



Appendix 4 – 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 This EqlA has been prepared in response to a significantly revised proposal for the Linden Court Day Service for people with a learning disability. The original EqlA is included within Appendix 1 of the report to Cabinet 15 July 2025.</p> <p>Original proposal presented to Cabinet February 2025:</p> <ol style="list-style-type: none"> 1) Close the Linden Court Day Service for people with a learning disability in Eastbourne. Offer alternative day opportunities within the independent sector and ASCH directly provided services, including: <ul style="list-style-type: none"> • Reprovisioning the Beeching Park Day Service for people with a learning disability in Bexhill to provide additional capacity and to revise the days of opening and opening hours. • Establishing a satellite day service in Eastbourne as part of the Beeching Park Day Service offer, to be provided two days per week. <p>Revised proposal for Cabinet July 2025 Agree to retain a day service at Linden Court, capped at the current, actual maximum occupancy level of 25 people per day.</p> <p>This updated EqlA considers the potential impact of this revised proposal.</p>



1. Update on previous EqlAs and outcomes of previous actions (if applicable)

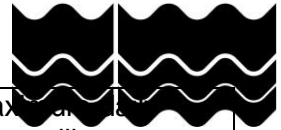
What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
<p>When savings had to be made in 2018, the EIA action plan included:</p> <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

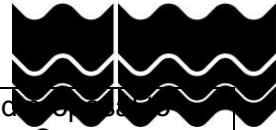
Consider the actual or potential impact of your project (service, or policy) against each of the equality characteristics.

Please note the revised information below contains information from the original consultation in autumn 2024 and additional information received since February 2025.

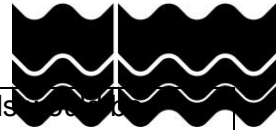
Protected characteristics groups under the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts identified from data and feedback (actual and potential)	What can you 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>	<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> <p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the</p>



	<p>East Sussex</p> <table><tr><td>0-19</td><td>20-44</td><td>45-64</td><td>65+</td></tr><tr><td>21</td><td>25</td><td>28</td><td>26</td></tr></table> <p>England</p> <table><tr><td>23</td><td>33</td><td>26</td><td>18</td></tr></table> <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.</p> <p>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	0-19	20-44	45-64	65+	21	25	28	26	23	33	26	18			<p>current maximum occupancy – will remove or mitigate any potential issues and concerns raised through initial consultation and further work with parents/ carers.</p>
0-19	20-44	45-64	65+													
21	25	28	26													
23	33	26	18													



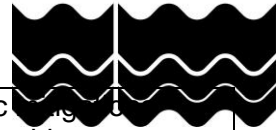
<p>Disability</p>	<p>In the 2021 census, 20.3% of East Sussex residents were living with a long-term physical or mental health condition or impairment that affected their ability to carry out day-to-day activities in 2021, the same proportion as in 2011 (compares to 18% for England & Wales).</p> <p>34.8% 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>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. 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</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 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.</p> <p>There may be an increased reliance on other services for example, health services if significant changes were made to the provision at Linden Court..</p> <p>The reduction in capacity will not impact existing users of the service, as the current maximum capacity per day does not exceed 25. All adults currently attending Linden Court will continue to be able to attend.</p> <p>The reduced capacity at Linden Court could potentially mean that, in</p>	<p>The revised proposal will keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate the potential issues and concerns raised through initial consultation and further work with parents/ carers as there will be little or no disruption to existing care arrangements and routines.</p> <p>Average attendance at Linden Court has been significantly below capacity for several years now and maximum attendance per day has not exceeded 25 in the last 12 months.</p> <p>Future demand and capacity for day services for people with a learning disability is part of regular work by our Supply Management Team and on our Market Position Statement and any potential future issues around suitable options to</p>
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	<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>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 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>Parents/ carers told us that the prolonged period of uncertainty, coupled with a potential significant and disruptive change to their current package, compounded in some circumstances by the carers</p>	<p>future, adults with learning disabilities would not be able to choose Linden Court when considering day opportunities and would have to access alternative day services. This could mean that some people might have to travel further to access a day service than they otherwise would have had to.</p>	<p>meet needs that are not addressed.</p>
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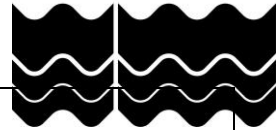
		personal situation, meant that they did not expect to be able to continue full-time care at home if Linden Court were to close.		
Gender reassignment	The 2021 East Sussex Lesbian Gay Bisexual Trans Queer + (LGBTQ+) ¹ Comprehensive Needs Assessment estimates that there may be 5,572 Trans and Gender Diverse (TGD) people (1% of the population) living in East Sussex 2021 Census: 1640 residents declared their gender identity was different to that assigned at birth which is 0.4% of the population. Adult data tells us that there are no adults with this protected characteristic.	No responses were received in terms of impact upon those with this protected characteristic.	There are no adults with this protected characteristic.	No specific mitigations required for this characteristic.
Pregnancy and maternity	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. Adult data for the service tells us that there are no adults with this protected characteristic	No responses were received in terms of impact upon those with this protected characteristic.	There are no adults with this protected characteristic.	No specific mitigations required for this characteristic.



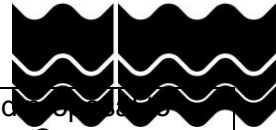
<p>Race (ethnicity) Including migrants, refugees and asylum seekers</p>	<p>88.3% of usual residents of East Sussex said that they belonged to the White: English, Welsh, Scottish, Northern Irish or British ethnic group. Black and minority ethnic groups including white minority groups (Irish, Gypsy or Irish Traveller, Roma, Other White) make up 11.7% of usual residents in East Sussex. 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 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. 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</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>No specific data is required for this characteristic.</p>
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	<p>identities are Polish, Irish, Romanian, Portuguese and Italian. 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>			
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. 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</p>	<p>No responses were received in terms of impact upon those with this protected characteristic.</p>	<p>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.</p>	<p>No specific mitigations required for this characteristic.</p>



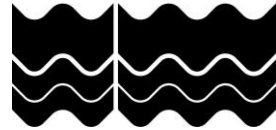
	<p>2011 to 1.1% (6,190) in 2021. This is low compared to both the South East Regional and the English national averages, with 3.3% of residents in the South East specified their religion as Islam, and 6.7% across the whole of England.</p> <p>Details of the impact upon religion and belief on ASC: Religion and Belief in Health and Social Care Assessments -</p>			
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 with this protected characteristic.</p>	<p>Compared to the population of the County, proportionately more women will be affected by this proposal.</p>	<p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate any potential issues and concerns raised through consultation and further work with parents/ carers.</p> <p>No specific mitigations required for this characteristic.</p>



<p>Sexual orientation</p>	<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>	<p>No responses were received in terms of impact upon those with this protected characteristic.</p>	<p>Data on this protected characteristic is limited and we cannot make an accurate assessment of dis/proportionate impact.</p>	<p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate any potential issues and concerns raised through consultation and further work with parents/carers.</p> <p>Improve data collection on this characteristic.</p>
<p>Marriage and civil partnership</p>	<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>	<p>No responses were received in terms of impact upon those with this protected characteristic.</p>	<p>One adult is married, the majority are single.</p>	<p>No specific mitigations required.</p> <p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate any potential issues and concerns raised through consultation and further work with parents/carers and other family members.</p>




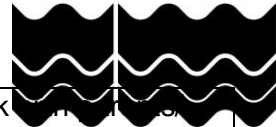
<p>Armed Forces</p>	<p>There were 19,917 households (8.3% of all households) in East Sussex with at least one person who had served in the UK armed forces.</p> <p>Whilst adults will not have served in the Armed Forces, it is not known whether anyone in their households has.</p>	<p>No responses were received in terms of impact upon those with this protected characteristic.</p>	<p>This does not affect any of the adults using this service.</p>	<p>N/A</p>
<p>Impacts on community cohesion</p>		<p>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.</p> <p>People told us that their links with their local community would be lost.</p> <p>Future school/college leavers in the area wouldn't have a local service they could transition to.</p>	<p>Community connections built up around Linden Court, via for example the use of local venues or businesses, will be lost.</p>	<p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate any potential issues and concerns raised through consultation and further work with parents/carers.</p> <p>Our work on the Market Position Statement will identify future need for services and ensure adequate supply.</p>



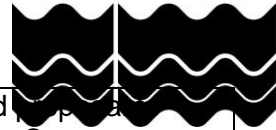
Additional categories

(identified locally as potentially causing / worsening inequality)

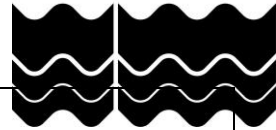
Characteristic	What do you know?	What do people tell you?	What does this mean?	What can you do?
Rurality	<p>74% of the population in East Sussex lives in an urban area with the remaining 26% living in a rural area (2021 census). Adult data shows they live:</p> <ul style="list-style-type: none"> • 26 in Eastbourne • 10 in Hailsham • 2 in Seaford, • 1 in Bexhill, • 1 in Hastings • 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>	<p>Concern over transport was a recurring theme within the consultation and in further feedback from parents / carers; although this was in terms of distance to Bexhill rather than specifically relating to those in rural areas.</p>	<p>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.</p>	<p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate the potential issues and concerns raised through initial consultation and further work with parents/ carers as there will be little or no disruption to existing care arrangements and routines.</p> <p>The use of transport and travel distances will remain the same for everyone currently attending Linden Court.</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>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</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</p>	<p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate the potential issues and concerns raised through initial consultation and</p>



	<p>There are 36 adults who live with family/ carers and have unpaid carers.</p>	<p>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 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>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>further work with these carers as there will be little or no disruption to existing care arrangements and routines.</p> <p>Existing support arrangements will remain in place and in the event that there are any changes to session times these will be minor and we can minimise or avoid any impacts as we did at our Hookstead day centre. For example, although session start times changed from 09:00 to 09:30 adults were still able to arrive and be supported from 08:30 in the morning. Thus enabling existing routines of parents/carers to continue.</p>
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<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 people who use this service.</p>	<p>The revised proposal to keep Linden Court open with a capacity of 25 people – which is the current maximum daily occupancy – will remove or mitigate any potential issues and concerns raised through consultation and further work with parents/ carers. Existing support arrangements will remain in place for people attending Linden Court.</p>
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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)

The revised proposal for Linden Court removes or hugely mitigates the potential impacts identified for earlier proposals through the initial consultation (which ran from 3 October to 28 November 2024) and during further feedback received from parents / carers of adults attending Linden Court.

The revised proposal would see those currently attending Linden Court continue to do so. There may be some minor changes to the session times at Linden Court but not to the overall days of operation. Experience from another learning disability day opportunity – Hookstead – showed that minor changes to session times can be managed in ways that do not impact adults or carers. For example, where sessions were altered to start at 0930 rather than 0900, arrangements were made so that adults could still be picked up from home at the same time and could be supported at the centre until the sessions began in the morning.

Whilst the proposal removes or mitigates impacts for adults currently attending Linden Court and their parents / carers there is the potential, if capacity remained at 25, that there could be less choice of day opportunities for people with learning disabilities in the Eastbourne area. The ASCH Supply Management Team regularly monitor supply and expected demand and publish information on this through our Market Position Statement. Any potential future issues with availability of suitable day opportunities will be managed by our Supply Management 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			

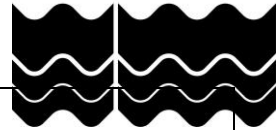


Await outcomes of Disability Rights Reference Group and Inclusion Advisory Group.			
Disabled users access to and use of communication devices and services Research summary: Learning disability (Ofcom 2019)			
Learning Disability - Health Inequalities Research Mencap			
Stuck at home - the impact of 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	Ensure that if small changes are made to session times we work with parents/ carers and adults to	Existing routines and commitments for adults and for parent / carers will not be disrupted.	Parents / carers can continue their caring	Arrangements in place before new session times are implemented.



	minimise any disruption to existing routines.			
Parent / Carers	As above	As above.	As above	As above
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 onwards