

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

Department	Adult Social Services
Service	10 Fontenoy Road (Residential Care Service 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?**

10 Fontenoy Road is a residential care service for people with learning disabilities. The service, which provides care for 11 people, is managed by Metropolitan 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 10 Fontenoy Road to a newly built supported housing scheme in Balham, 20 Lochinvar Street, due to open in July/August 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. Two of the residents will require residential care and it is planned that they will be placed in other homes in Wandsworth. There has been a mini tender to determine the care and support provider in the new supported housing service at 20 Lochinvar Street. The contract has been awarded to Lifeways under the council's current care and support framework agreement and as TUPE applies all the permanent staff at 10 Fontenoy Road will have the opportunity to transfer to the new provider.

Relatives and residents have been formally consulted about the changes and these meetings will continue at least until six months after the move.

Once 20 Lochinvar Street is ready for occupation and all residents have been placed, 10 Fontenoy Road will close.

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

10 Fontenoy Road 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. Ethnicity recorded as 1x White/white other unspecified 1 x Black British /Carribean 9 x White British
Gender	5/6 male/female split
Disability	All the service users have learning disabilities.
Age	Males –;46;49;52;62;75 Females – 47 54;56;65;66 68
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
Disability	The Service is solely for people with learning disabilities and referrals are made by the Community Learning Disability Team	The residents who might find the move difficult are being identified and will be supported by staff at Fontenoy Rd and health professionals at the

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	<p>following assessment.</p> <p>The proposed change 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. This reflects a national best practice approach.</p> <p>For the 2 service users where this is not appropriate they will be placed in residential care in other homes in Wandsworth</p> <p>Relatives and residents have been formally consulted about the changes and these meetings will continue at least until six months after the move. This ensures that service users are aware of the changes and there is an opportunity to raise any concerns later on in the process. Action plans will be developed to address any concerns raised by service users</p> <p>Any positive impacts highlighted via consultation? If so please highlight</p>	<p>Community Learning Disability Team.</p> <p>Some of the relatives have expressed concern about people feeling isolated in their flats and missing the community living of Fontenoy Rd. To address this the care and support provider at Lochinvar St will ensure that people are not isolated and friendship groups are strengthened.</p>
Race	<p>Of the 11 service users at 10 Fontenoy Road 1 is a BME service user and has an allocated social worker to determine their level of need and ensure that the change of accommodation has a positive impact. Any significant changes in the number of BME users will be picked up and addressed during half yearly monitoring.</p>	

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Gender	There is a 5/6 male/female split. This will be monitored half yearly and any changes addressed.	
Age	Males –;46;49;52;62;75 Females – 47 54;56;65;66 68 Assessments will take into account the needs of 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)**

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.

Meetings with relatives and will continue at least until six months after the move and action plans developed to address any concerns

Signed Mike Abel

Date 2<sup>nd</sup> May 2013

Approved by: Clare O'Connor