

Southwark Health and Community Services

Adult Social Care

Equality considerations – Stage 2 Equality Impact Assessment (EIA)

Policy/programme of work to which considerations relate:

Day Opportunities for adults with learning disabilities

Name of Responsible Manager:

Sarah McClinton

Name of Lead Director:

Romi Bowen

Directorate:

Children's and Adults Services

Service:

Strategy & Commissioning

Key aims of work programme:

To implement the Adult Social Care Vision for adults with learning disabilities in the context of day opportunities and community services

Who are the key people affected by this piece of work?

- **Adults with learning disabilities using specific services with eligible care needs**
- **Younger people with learning disabilities with eligible care needs who may use the services in the future**
- **Voluntary sector organisations that provide these services.**

Which partners are involved in this work programme:

The consultation process included engaging with people who use these services, their families and carers as well as the contracted providers of these services.

Date of final EIA:

V2 18th January 2013

Section 1: Overview of proposals and key issues

1. Description of policy/service redesign

Nationally, these proposals are driven by the Putting People First concordat¹ and the national vision for adult social care² which seek to improve outcomes for people, transform social care and increase independence and community inclusion.

With this in mind, Southwark has developed a vision for the future of adult social care (2011), which requires a radical rethink in our approach across the ASC system³. The vision for Southwark is to support people to live independent and fulfilling lives, based on choices that are important to them. This requires services to be more effective and more personalised, focusing on individuals rather than institutions and shifting the balance of care away from residential homes and towards more personalised services in community settings. This also requires a different relationship between the council and the community, moving from a model of dependency to one where older and disabled people are seen as people who can contribute and exercise control over their own lives, improving their own health and wellbeing. Resources in adult social care also need to shift, with more short-term, targeted interventions aimed to help people get back on their feet and maintain independence. Prevention services need to be based on evidence and targeted, supporting people to do more for themselves and each other. With limited resources, the council also needs to prioritise meeting its statutory duty to provide services to people with eligible care needs. This is currently set at substantial and critical needs in Southwark as outlined in Department of Health (DH) guidance on eligibility criteria⁴.

A series of proposals were put forward as part of the Policy and Resources Strategy for Southwark that sought to contribute to this overall vision and in line with the financial context of a significantly reduced central government settlement. This strategy was agreed at the Council Assembly meeting on 22 February 2011. It included proposals to re-shape social care for people with learning disabilities, looking to remove the reliance on residential care, create more supported housing and enable people to have personal social care budgets to purchase the services that are important to them.

A consultation process on the implementation of a draft vision of adult social care for people with learning disabilities began on 30 April 2012 and closed on 23 July 2012. This proposed that people should have personal social care budgets and purchase the services that enable them to meet their

¹ HM Government (2007), *Putting People First: a shared vision and commitment to the transformation of adult social care*, London

² Department of Health (2010), *A vision for adult social care: capable communities and active citizens*, London

³ http://www.southwark.gov.uk/info/100010/health_and_social_care/2086/vision_for_adult_social_care_in_southwark

⁴ Department of Health, 2010 *Prioritising need in the context of Putting People First: a whole system approach to eligibility for social care – guidance on eligibility criteria for adult social care, England 2010*, London

aims in four key areas, employment, education, community engagement (friendships) and sport & leisure.

A key impact of this proposal would be a reduction in the amount of block funding received by our contracted providers. This reduction is required to free up funds to be able to pay individuals directly via personal budgets. This does create a risk for organisations, who will have to move to an affordable business model that responds to individual demand. The council is working closely with these organisations to support this change and ensure that the introduction of personal budgets does not stabilise the market of services and support currently available in Southwark.

To support this programme of change, in 2011/12 the council established a £100,000 Innovation Fund. The Fund launched in March 2012. The quality of the proposals were excellent and a decision was taken to make awards totalling £158,589.

Individual client outcome based assessments (OBA) are being undertaken for our clients as part of our statutory duty to assess and annually review individual's FACS (Fair Access to Care Services) eligible needs.

Whilst the implementation of Personalisation is not about reducing spend on social care, it has come at a time of significant reductions in central government settlements. This has led many people to link the two and challenge the introduction of personal budgets. This was evident in feedback from the consultation. Further work needs to be done to inform people about the principles of Personalisation to help them understand the benefits and intended outcomes of personal budgets.

2. Purpose, issues and key benefits

Key groups affected by proposals

- People with learning disabilities who are at risk of needing long term social care support and people who have been identified with eligible care and support needs.
- Potential impact on carers of those people accessing services with eligible care needs.
- Organisations that provide services.

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| <p>Consultation process</p> | <p>The consultation process was launched on 30 April 2012 and closed on 23 July 2012. Copies of the consultation were sent directly to all affected organisations and individuals. The consultation was also made publicly available via the Southwark Council website⁵. Individuals and Family carers were encouraged to respond to the “easy-read” questionnaire.</p> <p>The consultation was also discussed with key partners at Learning Disabilities Partnership Board meetings on 25 November 2011, 27 January and 9 May 2012.</p> <p>Consultation responses were received from people using services, their families and/ or their carers as well as a range of affected organisations and other partners. An accessible questionnaire was sent to all adults with a learning disability who were receiving support from the council, as well as young people aged 16-18 and their families who would soon transfer to adult support services. Two public meetings were held as well as a series of consultation events at local services.</p> <p>Feedback from these various sources has been taken into account in developing the final proposals.</p> |
| <p>Main issues of proposals in relation to equality, diversity and social cohesion (e.g. access, cultural sensitivity, impact of service change/policy etc.)</p> | <p>Consideration of the impact of proposals on equalities is being carried out in accordance with Southwark Council’s Equality and Human Rights Scheme, 2008–2011⁶. It should be noted, however, that this scheme was scheduled to come to an end during May 2011. Further guidance received from the council’s corporate strategy department highlighted that, while equality considerations should still be undertaken, there was no longer a need to send this to the Equality and Diversity Panel for feedback.</p> <p>In addition, from April 2011 a new Public Sector Equality Duty (PSED) “general duty” was introduced as part of the Equality Act. This requires all public sector organisations to ‘eliminate unlawful discrimination, harassment and victimisation’, ‘advance equality of opportunity between different groups’ and ‘foster good relations between different groups’. It is in this context that all the council’s work needs to be taken forward. It is also important to</p> |

⁵ http://www.southwark.gov.uk/info/200407/my_support_choices/2637/proposed_changes_to_day_and_community_services_for_people_with_learning_disabilities/1

⁶ http://www.southwark.gov.uk/downloads/download/281/equalities_and_human_rights_scheme_2008_to_2011

note that, from a national perspective, confirmation is still outstanding on the specific details of requirements to meet the Public Sector Equality Duty (as outlined in the Equality Act 2010⁷).

As part of the budget strategy process, an equality impact assessment was completed on the overall vision for adult social care in Southwark and the key budget proposals⁸.

These areas are considered in more detail in the rest of the document. Overall, the proposals have greatest impact on **people with learning disabilities in Southwark**, both with and without eligible care needs, due to the focus of the services. In addition there is the need to consider the impact on **carers**, and in particular **older carers** as a number of the people supported live at home with their parent/carer; and also **women**, as most carers are women.

It is important to note that, as the services are not council-run, it is not wholly the council's decision as to whether or not they should continue to operate should people choose not to purchase their services once they receive a personal budget. Mitigating actions are focused around providing organisations with appropriate support to enable them to collaborate and transform to offer personalised approaches, while recognising that there is a need for all services to be able to operate in a more financially self-sustainable way in the future.

In addition, in line with government policy, as we seek to move to embed the personal budget model for people with eligible care and support needs, individuals will take greater charge of their purchasing decisions. It may happen that services that do not offer people the opportunities they want to achieve their needs and outcomes find that their services are no longer viable in the local marketplace. The council will continue to ensure that key statutory elements, for example appropriate advocacy, are part of commissioning arrangements and seek to work with people using services and providers to develop a vibrant and effective marketplace in Southwark. However, this does not mean that services may not have to change over time.

Finally, although this analysis is focused on considering the draft vision specifically, it is acknowledged that services across health and community services and wider departments are having to consider a range of options

⁷ Equality Act 2010 – Part 11, Chapter 1, 'Public Sector Equality Duty', 149(1) http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf

⁸ http://www.southwark.gov.uk/downloads/download/2631/budget_equality_impact_assessments

for making savings and reducing budgets, as a consequence of the reduction in central government funding available to local authorities. Proposals are also at different stages of implementation and development. We recognise that we will need to work closely with partners across the council, both within adult social care and in areas such as housing and employment, to understand the cross-cutting impact of the need to reduce spend in these areas and our desired outcome of helping more people to live independently and well at home and in the community.

The council’s overall statement on equalities as part of the budget strategy acknowledged that many of the savings proposals across areas would impact on disabled people, older people and women, as these groups tend to have greater need of public services. This is also the case for these specific proposals. Mitigating actions are focused on trying to support organisations to think about ways in which they can become more self-sustaining and support people to live independently and well at home, connecting with their local communities.

For people with eligible care needs, we are not proposing to remove care or support but to enable people to be re-assessed and think about how best they would like to meet their care and support needs in the future. It is possible that re-assessment may highlight some people are no longer eligible for services but this would always be carried out in line with national requirements and guidance on eligibility and assessment and we anticipate that this would only affect a very small number of existing service users, if any.

In implementing proposals it will be important to monitor and understand the impact on equality strands, including engaging with the community in doing so. As part of the council’s work to update its equality and human rights policy the council will in future be working with the Forum for Equalities and Human Rights (FEHRS), who will act as a “critical friend” for equality. FEHRS is hosted by the CAB and can facilitate community engagement in thematic areas.

Section 2: Pre-implementation equality analysis

This section considers the impact of proposals on the key equality strands outlined in the Equality Act 2010 and proposes mitigating actions where appropriate.

3.1 Disability (mental, physical, sensory, long term health, learning disabilities)

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

This equality strand will be affected by the proposals, as all people who use these services have a learning disability and in some cases also a physical disability and/ or are on the autistic spectrum. The changes impact on disabled people who are eligible for a personal budget as well as those with lower level needs who are not.

The changes will impact on the shape of the market and the range and type of services available. Disabled people's choices are currently limited to the commissioned specialist services offered by the council. In the future they will not be limited in this way and will have support to access the entire range of community opportunities and supports in Southwark. This effectively moves away from an institutional model of care for people with learning disabilities to one where they live ordinary lives as active members of their communities. Support will be more personalised, tailored to the individual's needs rather than reflecting the disabled group as a whole.

The learning disabled population is not a homogenous group. They are very diverse in their needs, interests and aspirations. A more personalised model of day services is therefore not seen to present any adverse impact for disabled people.

An impact of people using their personal budgets to arrange day opportunities, means that over time it is possible fewer people will choose to purchase support from the existing services as they currently operate, for example day centres. Some organisations may not be able to continue to operate existing service models in the long-term and will need to adjust their business models to meet demands from personal budget holders. The consultation showed strong support for the existing services, so they have a satisfied and engaged customer base to build their new service models from.

A summary of mitigating actions around this is outlined below.

Mitigating actions

All of the block funded day opportunities providers in the borough are developing a personalised model of support with individualised pricing. They are all

developing new business models to be more sensitive to the individual and diverse needs of people with learning disabilities.

Regular monitoring and review both of services and individual support arrangements will continue, to check that services provide quality and meet the diverse range of needs and that individual needs and outcomes are being met through day opportunities support.

The council supports embedding a personal budget model across all services to enable people to exercise greater choice and control over the care and support they access and promoting independence. This means that people will increasingly become purchasers of their own care and support, and may decide to employ people directly to support them in meeting their outcomes both for personal care and for issues such as social isolation.

Adult social care services have also developed a new model for day opportunities for people with physical disabilities, in the form of the Southwark Resource Centre. This aims to support people to develop training and skills and engaging with the local community to support greater independence for individuals and will remain available for disabled people in the borough. It is a valuable community resource to support the aims of this proposal.

Proposals for day services in other client groups are being considered and will also need to take into account the impact of decisions in this area as well as the long-term vision for the future of services.

Good quality information and advice is also important to all people in terms of understanding the system and being aware of the types of support available, particularly in their local communities and not just from the council.

On the issue of transport, there are a range of options for people who need support in being able to get out and about. The council continues to offer Freedom Passes for disabled people. This offers free/subsidised travel to support people in getting out and about. The council also offers a Dial-A-Ride service available for disabled people who cannot use trains, buses or the Tube. In addition, for people with eligible care and support needs, there is additional support available through a Taxicard scheme. There are also other local initiatives around offering low-cost transport for community groups and local people (such as Lambeth and Southwark Community Transport (LASCOT)).

3.2 Age

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

All of the voluntary sector day opportunities are focused on providing services to people with learning disabilities aged 18+, with the majority of people affected by these proposals being under 50 (36% of current service users are 18-30; 34% 31-50; 30% 50+). This is a slightly older population than the

borough, which has only 20% of its population over 50 years of age.

For younger people in transition to adulthood, they can choose from a greater range of day opportunities to specifically address outcomes relating to education, training, steps to employment and independent living. As adults with learning disabilities grow older, they will be able to choose day opportunity supports that can meet their ageing needs better (eg health, wellbeing), and enable them to prepare for transitions, such as planning for when parent carers age and are unable to provide the same level of support in the family home. Personalised day opportunities therefore can respond more sensitively and effectively to the age of the person, and the transitions that they will need to make at key stages of their life cycle.

Mitigating actions

Regular monitoring and review both of services and individual support arrangements will continue, to check that services provide quality and meet the diverse range of needs and that individual needs and outcomes are being met through day opportunities support.

It is recognised (and was raised as part of the consultation process) that there is some evidence to suggest that social isolation and a lack of meaningful activity impacts on general health and wellbeing. The consultation clearly supported the importance of day opportunities to meet friends. However this is not fully working as a mechanism to support and achieve this as the friendships at the day opportunities rarely extend beyond the services. It also highlighted that people with learning disabilities want to contribute and participate, being part of wider society, in big and small ways – social connections are also very important.

As highlighted above, good quality information and advice is also important to all people in terms of understanding the system and being aware of the types of support available, particularly in their local communities and not just from the council. The council has recently created an “access and information” team to act as the single point of informed contact for adult social care. This was one of the Labour administration’s election manifesto promises. A consultation exercise on a transformation of ASC’s operational teams (which includes this team and others designed to better respond to the new ‘customer journey’ that has been created by personalisation) is currently taking place with the affected council workforce. There has also been a new service established in 2012/13 called the Riverside Information, Advice and Access service. Run by a voluntary organisation, it also helps signpost people to the types of support available to them.

The opportunity for people to take advantage of personal budgets so that they can choose to purchase the services that best meet their needs may also provide support to people with learning disabilities in accessing the services they want and that support them to live independently and well. We know this is important, and some key areas that are being considered are:

- Focusing on how the council can support development of a diverse provider market in Southwark, so there are appropriate services available on which people can spend their personal budgets

- Access to good quality information and advice (as highlighted above)
- A focus on support planning so that people can identify how best to meet their needs and achieve the outcomes they want, with the development of an effective brokerage service that people can also use to access services
- Making sure support and advice is available on the implications for people of managing their own money (through a range of providers and support organisations), including payroll and employment requirements, for example.

3.3 Race/Ethnicity

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

The current block and spot funded day opportunities offered by the voluntary sector provide provision for all communities. None work with specific communities. The ethnicity profile for service users with learning disabilities in Southwark (based on annual performance data for 2012/13) is broadly in keeping with the ethnicity profile for the borough as a whole, although it appears that a slightly lower proportion of people with learning disabilities who consider themselves to be Black or Black British use adult social care services when compared with the overall population.⁹

Mitigating actions

The personalised approach to service delivery gives people who are entitled to social care funded services more choice and control over their support. This enables individual culturally sensitive responses to be agreed with individuals. There is also some evidence to suggest that personal budgets have the potential to offer greater independence and flexibility in support arrangements for black and minority ethnic (BME) groups in terms of improved access to culturally sensitive, tailored support. However, this needs to be seen in the context of the importance of there being sufficient options in the local market place to offer the type of support that people want. Southwark's role as market shaper and its approach to quality assurance in the future will need to take account of this need in ongoing work.

Furthermore, the council continues to offer all residents the benefit of a translation and interpretation service to enable them to access and make use of council services¹⁰. For individuals who are adult social care customers, translation/interpretation is available during assessment or review processes. We are not aware of any proposals to remove this service.

⁹ Compared with 2007 data on whole population ethnicity in Southwark from www.poppi.org.uk

¹⁰ http://www.southwark.gov.uk/a_to_z/service/134/translation_service

3.4 Gender/Gender Identity (inc. gender reassignment)

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

The profile of people with learning disabilities in the borough is 62% male. No specific gender impacts have been identified. The agenda of developing day opportunity support means both men and women will have greater choice over how and when they are supported.

Women are more likely to be carers than men (58 percent of carers were women according to the 2001 Census). In the consultation, there was significant concern raised by carers about the possible additional responsibilities of managing a personal budget and changing service arrangements that may impact on their caring responsibilities.

We are not aware that any specific gender re-assignment issues are currently being addressed through these services. However, organisations would need make sure they were taking appropriate steps to prevent and address discrimination, considering the different equality strands, as part of the requirements of the Equality Act 2010. There is also some evidence to suggest that personal budgets have the potential to offer greater independence and flexibility in support arrangements for transgender people (for example even in just being able to select for themselves the gender of their carer).

However, this needs to be seen in the context of the importance of there being sufficient options in the local market place to offer the type of support that people want. Southwark's role as market shaper and its approach to quality assurance in the future will need to take account of this need in ongoing work. As we are seeking to focus on supporting people who use these services to take advantage of personal budgets (as part of the wider approach in ASC), there is also the potential for this to support any future service users who may need specific support.

The issue around carers is considered in more detail in section 3.7 below.

Mitigating actions

There are a range of organisations who can support individuals and carers to manage their personal budgets and so carers and users will be supported to manage their personal budgets.

Day opportunities will include people employing directly personal assistants to carry out their support which means they will be able to decide if they want to choose the gender of the people carrying out their support (including intimate personal support).

Mitigating actions are similar to those outlined above. This includes supporting organisations to have a future income stream through personal budgets, if service users wish to take advantage of this and the availability of an Innovation Fund to support new ideas and models that promote independence, wellbeing, community engagement and personalisation, as well as being self-sustaining.

Good quality information and advice is also important to all people in terms of understanding the system and being aware of the types of support available, particularly in their local communities and not just from the council. In addition, a single point of informed telephone contact for adult social care services has been developed in the “access and information” team as well as the Riverside Information, Advice and Access Service. They also provide clarity about the system of adult social care, how people can engage and the range and types of support available.

3.5 Religion/Belief

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

The current organisations do not receive council funding for specific activities linked to religion or belief. However, we are aware that some groups do assist their customers to appropriately practise their beliefs while using services. In addition, organisations will need to make sure they were taking appropriate steps to prevent and address discrimination, considering the different equality strands, as part of the requirements of the Equality Act 2010.

As with some other areas considered above, for people with eligible care needs who access services, the drive towards personalised services and responses for people, combined with the personal budget offer, can provide opportunities for people to purchase services that are culturally sensitive for their needs. We would expect organisations to be aware of this if they wish to take advantage of the personal budget model and charge people with personal budgets for services they can provide.

3.6 Sexual Orientation

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

We are not aware that any of the current day services provide specific services for those from the lesbian, gay or bisexual communities. However, organisations would need to make sure they were taking appropriate steps to prevent and address discrimination, considering the different equality strands, as part of the requirements of the Equality Act 2010.

We are aware the former Commission for Social Care Inspection (CSCI) found that people from lesbian, gay and bisexual communities may find themselves in an assessment process that fails to correctly identify their needs, which is likely to result in the provision of services that inadequately meet the needs of individuals¹¹. The personalised approach to service delivery gives people who are entitled to long term care more choice and control over their support. This should enable personalised responses to be agreed with individuals, and should take into account any needs arising specifically as a result of an individual's sexual orientation.

3.7 Carers

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

While not a specific equality strand in the Equality Act 2010, it is important to note that Act covers the issue of discrimination by association, which may have an impact on those caring for people with an adult social care need.

The role of services in supporting carers was also raised as part of the consultation feedback process. We recognise the key role that carers play, both in delivering care and in preventing people's care needs from increasing.

We also recognise the fact that day opportunities need to think about the availability of respite for carers in certain circumstances. It is possible for people with caring responsibilities to request a carer's assessment to look at how carers can continue with their caring responsibilities, maintain their own health and well-being or help when they can no longer care.

Mitigating actions

In adult social care services, we are already developing proposals for effective, targeted interventions that can provide help and support for carers. This includes working with carers' representatives to target commissioning activity through a carers' hub. This is anticipated to provide a more effective service and place greater emphasis upon locating and supporting carers who are in crisis and greatest need. We continue to recognise the need for respite care for people with caring responsibilities and all of our work towards service transformation and giving people choice and control over their care and support is designed to enable people to make the best choices for them about how that support should be delivered.

Carers' assessments remain available for people with a role to request from the council, in terms of thinking about support to enable them to continue with that caring role. Staff carrying out OBA's under this project have been instructed to encourage carers to take up their own assessments so their needs can be accounted for when support plans are being developed.

¹¹ CSCI (2008) *Putting People First: equality and diversity matters – providing appropriate services for lesbian, gay and bisexual and transgender people* CSCI, London

Many carers raised concerns that personal budgets would place an additional responsibility on them and could lead to the challenges with their caring role. Personal budgets have been implemented successfully across the country with many learning disability groups and organisations leading in their roll out. More support and information needs to be given to carers and parents of people with learning disabilities to help them understand the principles and positive outcomes personal budgets can achieve. As part of this, there needs to be clear communication about the support they can get to manage their personal budgets (including organisations that will help with employing a PA and help with support planning).

3.8 Pregnancy and maternity

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

It is not expected that proposals will have a differential impact on the equality strand of pregnancy and maternity (as outlined in the Equality Act 2010), consequently it has not been considered in detail here.

3.9 Marriage and civil partnership

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

Marriage and civil partnership is included as a protected characteristic in the Equality Act 2010 in relation to the specific need to ‘eliminate discrimination, harassment, victimisation or other prohibited conduct’. It is not anticipated that these proposals will have a differential impact on this equality strand in relation to the requirement to have due regard to this. Consequently, it is not considered in detail here.

3.10 Human rights

Likely impacts of proposed changes & mitigating actions: Describe the proposed changes that are likely to affect people in Southwark and set out mitigating actions

In line with the council’s equality and human rights policy, the issue of human rights is also considered within this analysis. In line with a human rights-based approach, we have sought to engage with partners who provide and make use of these services to comment and, where appropriate, propose alternatives for the delivery of savings and transformation of services. There is further detail on this engagement in the ‘Consultation’ section of this

document. An approach that supports people to engage with their local communities and use mainstream services wherever possible is also designed to support people while positively considering their human and civil rights.

It is also important to note some details from an Equalities and Human Rights Commission (EHRC) report on the future of care and support, particularly in light of the personal budget approach. This highlights the need to consider the balance between risk taking and financial and personal safety in promoting greater independence for older and disabled people, particularly through personal budgets and the importance of taking a proportionate approach¹². This is something we are considering throughout all of our work to transform adult social care. The council's policy and processes around safeguarding will remain in place.

¹² Equality and Human Rights Commission *From safety net to springboard: a new approach to care and support for all based on equality and human rights* (2009)

Section 3: Equality analysis conclusions and further actions

4. Resource Implications

Will there be any financial or HR implications in ensuring policy/service redesign are non-discriminatory?

Provide specific detail where applicable

The allocation of personal budgets (which will allow us to embed the principles of the draft vision) will require a change in funding models from block contracts with organisations. This should not necessitate an increase in funding, but it does require a shift in how funds are allocated for services and support. There are no identified HR implications for council employees.

5. Further EIA Actions

Based on the Initial Assessment above. Please detail key areas identified as requiring more detailed analysis or key mitigating actions. Please be explicit about actions and provide the name or supporting documents

| Number | Description of Issue | Action & Output |
|--------|---|---|
| 1 | Ensure that relevant individuals are reviewed/re-assessed to understand and identify their key needs and outcomes, including supporting them to take advantage of personal budgets to purchase their own care and support services (by end December 2013) | Support service users to access personalised services that best meet their identified needs and outcomes. Provide clarity to organisations on potential income available from personal budget model and enable them to develop their own charging mechanisms. |
| 2 | Develop and launch innovation fund | Support transformation to model of self-sustainable, innovative models of service for people with learning disabilities that promote independence, wellbeing, employment, community engagement and outreach work |
| 3 | Ongoing discussions between departmental project leads on interactions and dependencies of day services savings projects across different client groups | Enable a holistic approach to service transformation and better understanding of multiple impacts to inform recommendations, service design and delivery |
| 4 | Market management role in commissioning (ongoing) | Supporting development of an effective provider market in Southwark so that there are services available on which people want to spend their personal budgets |
| 5 | Ongoing review of equality impact on policies | Following consultation and engagement, and otherwise at regular intervals, proposals to be reviewed by project leads to ensure that equality impact is well understood and up to date, in line with any national requirements and finalisation of council's equality and human rights policy. |

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| 7. Publication | |
| This assessment will be made available to both the council’s Corporate Management Team and the council Cabinet in order to support the decision-making process. Consequently, it will be published alongside relevant papers in line with the council’s timescales for decision-making. | |

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| 8. Governance & Sign Off | |
| Detail governance process for this EIA, including any sign-off | As part of the decision-making process, information on equality considerations will be made available both to the council’s Corporate Management Team (CMT) and to the council Cabinet. Comments can be received either from CMT or the Cabinet and will then be addressed accordingly. |
| Signed-Off by Director, Assistant Director or SRO | Name: Sarah McClinton Date: |