender identity was different to that assigned at birth which is 0.4% of the population.</p> <p>Adult data tells us that there are no adults with this protected characteristic.</p>			<p>the individual review or assessment and appropriate support would be provided.</p>
Pregnancy and maternity	<p>There are just under 5,000 births per year in East Sussex. Hastings has the highest overall birth rate as well as for women aged 15-19 years. Lewes and then Rother have the highest birth rates for women aged 35-44 years.</p> <p>Adult data for the service tells us that there are no adults with this protected characteristic</p>	<p>No responses were received in terms of impact upon those with this protected characteristic.</p>	<p>There are no adults with this protected characteristic.</p>	<p>If there were adults with this protected characteristic, any support needs would be picked up during the individual reviews or assessment and appropriate support would be provided</p>
Race (ethnicity) Including migrants, refugees and asylum seekers	<p>88.3% of usual residents of East Sussex said that they belonged to the White: English, Welsh, Scottish, Northern Irish or British ethnic group. Black and minority ethnic groups including white minority groups (Irish, Gypsy or Irish Traveller, Roma, Other White) make up 11.7% of usual residents in East Sussex.</p> <p>This compares to 18.8% in England. In 2021, 93.9% (512,440) of usual residents in East Sussex identified their ethnic group within the high-level "White" category, a decrease from 96.0% (505,420) in the 2011 Census, but still significantly higher than the English national average (81.0%) and</p>	<p>No responses were received in terms of impact upon those with this protected characteristic.</p>	<p>The data indicates that the race and ethnicity of adults using the service is reflective of the County generally.</p>	<p>We will ensure access to translation and interpreting services if required; ensure staff are aware of the process and that the information translated is still in Easy Read.</p> <p>Culturally appropriate services to be considered as part of the individual review of needs as required.</p>



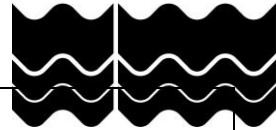
	<p>also higher than the average for the South East region (86.6%).</p> <p>4.6% were of another white background; 1.6% were Asian/ Asian British, 0.5% were Black/ Black British and 1.3.% were from other ethnic backgrounds.</p> <p>Those selecting a non-UK identity only accounted for 5.5% of the overall population (29,880 people), which is an increase from 4.3% of the population (23,090 people) in 2011. The most common non-UK identities are Polish, Irish, Romanian, Portuguese and Italian.</p> <p>A higher percentage of the population in East Sussex identified as Gypsy or Irish Traveller than the national average (0.2% compared to 0.1%).</p> <p>Of adults using this service:</p> <ul style="list-style-type: none"> • 37 White British • 1 Asian/ Asian British • 1 Black/Black British – African • 1 Mixed - White And Black Caribbean • 2 Any Other Ethnic Group • 2 White - Any Other Background • Ethnicity not recorded for 2 adults <p>One adult speaks Italian and does not speak English.</p>			
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Religion or belief	<p>In 2021, 45.9% (250,330) of usual residents of East Sussex identified as Christian, down from 59.9% (315,650) in 2011.</p> <p>The second most common religion in East Sussex after Christianity is Islam. The proportion of the population stating they were Muslim increased from 0.8% of the usual resident population (4,200) in 2011 to 1.1% (6,190) in 2021. This is low compared to both the South East Regional and the English national averages, with 3.3% of residents in the South East specified their religion as Islam, and 6.7% across the whole of England.</p> <p>Details of the impact upon religion and belief on ASC: Religion and Belief in Health and Social Care Assessments -</p>	No responses were received in terms of impact upon those with this protected characteristic.	We do not routinely collect this information. However, where an adult requests a specific need to be supported with their religion this is recorded on their support plan.	Ensure any support requirements relating to religion or belief are identified via the review process and recorded on support plans.
Sex	<p>Of the population of East Sussex, 299,064 (52%) are female and 270,788 (48%) are male.</p> <p>Of adults attending Linden Court:</p> <ul style="list-style-type: none"> 32 are female 14 are male 	<p>More women than men took part in the consultation survey – 41% compared to 12%, although 43% did not answer the question.</p> <p>No responses were received in terms of impact upon those</p>	Compared to the population of the County, proportionately more women will be affected by this proposal.	Any support needs specifically based on a person's sex will be covered in the individual reviews.



		with this protected characteristic.		
Sexual orientation	<p>The 2021 East Sussex LGBTQI+ Comprehensive Needs Assessment estimates that there may be between 17,273 and 39,004 LGB+ people living in East Sussex (between 3.1% and 7% of the population)</p> <p>According to the 2021 Census 3.3% of East Sussex residents declared themselves as LGB+.</p> <p>11 adults recorded as heterosexual, data was not available for the remainder.</p>	No responses were received in terms of impact upon those with this protected characteristic.	Data on this protected characteristic is limited and we cannot make an accurate assessment of dis/proportionate impact.	<p>If there were adults with this protected characteristic, any support needs would be picked up during the individual reviews or assessment and appropriate support would be provided.</p> <p>Improve data collection on this characteristic.</p>
Marriage and civil partnership	<p>According to 2021 census data for East Sussex:</p> <ul style="list-style-type: none"> • Single 29% • Married 46.5% • Civil Partnership 0.4% • Divorced 11% • Widowed 8% <p>One adult is recorded as married.</p>	No responses were received in terms of impact upon those with this protected characteristic.	One adult is married, the majority are single.	No specific mitigations required.
Armed Forces	There were 19,917 households (8.3% of all households) in East Sussex with at least one person who had served in the UK armed forces.	No responses were received in terms of impact upon those with this protected characteristic.	This does not affect any of the adults using this service.	N/A

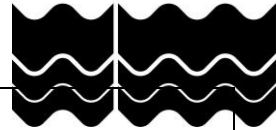



	Whilst adults will not have served in the Armed Forces, it is not known whether anyone in their households has.			
Impacts on community cohesion		Respondents to the consultation told us that socialisation is a key part of attending Linden Court and this will be lost if the service closes. People told us that their links with their local community would be lost. Future school/college leavers in the area wouldn't have a local service they could transition to.	Community connections built up around Linden Court, via for example the use of local venues or businesses, will be lost.	There are no identified specific mitigations.

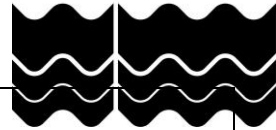
Additional categories

(identified locally as potentially causing / worsening inequality)

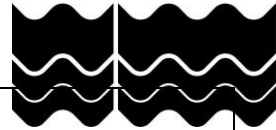
Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
Rurality	74% of the population in East Sussex lives in an urban area with the remaining 26% living in a rural area (2021 census). Adult data shows they live: <ul style="list-style-type: none"> • 26 in Eastbourne • 10 in Hailsham • 2 in Seaford, • 1 in Bexhill, • 1 in Hastings 	Concern over transport was a recurring theme within the consultation although this was in terms of distance to Bexhill rather than specifically relating to those in rural areas.	Transport links and services are less available in some rural areas compared to larger towns, which may reduce the availability and choice of alternative services e.g. personal assistants, should these be required.	Transport requirements will be reviewed as part of an individual assessment. Transport to alternative service provision will be part of support plans.



	<ul style="list-style-type: none"> 6 in the more rural areas - Westham, Polegate and Pevensey. <p>Below is a map of adults' addresses.</p>  <p>LD%20Linden%20Map.docx</p>			
Carers	<p>There are over 10,000 persons claiming Carer's Allowance in East Sussex. (Source Department of Work and Pensions Feb 2020). Care for the Carers estimates that there are 69,241 unpaid carers in East Sussex, it is difficult to know the actual number of carers because many are hidden.</p> <p>There are 36 adults who live with family/ carers and have unpaid carers.</p>	<p>The number of carers taking part (26%) in the consultation reflected the fact that the family and carers of people using the services was the top respondent group; 14% of respondents provide 50 or more hours of care per week and 5% provide 9 or more hours.</p> <p>Carers told us that driving longer distances to reach another day centre would add extra pressure to their already difficult lives.</p> <p>Families and carers told us that Linden Court is a lifeline that allows them to continue in their caring role and to maintain their</p>	<p>Carers of working age who are employed may be negatively impacted if they have structured their working hours around day services at Linden Court. This may result in carers not being able to maintain their current employment and potentially experience a reduction to their income. The proposals may cause additional stress on family environments and family life as a whole. Carers may also have other caring responsibilities for other family members e.g. children or other relatives.</p>	<p>Carers will be offered assessments or reviews.</p> <p>Impact of the change and support will be considered as part of these reviews. This will include the benefits and timing of respite breaks.</p> <p>Continuing to provide a satellite day service in Eastbourne will mitigate this risk for those most impacted by the proposed change.</p>



		<p>employment if they have a job.</p> <p>The biggest concern with Beeching Park is the journey. People say that it would be a much longer and more complicated commute, with many saying that it just wouldn't work for their family; some had already tried it out to confirm that.</p>		
<p>Other groups that may be differently affected (including but not only: homeless people, substance users, care leavers)</p>	<p>East Sussex is fifth most deprived of 26 County Councils. 13% of people aged 60 plus were living in poverty in 2019 (source Joint Strategic Needs Assessment). 10.3% of households were in fuel poverty in 2019 compared to 9.3 % in England.</p>	<p>People told us that they cannot afford the taxi fare to Bexhill so will not be able to access services.</p>	<p>According to research by British Association of Social Workers (2023) people with a learning disability are likely to be at higher risk of the potential health risks and consequences of cold weather and fuel poverty than the general population. It was estimated that people with a learning disability spent far more on things like transport, medication and energy than someone without a disability. So the financial implications of additional transport costs are more likely to impact</p>	<p>Any transport requirements to alternative service provision will be considered as part of support planning and the person's package of care.</p> <p>Learning Disability England has been running a cost of living hub . There is information on resources, campaigns, advice on staying warm & financial help in there.</p>



			people who use this service.	
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Assessment of overall impacts and any further recommendations - include assessment of cumulative impacts (where a change in one service/policy/project may have an impact on another)

We received 373 responses to the consultation. Most people strongly disagreed with the proposal to close Linden Court, with only 6% agreeing. The key issues raised within the consultation were that the commute to alternative provision in Bexhill is more complex/ expensive, a change in routine is disruptive for adults with learning disabilities, there will be an increased burden on family/carers and there will be an impact upon socialisation as well as mental health of adults and carers.

If the proposal is agreed, whilst alternative locations would be offered, meaning access to day services would remain, it is likely that there would still be a negative impact on adults with a learning disability.

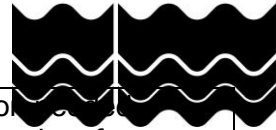
It is likely that adults and their families and carers would experience anxiety related to change.

Through consolidating two day services into one building it is likely that an environment will be created that will be busier than the current position at Linden Court which could be challenging for adults with who require a quiet environment. If the proposal is agreed we will offer a small specific team to work with these adults for a year to either assist them to integrate into Beeching Park or, if it is not a suitable placement after this input for a more bespoke provision, assist the transition to this when it is identified. We will also offer a satellite day service at Eastbourne which will mitigate the impact. Noting that there is likely to be a reduced overall provision of smaller, quieter day services in the county if Linden Court were to close.

If the proposals are agreed, all adults who are affected would be offered an individual review to consider whether their support package, in light of service changes, continues to meet their assessed needs. Where it is identified that the services directly provided by ASCH are not sufficient to meet the assessed needs of individuals, Care Managers will seek alternative support solutions.

The proposed reduction may also impact directly on carers' mental and physical health. As part of the individual service reviews mentioned above, carers would be offered a carer's assessment, or a review of their assessment, to determine whether support packages continue to meet their assessed need.

There will be as much notice as possible to allow consultation and time for adjustments to be made .



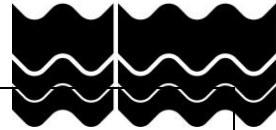
If the proposal is agreed, we will communicate changes to adults and their parents/carers appropriately and will work with them to identify action. Options may include information and advice about alternative services where available as well as referral to advocacy services. Communications' preferences will be met via the following options:

- All communication materials produced in 'Easy read' formats
- Any meetings about the changes for parents/carers will be scheduled to take place both during the day and in the evenings to provide flexibility for people who work during the day. Meetings will be held in a range of venues across the county.
- Easy read posters giving details of Advocacy support and scheduled Advocacy meetings
- Information in required, accessible formats for those with sensory impairments
- Information and advice translated into other languages, in easy read format, as required

To ensure existing and future service provision continues to meet the needs of those coming through from Children's Services, we will work closely with the Transitions team.

3. List detailed data and/or community feedback that informed your EqIA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
ESCC 2024 Consultation	Nov/ Dec 2024	N/A	N/A
East Sussex in Figures – Data Observatory – Welcome to East Sussex in Figures			

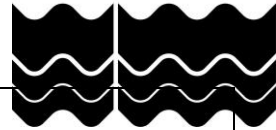


Await outcomes of Disability Rights Reference Group and Inclusion Advisory Group.			
Disabled users access to and use of communication devices and services Research summary: Learning disability (Ofcom 2019)			
Learning Disability - Health Inequalities Research Mencap			
Stuck at home - the impact of day service cuts on people with a learning disability FINAL.doc (mencap.org.uk)			
Spotlight on Poverty: People with Learning Disabilities BASW			

4. Prioritised Action Plan

NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
All	Individual reviews of adult's support needs will be undertaken for everyone affected by a reduction in service. Care managers, adults and	Support plans updated to reflect changes in services.	Care and support needs continue to be met	To reflect implementation of savings' proposals (all actions).



	carers will have a discussion about the impact of the change and how best to support them through it.			
All	A transition plan is proposed to ensure that all adults experience a consistent level of support from at least one service.	As above.	As above.	
Disability	Consultation, information and guidance to be provided in accessible formats as required such as Easy Read. Additional help to understand the changes will be provided by staff.	Adults and carers have input into changes to services.	Care and support needs continue to be met.	
All	Where possible, new solutions would be sought through the use of Direct Payments which can be used flexibly and adults would be supported to make choices and decisions about available options.	Support plans updated to reflect changes.	As above.	
Carers	Carers' reviews will also be undertaken.	As above.	As above	
All	Beeching to set up a satellite service in Eastbourne on 2 days per week. A dedicated team will be set up to support those affected by the changes, to help them adjust and provide support in finding alternative options.	Support plans updated to reflect changes in services.	Care and support needs continue to be met	
Sexual orientation	Improve data collection on sexuality	Better information on sexual orientation of people with a learning disability	Better dataset on this characteristic	From March 2025