

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate:	Adult Social Services
Service Area:	Learning Disabilities
Service Assessment:	Community and Accommodation Services
Borough	Wandsworth
Staff:	Lead: Elizabeth Pepper Head of Commissioning for Learning Disabilities
Date approved by Directorate Equality Group (if applicable)	29 July 2021
Date approved by Policy and Review Manager:	20/08/21
Date submitted to Directors' Board	

SUMMARY

This EINA is for services in Wandsworth that will be recommissioned between June 2021 and April 2023 that includes:

Service	Providers	Number of Service Users	Annual Contract Value £000's	Contract Expiry Date
Day Services	The One Trust	85	2,500	Nov 2023
Short breaks (Respite)	Certitude	47	540	Nov 2022
Supported Employment	Choice Support	27	76	December 2022
Shared Lives	Certitude	17	875	November 2022
Supported Living/ Residential Care	Brandon Trust MENCAP Creative Support	65	3,322	March 2025

Wandsworth Council has 8 block contracts in place with 7 providers for the community support and accommodation-based care services for people with a learning disability as set out above. However, it is important to acknowledge the total spend on people with a Learning Disability in Wandsworth is much greater with the majority of services and support being 'spot purchased' from the market.

The purpose of recommissioning these services over the next two years are two-fold; to ensure that the local authority complies with procurement regulations and to ensure the services commissioned meet the needs of the local population and that service delivery models are reviewed and revised in response to the needs of the local population.

The development and implementation of new service models, through the retendering exercises, will benefit people with a disability, specifically people with a learning disability, by being clearer about the purpose of each service, by improving the way the contracts are managed and improve outcomes for people with a learning disability across a range of priority areas as identified by the local population.

The underpinning principles of the commissioning intentions are, that all services commissioned by Wandsworth Council to deliver adult social care support will keep residents at the centre of planning and decisions and provide:

- Prevention and early help to promote quality of life and reduce the impact of health and social inequalities.
- A strength-based approach that maximises people’s independence and potential.
- Co-designed and co-produced support and care that authentically involves residents.

The Joint Learning Disability Commissioning Strategy will provide a local framework for the commissioning intentions and the delivery of commissioned support services for adults with a learning disability in Wandsworth.

The commissioning priorities for 2021-2026 were co-produced with people with a learning disability and are:

- My voice is heard – Co-production
- Where I live – Housing and support
- What I do - Employment and day opportunities
- Becoming an adult - Transitions
- I am fit and healthy – Improving health services
- I have choice and control - Increasing life opportunities

The key negative impact is that the recommissioning could lead to changes in provider, staffing and service delivery that service users and their family carers find unsettling and/or distressing. This will be mitigated by the involvement and co-production of service users in each re-tendering exercise, through regular communications to those affected and the people who support them, ensuring that the tender evaluation process leads to the selection of providers that are capable of providing a good quality service and by allowing up to a 6-month mobilisation period between the contract award and start dates.

1. Background

Wandsworth Council is committed to continuous improvement of our services for vulnerable people. The Council spot purchases and commissions block contracts for a variety of services that includes home and community support services and accommodation-based services that includes respite, shared lives, supported living accommodation and residential care homes designed for people with a learning disability. These services enable people with a learning disability to live as independently as possible, whilst also ensuring they remain comfortable and safe.

The Council supports in the region of 800 people with a learning disability in Wandsworth through a variety of mechanisms that include the block contracted services within the scope of this EINA and also through Direct Payments and spot-purchased services.

The proposed recommissioning of learning disability services within the scope of this EINA will allow the opportunity for innovation and ensuring services respond to changing demand across this specific population and supporting the delivery of the Council’s medium-term financial objectives. The re commissioning of the current contracts within the scope of this EINA also provides the opportunity for the co-production of services with service users and their families.

Please note, this EINA refers to service users in Wandsworth who primarily access the block contracted services

2. Analysis of need and impact

Protected group	Findings
Age	<p>Age of Learning Disability Adult Population in Wandsworth</p> <p>The table below show the number of adults predicted to have a learning disability in Wandsworth in 2020 and 2025, broken down by age (<i>Eric Emerson and Chris Hatton 2004, taken from PANSI and POPPI</i>).</p>

	ALL	ALL	Severe/ Moderate	Severe/ Moderate
	2020	2025	2020	2025
18-24	670	680	155 (23%)	159 (23%)
25-34	2092	1999	450 (21%)	430 (21%)
35-44	1465	1467	368 (25%)	369 (25%)
45-54	903	943	205 (23%)	215 (23%)
55-64	608	690	133 (22%)	150 (22%)
65-74	379	401	61 (16%)	65 (16%)
75-84	203	236	21 (10%)	24 (10%)
85+	77	90	7 (9%)	8 (9%)
Total	6397	6505	1399 (22%)	1420 (22%)

The above table show that the highest proportion of people with a learning disability are those aged 35-44. The lowest proportion of people is 85+ (reflecting the comparatively low life expectancy of adults with a learning disability). The same applies for adults with a moderate or severe learning disability. According to these tables, by 2025, 22%% of the overall learning disability population in Wandsworth will have a learning disability that is moderate or severe.

The average life expectancy for service users with a learning disability in Wandsworth is currently 65.1 years for women and 65.5 years for men (*Health and Care of People with Learning Disabilities: Experimental Statistics: 2015 to 2016, NHS Digital 2017*).

It is expected that the average life expectancy of the learning disability population will increase over the next five years in line with several national and local programmes in Wandsworth focused on improving the health of adults with a learning disability. This includes the uptake of health checks and health action plans promoted by the CCG and GP Consortium.

The number of patients with a learning disability who have had an annual health check in Wandsworth is 686 (59.2% of all patients with a learning disability). This is higher than the national percentage of 48.9%, but still needs to be improved. The prevention of the premature death of people with a learning disability will also be a key priority of the CCG over the next 5 years by helping people recover from episodes of ill health or injury with targeted interventions, improving access to mainstream health services and screening programmes. These programmes need to make reasonable adjustments to enable people with a learning disability to use them.

Age of Adult Social Care Service Users

The table below shows the ages of adults with a learning disability supported by Adult Social Care services in June 2021.

Age Group	Number of users	% of users
18-24	123	14.9%
25-34	167	20.2%
35-44	110	13.3%
45-54	152	18.4%
55-64	168	20.3%
65-74	76	9.2%
75-84	28	3.4%
85+	4	0.5%
Grand Total	828	100.0%

In the 18 - 44 age brackets, the majority of service users are receiving services in the community. For those in the higher age brackets, the proportion in residential homes sees a significant increase.

Transitions

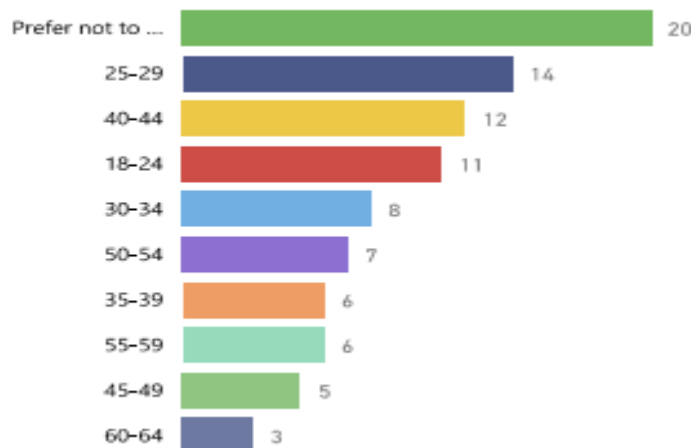
Over 70,000 children in England have a Statement of Special Educational Needs (SEN) and a primary SEN associated with Learning Disabilities. Just over half of these have a moderate learning disability, one third have a severe learning disability and just over one in 10 have profound multiple learning disabilities (*Local Government Knowledge Navigator 2016*)

The table below shows the numbers of school-age individuals who have a Special Education Need (SEN) in Wandsworth (*School Census 2017*).

Pupils with SEN by primary type of need	Primary	Secondary	Special Schools	TOTAL
Moderate learning difficulty	400	205	39	644
Severe learning difficulty	14	6	74	94
Profound and Multiple learning difficulty	3	0	26	29

These numbers are useful in understanding the number of people with a learning disability who will become young adults and who may also have some support needs. Both the Council and the CCG are committed to providing support using a strength-based approach for these young adults (as they will become) through the course of their journeys in further education, employment and other activities that they may choose to undertake. The next 5 years will see children with a learning disability who are reaching adulthood approach adult services seeking support in two principal ways: those wanting to leave the family home to be more independent; as well as those with complex needs who can no longer stay at home. Learning disability provision will need to reflect these needs.

Number of people seeking support with employment (June 2021)



Age and Housing

Population projections suggest that over the next few years, the biggest increase in need for learning disability accommodation will be in the 18-64 years age group, with approximately 49 new service users with a learning disability by 2035. There will also start to be significant increases in the middle aged and older population of learning disability service users.

There is continuing demand from younger people transitioning from residential educational settings to supported living or residential care at a slightly later stage than 18 years.

Transitions drive demand in two ways: those wanting to leave the family home to be more independent; and those with complex needs who can no longer stay at home. In 2018/19, of the 6 young people who transitioned to accommodation with support, 2 moved in to supported living.

As well as specialist accommodation for younger learning disability users and those users with complex and challenging needs (high need), Operational Services also highlight the need to provide for older people with a learning disability who have become more dependent (lower-moderate level need). A model of self-contained flats, with a communal area to prevent isolation whilst promoting independence, would be beneficial.

Age and Health

Obesity is twice as common in people with a learning disability who are aged 18-35 than in those without; being underweight is twice as common in people aged over 64 with a learning disability than those without (*Health and Care of People with Learning Disabilities: Experimental Statistics: 2014 to 2015, publish 2016*).

People with a learning disability are likely to experience age-related health conditions at a younger age than the rest of the population. People with a learning risk are at higher risk of early onset dementia. A consequence is that there can be a change in a person's primary care need from being a learning disability to being related to old age.

An analysis of the local data shows that access of the services currently commissioned varies by age. For example,

- Just under half of service users (47%) live alone or with family, and are predominantly aged 18-35 .
- The majority of people in residential care are aged 45-65 (55%)
- The majority of people in supported living are age 25-35 years.
- Those requiring support to access employment and work-based skills or training are more likely to be aged 55 and under. Older service users are more likely to report they are not actively looking for employment opportunities.
- Those receiving homecare are mostly aged between 18-25 or 46-55 years.
- The majority of those accessing Day Services are aged between 26-35 (28%)
- Those accessing Direct Payment services are more likely to be aged under 50. Over 90% of those accessing Direct Payments are aged under 50. However, this is partly due to when the requirement to promote Direct Payments was introduced.

Analysis

- Overall, the analysis shows that a significant proportion of people with a learning disability will continue to have high levels of care and support for the rest of their life but that the type of support required may change over the life course.
- Due to shorter life expectancy among people with a learning disability, it would be reasonable to expect that the proportion of those aged 55 and over would be lower than the general population.
- The highest proportion of the general population and estimated LD population are 35-34. This is set to decrease slightly over the next 15 years with the greatest growth forecasted to be in those aged 55-64
- However, the age of admission into a residential placement for a person with a learning disability is significantly lower (under 65 years) than the average population.
- Therefore, it is essential that effective services are commissioned to enable people with a learning disability to remain at home as long as possible with their family and/or live as independently as possible.
- Accommodation based services also need to be commissioned to manage age related illness or barriers that people with a learning disability may experience.
- It is estimated that there will be fewer young adults (18-35) with moderate- severe needs but more with mild-moderate needs in the future.
- The proportion of people with a learning disability in paid employment is again significantly lower than the general population

	<ul style="list-style-type: none"> • The gap in the employment rate between those with a learning disability and the overall employment rate (persons aged 18-64) is 67% (PHOF 2016/17). The proportion of people with a learning disability in paid employment in Wandsworth is significantly lower than the National Average and when compared to statistical neighbours. Further work is required to ensure more people have opportunities for paid employment. • A larger proportion of people with a Learning Disability seeking employment are aged 18-25 years. • Consideration also needs to be given to not limiting access to services because of age. Age is not a reliable predictor of an individual's potential to acquire new skills and learn. For example, some national employment schemes restrict access to those under 25. • Community services will need to be sufficiently varied to meet the different needs of people with a Learning Disability at different points in their life journey, with a specific focus at this point in time on ensuring services meet the expectations and needs of younger adults and a working age population. • The data does not highlight the different expectations and cultural experiences of different age groups. For example, how some of our younger autistic service users prefer to define themselves as neuro-diverse and it is important that the services commissioned reflect the social and culture needs of different generations. 												
<p>Disability</p>	<p>Service User Groups</p> <ul style="list-style-type: none"> • In Wandsworth Council, service users are recorded within service user groups of 'Physical Disability', 'Mental Health', 'Learning Disability' and 'Older People'. • While all the service users in this recommissioning project fall into the 'Learning Disability' group, many also fall into the other groups, particularly 'Older People' and 'Physical Disability'. This highlights the need for recording all the groups a service user falls into rather than one. • For accuracy, this section will focus on the 'Learning Disability' group only. <p>Analysis</p> <ul style="list-style-type: none"> • Wandsworth has a slightly higher rate of 3.37 per 1,000 of adults with a learning disability receiving long term support from Local Authorities than compared to the London rate of 3.01. • All the people directly affected by the recommissioning of the community support and accommodation-based care services have a disability. • The level of complexity and disability impacting on the service user's life will vary. It is expected those within an older age group will have additional needs due to other factors such as age-related illness or deterioration. • The level of complexity that some users experience may limit their opportunities to access the community independently and opportunities such as paid employment. It is essential that services are commissioned that enable all service users regardless of the complexity of their needs to participate and make a positive contribution to their local community. • It is estimated that 65% of people with a Learning Disability or severe mental health condition want to work. The proportion of people with a Learning Disability in employment in Wandsworth is lower than the national average, however, we do not know how many people with a Learning Disability not supported by social care are in employment. 												
<p>Gender (sex)</p>	<p>The table below shows the number of service users with a learning disability who were known to adult social care in 2017-18, broken down into gender. There is a higher proportion of males (60.5 %) receiving a service than females (39.5%). This is consistent with comparable historic and international data. A higher proportion of females are receiving a community service compared to males.</p> <table border="1" data-bbox="320 1980 1179 2128"> <thead> <tr> <th>Gender</th> <th>Total Borough Population</th> <th>Number of users</th> <th>% of users</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>51.95%</td> <td>327</td> <td>39.5%</td> </tr> <tr> <td>Male</td> <td>48.05%</td> <td>501</td> <td>60.5%</td> </tr> </tbody> </table>	Gender	Total Borough Population	Number of users	% of users	Female	51.95%	327	39.5%	Male	48.05%	501	60.5%
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	<p>Analysis</p> <ul style="list-style-type: none"> • In the general population of Wandsworth, there is a balance of males and females across the life course. • There are significantly more males living in accommodation-based learning disabilities services in Wandsworth. This is line with the national research that learning disabilities are more common in males in the ration varying between 3:1 and 1.9:1. • Learning disabilities are more common in boys due to a specific genetic change in the X chromosomes. (Source: https://innp.bmj.com/content/74/suppl_1/i30) • Two-thirds as a percentage is 66%, so the gender balance in Wandsworth broadly follows the national ratio balance. • A higher proportion of males live in a Shared Lives scheme than compared to females. Whilst there are generally more males with a learning disability supported by social care it will be important to ensure the recruitment and profile of Shared Lives Carers promotes access for female service users. • Fewer women are accessing support to seek Employment. This analysis could be used to evidence the business case for services that cater for a specific gender. 																																							
<p>Gender reassignment</p>	<p>There are no reliable or definitive figures available locally or nationally on the size of the transgender population, including those with a learning disability. National research suggests that there could be between 300,000 and 500,000 transgender people living in the UK, or 0.6% - 1% of the population (<i>Reed B, Rhodes S, Schofield P, and Wylie K 2009</i>).</p>																																							
<p>Marriage and civil partnership</p>	<p>The table below shows the number of service users with a learning disability known to adult social care in 2017-18, broken down into marital and civil partnership status. The highest proportion of individuals with a learning disability identify themselves as “single”. However, a high proportion of service users have an “unknown” status, meaning that accurate analysis is challenging.</p> <p>Wandsworth Population and Service Users with a Learning Disability by Marital and Civil Partnership Status</p> <table border="1"> <thead> <tr> <th>Marital Status</th> <th>% in Wandsworth</th> <th>Count of Service Users</th> <th>% of Service users</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>54.2</td> <td>314</td> <td>35.1</td> </tr> <tr> <td>Cohabiting</td> <td></td> <td>2</td> <td>0.2</td> </tr> <tr> <td>Married</td> <td>32.6</td> <td>18</td> <td>2.0</td> </tr> <tr> <td>Civil Partnership</td> <td>0.6</td> <td></td> <td></td> </tr> <tr> <td>Divorced</td> <td>6.5</td> <td></td> <td></td> </tr> <tr> <td>Separated</td> <td>2.5</td> <td>5</td> <td>0.6</td> </tr> <tr> <td>Widowed</td> <td>3.7</td> <td>2</td> <td>0.2</td> </tr> <tr> <td>Not known</td> <td></td> <td>553</td> <td>61.9</td> </tr> </tbody> </table>				Marital Status	% in Wandsworth	Count of Service Users	% of Service users	Single	54.2	314	35.1	Cohabiting		2	0.2	Married	32.6	18	2.0	Civil Partnership	0.6			Divorced	6.5			Separated	2.5	5	0.6	Widowed	3.7	2	0.2	Not known		553	61.9
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	<p>Source: Census 2011 and Mosaic 2021.</p> <p>Analysis</p> <ul style="list-style-type: none"> • Amongst service users, a higher proportion are unknown or single compared to the general population in Wandsworth. Some service users may not have the opportunity to meet potential romantic partners or may struggle to understand the concept of marriage. • It is important to note, that many service users may be actively dating or in long term relationships even if they are not formally committed in marriages or civil partnerships. • Enabling opportunities to develop relationships and friendships is a typical requirement of current contracts that has not been monitored 																												
<p>Pregnancy and maternity</p>	<p>There are no reliable or definitive figures available locally regarding this data. However, it has been reported that more women with learning disability are becoming mothers. However, many have poor pregnancy and birth outcomes compared to other women in the UK. Research is limited in this area (<i>British Medical Journal 2017</i>).</p>																												
<p>Race/ ethnicity</p>	<p>Black and minority ethnic (BME) groups make up 29% of the overall population and accounts for more than half the population of Tooting (52.7%) (<i>JSNA 2017-18</i>).</p> <p>The table below shows the number of service users with a learning disability known to Adult Social Care in June 2021, broken down into ethnicity. According to this table, service users with an ethnicity other than White British account for 40.7% of all service users.</p> <table border="1" data-bbox="432 898 1347 1476"> <thead> <tr> <th>Ethnicity</th> <th>% of Population in Wandsworth</th> <th>Number of users in Wandsworth</th> <th>% of users in Wandsworth</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>71.4%</td> <td>485</td> <td>58.6%</td> </tr> <tr> <td>Mixed / Multiple ethnic group</td> <td>5%</td> <td>36</td> <td>4.3%</td> </tr> <tr> <td>Asian or Asian British</td> <td>10.9%</td> <td>71</td> <td>8.6%</td> </tr> <tr> <td>Black or Black British</td> <td>10.7%</td> <td>208</td> <td>25.1%</td> </tr> <tr> <td>Other Ethnic Groups</td> <td>2.1%</td> <td>22</td> <td>2.7%</td> </tr> <tr> <td>Not Stated</td> <td></td> <td>6</td> <td>0.7%</td> </tr> </tbody> </table> <p>Analysis</p> <ul style="list-style-type: none"> • There is a slightly lower proportion of White service users at 59% compared to 71.4% of the general population which could suggest an unmet and/or unidentified need for people from this group. • National evidence suggests that the prevalence of learning disabilities in BAME groups is the same as White populations. • The high proportion of people in Mixed/ Multiple Ethnic Groups living in the services compared to the general population may warrant further investigation. • A lower proportion of service users from non White British backgrounds access Shared Lives Services scheme than compared to ethnic minorities. It will be important to ensure the recruitment and profile of Shared Lives Carers promotes access for service users from a wide range of ethnic groups. • It is important to acknowledge that BAME groups may face barriers to obtaining diagnosis and support. The delivery of services must address this inequality. 	Ethnicity	% of Population in Wandsworth	Number of users in Wandsworth	% of users in Wandsworth	White	71.4%	485	58.6%	Mixed / Multiple ethnic group	5%	36	4.3%	Asian or Asian British	10.9%	71	8.6%	Black or Black British	10.7%	208	25.1%	Other Ethnic Groups	2.1%	22	2.7%	Not Stated		6	0.7%
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Religion and belief, including non belief	The table below shows the religious populations in Wandsworth (<i>ONS Census 2011</i>). The highest proportion identify themselves as having “no religion”. The highest proportion of service users who identify as having a religion are Christian. The second largest proportion identify as Muslim. However, for a significantly large number, there was no response.	
	Faith	% of population
	Buddhist	0.8
	Christian	53
	Hindu	2.1
	Jewish	0.5
	Muslim	8.1
	Sikh	0.3
	Other Religion	0.4
	No Religion	27
% of service users	% of service users	
	47.3	
	13.3	
	0.9	
	0.2	
	5.9	
	1.4	
	30.7	
	0.0	
	0.8	
Analysis		
<ul style="list-style-type: none"> • The religious belief of 47.3% service users is unknown or not stated. • As with the general population, Christianity (across all denominations) is the most widespread belief. • However, it is difficult to discern the accuracy of these figures as they may reflect the beliefs of the service users’ parents. • Anecdotal evidence also suggests that some service users are supported to attend regular worship. 		
Sexual orientation	The Office for National Statistics stated in 2018 that 2.8% of London’s population identified as lesbian, gay or bisexual. There is no local data at borough level for this protected characteristic or regarding people with a learning disability. However, information and support is needed from learning disability services in order to help with understanding of sexuality (including about LGBTQ relationships).	

Data gaps.

Data gap(s)	How will this be addressed?
Age Clearer information is needed regarding the numbers of young people in Children’s Services and Transitions who are likely to be eligible for adult social care over the next years, including the type of support that they are likely to need.	Further conversations will take place between Children’s Services and Adult Social Care to strengthen the joint working and planning at both an operational and strategic level. This includes clear data around children and young people likely to need Adult Social Care over the next 10 years (in line with the strengths based approach).
Disability Work needs to be further developed to define how many services need to be commissioned over the next 10 years and how many units at each. Clearer information is needed regarding the number of people accessing individual day opportunities in Wandsworth.	Analysis of the emerging data will be further developed between housing, operational services and commissioning regarding need for housing. This work should build on the Learning Disability Demand Forecasting for Accommodation findings. A day services review is needed in order to improve market intelligence and to produce demand mapping.
Gender reassignment There are no reliable or definitive figures available locally regarding this data	Work needs to be carried out to ensure local data is collected for all service users.

<p>Marriage and Civil Partnership Maternity and pregnancy Religion and belief, including non-belief Sexual orientation</p> <p>There are a large number of “unknowns” or unrecorded data in relation to the data which is collected locally.</p>	<p>Work needs to be carried out to ensure local data is collected for all service users.</p>
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3. Impact

Protected group	Positive	Negative
Age	<p>The recommissioning of services for people with a Learning Disability will include proposals for different service models, including service models that meet the needs and expectations of different age groups. This should in part also contribute to opportunities to make friendship groups and facilitate the development of new services that better meet the needs and expectations of younger service users who are currently at greater risk of being placed out of borough and older service users who may have age related additional needs</p>	<p>As the service users are across all age groups, there is a concern that the services will become a ‘one size fits all’ if the contract and referrals are not well managed. To ensure services are tailored to differing needs, service users will be engaged in the co design and monitoring of services</p>
Disability	<p>These services are designed for people with eligible needs regarding their learning disability. However, many service users also have a physical disability, a significant proportion are autistic, and a significant proportion have experienced mental ill health. The commissioning programme presents the opportunity to ensure that the care and support provided is aligned to the Council’s strengths-based approach to social work. Also, it will enable the accommodation to meet the needs of people with a variety of physical disabilities, such as wheelchair accessibility, and to ensure that the services are capable of supporting those who are also autistic and/ or have mental ill health. All services should demonstrate and help service users to challenge universal services and employers to make reasonable adjustments. They should also help service users to challenge and deal with the consequences of harassment and victimisation related to their disability.</p>	<p>The recommissioning may lead to a change of service provider, changes in staffing and changes in the way that services are delivered. Some people who use the services may find the changes cause distress and for some that may manifest in behaviours that others find challenging. In mitigation there will be a range of coproduction and communication activities in the runup to any change, the tender evaluation will check prospective providers’ capability to manage this kind of change, and each commissioning exercise will have an extensive mobilisation period to ensure a smooth transition and continuity of support for the service users potentially impacted by a changed in provider.</p> <p>In some cases, a service user may be relocated to new accommodation. Due to the nature of learning disabilities, the service user may struggle to understand why they must change accommodation. A</p>

		<p>change like this can cause distress for some people with a learning disability. To minimise the impact on service users of any potential changes there will be a robust communication plan implemented for service users and families and an extended mobilisation period to allow additional time to explain the changes and ensure service users understand what they mean</p> <p>It is also important to acknowledge that in some cases paid employment may not be an appropriate option for the service user due to their complexity of need.</p>
Gender (sex)	<p>Entry into services are based on eligible needs not gender. All people, regardless of gender, will receive the appropriate level of care and support.</p> <p>The recommissioning programme provides the opportunity to ensure that any gender specific needs are addressed within care and support plans and the suitability of the placement.</p> <p>The recommissioning programme recognises that there are fewer female service users and will include provisions to ensure that females feel safe when they live in mixed-gender shared accommodation.</p> <p>All services should help people to challenge and deal with the consequences of discrimination, harassment and victimisation related to their gender.</p>	<p>There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on gender.</p>
Gender reassignment	<p>Support workers should help those seeking gender reassignment to obtain appropriate support from the NHS.</p> <p>Support workers should help people to challenge and deal with the consequences of discrimination, harassment and victimisation related to gender reassignment.</p>	<p>There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on gender reassignment.</p>
Marriage and civil partnership	<p>Support workers should be skilled to support people to access sex and relationships education, to access social activities where they may have the opportunity to meet a potential partner, and to have privacy when needed.</p>	<p>There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on their marital status.</p>
Pregnancy and maternity	<p>Support workers should be skilled to support pregnant women and their partner to access universal and specialist maternity services,</p>	<p>Some accommodation services may not be suitable for service users who are pregnant such as shared</p>

	financial advice and to move when they need a more appropriate home.	<p>accommodation and the service user may need to move.</p> <p>For some respite services may not be able to be accessed by pregnant service users due the accommodation available.</p> <p>Some pregnant service users in paid employment will need to be advised of and need help to understand their employment rights whilst pregnant. A risk assessment and mitigating actions maybe required to continue to enable the service user to undertake their job.</p>
Race/ethnicity	All services should provide support to service users that are relevant to their culture. Support workers should help people to challenge and deal with the consequences of discrimination, harassment and victimisation related to their race/ethnicity.	There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on their race or ethnicity.
Religion and belief, including non belief	All services should be aware and skilled to support people to attend religious services and practice religious customs in accordance with the person's wishes. Support workers should help people to challenge and deal with the consequences of discrimination, harassment and victimisation related to their belief.	There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on their religion and belief.
Sexual orientation	Support workers should be skilled to help people to have a positive view of their sexual orientation and to help lesbian, gay and bisexual service users to meet other people with a similar sexual orientation. Support workers should help people to challenge and deal with the consequences of discrimination, harassment and victimisation related to their sexual orientation.	There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on their sexual orientation.

4. Actions

Action	Lead Officer	Deadline
Include within all re procurement exercises and tender evaluations and Social Value assessment of potential providers capability to support the Council to deliver against its equalities' duties.	Jo Warren / Procurement Team	Sept 21
Involve service servicers and their families in the design of service specifications and the evaluation of tenders by potential providers.	LD Commissioning Team	Ongoing
<p>Include within all contracts a requirement to routinely report on the protected characteristics of its services users.</p> <p>Include within contract monitoring meeting a standard agenda item on equalities.</p> <p>All commissioned services will routinely monitor and report on the protected characteristics of its service users to assure the</p>	Dimitra Nikoloudaki/ Quality Assurance Team	Sept 21

Council that they are actively monitoring and implementing appropriate actions to address inequalities.		
Commission bespoke community support services that are age, gender and culturally specific to avoid within group discrimination and/or risk of exploitation. The recommissioning exercise will need to give additional consideration to young adults (under 30) so as to increase their access to support in the community	Melanie Cressey	March 22
Recommission the Supported Employment contract and increase the proportion of people with a learning disability who want to be in paid employment.	Catharine Tyrrell	Nov 22
Commission Shared Lives Services that are age, gender and culturally specific. Recommission services that recruit carers that are able to support female service users and a wide range of diverse ethnic groups so as to increase the number of female service users and those from different ethnic groups.	Catharine Tyrrell	Dec 22
Commission accommodation-based services that are age and gender and culturally specific to avoid within group discrimination and/or risk of exploitation Give additional consideration to young adults (under 30) and older adults aged 65+.	Caroline Coles/ Alan Hiscutt	March 23
Raise awareness of the universal and specialist family planning, maternity service and gender identity services available locally for people with learning disabilities. Liaise with CCG Wandsworth and Public Health to identify any gaps in service with service users and providers.	Elizabeth Pepper	Oct 21
Commissioned providers will be required to demonstrate that they co- produce with service users through the performance and contracting monitoring schedules.	LD Commissioning Team	Ongoing

5.Consultation

Each commissioning exercise will undertake a series of stakeholder engagement activities to ensure the views of a wide range of professionals and experts by experience inform the design of service specifications and the tender evaluation criteria.

The views of service users will be sought through a variety of mechanisms that include but are not limited to online surveys via the Council's corporate website, focus groups and a range of community groups and stakeholder and partnership forums.

This will include asking people their views about the services and on the draft EINA. This EINA will be revised following that consultation.