

**Initial Equality Impact Assessment – Service Change.**

Department	Adult Social Services
Service	45 Westleigh Avenue (Residential Care Service for People with Learning Disabilities)  47 Westleigh Ave (Supported Accommodation for People with Learning Disabilities)
People involved	Mike Abel (Commissioning Manager)

**1. What are the aims of the service and what changes are being proposed?**

45 Westleigh Avenue is a residential care service for people with learning disabilities. The service, which provides care for up to 14 people, is managed by Metropolitan Support Trust under a block contract with the Council. Referrals are made by the Community Learning Disability Team following assessment of service users. The proposal is to move most of the 11 residents currently placed at Westleigh Avenue to a newly built supported housing scheme in Roehampton (Clarence Lane), due come on stream in the autumn of this year. This will promote the independence of the people concerned who will be given tenancies and a level of support determined by an individual, personalised and multi-disciplinary assessment of their needs. A small number of the residents may still require residential care and it is planned that they will be placed in other homes in Wandsworth, ideally one managed by Metropolitan Housing Trust. There is a mini tender to determine the care and support provider in the new supported housing service at Clarence Lane.

Relatives and residents have been formally consulted about the changes and there will continue to be consultation meetings throughout the year.

Once Clarence Lane is ready for occupation and all residents have been placed in other accommodation 45 Westleigh Avenue will close.

Adjoining 45 Westleigh Avenue is a small supported housing home, 47 Westleigh Ave. Two people are placed there and will be found alternative supported accommodation in Wandsworth, thereby enabling the eventual closure of 47 Westleigh Avenue. .

## 2. What is the rationale behind these changes?

Westleigh Ave is not fit for purpose as it is too large to promote personalisation and independence. Residential care is also less cost effective than supported housing. All government guidance, starting with the White Paper "Valuing People", have promoted the supported housing model for people with learning disabilities, and it is a key action point in the LD Joint Commissioning Strategy.

## 3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Do not put what the information shows you
Race	Monitoring information available. Service providers are required to operate within the Equalities Act and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire.
Gender	See above
Disability	All the service users have learning disabilities.
Age	See above in race column.
Faith	Data not systematically collected, but service providers are required to operate within the Equalities Act and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire.
Sexual Orientation	Data not systematically collected but service providers are required to operate within the Equalities Act and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire.

## 4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	3 of the 13 people at 45/47 Westleigh Ave are BME service users and will be allocated social workers to determine their level of need and ensure that the change of accommodation has a	

	<p>positive impact. Any significant changes in the number of BME users will be picked up and addressed during half yearly monitoring.</p> <p>The proposed changes will promote the independence of the people concerned who will be given tenancies and a level of support determined by an individual, personalised and multi-disciplinary assessment of their needs</p>	
Gender	<p>There is a 70/30 male/female split. This will be monitored half yearly and any changes addressed.</p> <p>The proposed changes will increase the independence of the people concerned who will be given tenancies and a level of support determined by an individual, personalised and multi-disciplinary assessment of their needs</p>	
Disability	<p>The Service is solely for people with learning disabilities and referrals are made by the Community Learning Disability Team following assessment.</p> <p>The proposed changes currently affect 22 individuals</p> <p>The proposed changes will increase the independence of the people concerned who will be given tenancies and a level of support determined by an individual, personalised and multi-disciplinary assessment of their needs</p>	<p>At meetings in December 2011 residents and their relatives were informed about the proposals and whilst generally recognising that supported housing will suit some residents relatives were concerned that this option would not suit all. This was acknowledged by the Learning Disability Commissioning Manager and a senior manager from the Metropolitan Support Trust at the first meeting with relatives.</p> <p>Following this meeting the following actions will be put in place:</p> <p>All the residents to be assessed by the multi-disciplinary Community Learning Disability Team to</p>

		<p>determine what is best for them, and every effort will be made to place the small number of people still requiring residential care in other MST homes in Wandsworth.</p> <p>Further consultation with residents and relatives to be held in 2012.</p> <p>Work to be undertaken with the residents to support them to understand and prepare for the changes that are being proposed. This will be done largely on a one to one basis by staff at the home, the Community Learning Disability Team and an independent advocate.</p>
Age	All service users are 40+ with 5 of these 60+. Assessments will take into account the needs of older people as they become more frail.	
Faith	Faith is raised in service user reviews and addressed specifically in personalised individual support plans.	
Sexual orientation	Sexual orientation is raised in service user reviews and addressed specifically in personalised individual support plans.	

**5. Is a full EIA required? No**

- Is the service a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes.
- Overall will the change have a negative impact on any of the equality groups? No.

**Comments - Please give the rationale here for not undertaking a full EIA**

The new arrangements will enhance the quality of life experienced by the

service users who will receive more individual and personalised support than in their current placements. . No adverse impact is anticipated following the moves which will be carefully planned by the Council's multi-disciplinary Community Learning Disability and staff from the existing and future care and support providers.

**6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)**

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Further consultation with residents and relatives to be held in 2012.

Work to be undertaken with the residents to support them to understand and prepare for the changes that are being proposed. This will be done largely on a one to one basis by staff at the home, the Community Learning Disability Team and an independent advocate.

The new service will contractually have to report annually to demonstrate compliance with the Equality Act 2010 and all other statutory provision relating to discrimination in employment or service provision.

Monitoring will be half yearly and all service users will be formally reviewed annually by social workers from the Community learning Disability Team. Any changes in user profile will be raised via routine contract monitoring

Signed Mike Abel

Date 19<sup>th</sup> January 2012

Approved by: Clare O'Connor