



Equality impact assessment - summary report for Hastings and Rother Day Services Consultation

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the County Council's website.

Date of assessment : Feb/March 2016

Manager(s) name: Beverly Scott **Role:** Operations Manager, Learning Disability Services

Proposal, project, service, strategy or policy, that was impact assessed:

Hastings and Rother Day Services Consultation – To undertake a consultation and share proposals to offer a Locality day service that provides a range of options across 3 sites.

Summary of findings:

We will be paying due regard to the three aims of the general duty across all the protected characteristics and ESCC additional groups when supporting clients through the changes, providing services that are accessible and meeting their needs and preferences.

Summary of recommendations and key points of action plan:

The proposed locality service will offer a good spread of services across the locality to meet a range of needs for individuals in line with their needs and preferences.

The sessions offered will cater for the range of clients across the locality. This includes; clients wishing to develop skills towards independence and employment, clients who have more complex needs/disabilities as well as supporting clients coming through transition and catering for clients who are getting older.

Additional building work will be undertaken across 3 sites to ensure the environments meet this range of needs.

The proposals will enhance our ability to have throughput and move on from the service to create capacity for new referrals, positively impacting on younger adults with a Learning Disability coming through transition.

The new design and layout of the proposed building works at Beeching will positively impact on individuals with complex physical needs, providing better and more accessible equipment to meet their needs.

By offering skills development clients will have the opportunity to develop skills towards independence and employment, positively impacting on working age adults with a Learning Disability.

Key changes proposed outlined in the action plan include:

- We will work with individuals to support them to access the most appropriate transport provision for them.

- Travel training will be provided for clients able to travel independently
- Mapping of Council transport to be undertaken so this can be offered to clients who are eligible and require this (subject to capacity) in addition to those provided now.
- We will work with paid carers to support clients to travel to proposed change in day services through the use of shared transport and shared taxi's to meet individual circumstances where requested.
- Visits to alternative service are being offered to clients and parents/carers. These have started.
- Clients , Parent/carers will be offered a review on request if they need one
- Transitions plans will be put in place for individuals that need one.
- We are working with clients, parents and carers to ensure that the new locality offer includes sessions and activities that people enjoy and want to continue.
- A review of the new Locality offer will be undertaken six months after implementation to ensure it still meets clients' needs and preferences.
- Proposed new design/ building work will increase capacity of Beeching Park to provide more sessions and this means group sizes will be similar to those now and/or smaller.
- Proposed timetables of activities/sessions with group size numbers are currently being shared with clients, parent/carers.
- The proposed building design for Beeching Park has been specifically designed to meet the needs of clients with physical and complex needs. This includes the provision of a physio room and a sensory room.
- We have had input from a physio therapist on the building design/ layout and equipment needs for individuals with physical and sensory needs.
- We will work with the Community Learning Disability Team (CLDT) to ensure people have financial assessments where this is identified as a need in relation to changes in their transport requirements.
- Discussion with commissioners will take place re: under representation of BME people amongst clients.

Protected characteristics that this project, service, strategy or policy will impact upon

Please mark the appropriate boxes with an 'x'

	Positive	Neutral	Negative
Race		X	
Gender/Transgender		x	
Sexual Orientation		x	

Age	x		X
Disability	x		x
Religion/Belief		x	
Maternity/pregnancy		x	
Marriage or Civil partnership		x	
Other (i.e. carers, rurality): Carers			x
All		x	