



## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

<b>Title of proposal:</b>  Redesign of all day services to develop an “Activity Based Care” function which will reduce the use of building based care, but enable a more bespoke programme to be offered to clients which meets their interests and needs.  Based on our learning from the Covid-19 Pandemic, we will seek to find alternative means of supporting people with Activity Based Care.	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	<b>Description of potential mitigation</b>
<b>Equality impact: (✓ all that apply. The assessment should also consider impact on council employees and carers where applicable)</b>  As this service is provided for people who have care and support needs, arising from a disability and/or age related frailty, then it is specifically people with these protected characteristics who will be impacted by this proposal.	x		x		x					People will be reviewed to determine their needs going forward. Eligible Adults will still have their social care needs met. People will be supported with alternative support arrangements where appropriate. Many people have already accessed



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<p>In terms of employees, as the majority of our care workers are female, this group will be more affected by the proposal.</p>										<p>alternative care and support, during the Covid-19 pandemic due to the Council being unable to deliver Day services in the usual way.</p> <p>it is envisaged that service users with high level complex needs will continue to be supported within building-based provision. There will be reviews of service users and where it is deemed there may be alternative support given to them, the Council will serve to place them (and their family carer) at the very heart of the care planning process. Scheduled specific days attendance to day provision may be suitably substituted by an enriching 'Activity Based Care' offer, whereby, service users can sample a 'pick and mix' style of varied activities during the week.</p>
<p><b>Health impact: (eg physical, mental health, wellbeing, substance misuse)</b></p> <p>From a health and wellbeing perspective, adults with social care needs will still receive support. Many people have had to access alternative support during the pandemic, so the proposal will build upon this and seek to ensure that continuity with the alternative care provision is maintained. Significant proportions of service users affected by this budget proposal (186) have either learning disabilities, physical disabilities and / or mental health conditions including dementia.</p> <p>Impact on employees will be identified during the review of day services and included in future service consultation and decision-making.</p>										<p>Such service user reviews will concentrate on the myriad of alternative types of support that people may be offered if their existing provision may be altered.</p>



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<p><b>Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth)</b></p> <p>There is no socio economic impact identified for service users at this stage.</p> <p>Impact on employees will be identified during the review of day services and included in future service consultation and decision-making.</p>	
<p><b>Environmental impact: (does the proposal impact on climate change and the Council's commitment to be carbon neutral by 2030?)</b></p> <p>None identified</p>	
<p><b>Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)</b></p> <p>Adult social care services have previously been subject to budget decisions which have altered, removed or reduced service provision. We need to be mindful of the cumulative impact on our service users and employees when consulting and engaging on this proposal.</p>	



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Some service users / family carers affected by this budget proposal have been affected by previous Council budget proposals going back to 2014 period and have relocated from specific services to others following closure to services.

#### **Summary of consultation/data/research undertaken to inform the assessment:**

**(eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)**

ASC would initially delete some vacant posts within day services. Will then require a longer-term review of full establishment.

Review the following services:

Marquisway, Marquisway Bungalow, Enterprises, Community Bases, GATES, Blaydon Day Centre

Proposal would be to have a reduced buildings based provision but an enhanced community based response to offering services.

#### **High level consultation plan:**

Employees and TU's – informal consultation commencing week of 11<sup>th</sup> Jan. This proposal would potentially impact on 10 FTE posts.

Clients – will be notified of the review in writing and invited to online meetings to make representations (Jan/Feb 2021). Assessment and provider colleagues will work with individual clients to discuss the proposals and review their individual position (Feb – June 2021)

Partners consultation – via Board meetings (Jan/Feb 2021) including Physical Disability Sensory Impairment (PDSI) Board, Learning Disability Partnership Board (PDSI), Carers Partnership and Gateshead Carers Trust.

General consultation – online consultation to be arranged with representative groups (Jan/Feb 2021)

All service users / family carers receiving Council provide day provision were updated of the budget proposal via a formal letter on the 9<sup>th</sup> February 2021. Following receipt of this letter, the Council has considered specific comments that were submitted to the corporate budget consultation survey:

- Fears and anxieties from many service users / family carers that “lifeline” day service buildings may close with many “feeling devastated”



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and “extremely concerned” that this “catastrophic” event may happen.

- Many family carers stated the need for their relative to have “meaningful structure” within their week and the services maintain people’s “dignity and independence”. Without such services, there was the consistent feeling that there would be a “massive decline” in people’s “quality of life”.
- A number of family carers expressed how such Council services provide structure and make service users feel safe, accepted and give them the opportunity to engage with their peers from attending services – providing a “sense of belonging”.
- Family carers consistently spoke of the respite that they gain from their relative attending day provision, being “hugely valuable to anyone looking after someone with a disability”, with it being a “great loss to our loved ones who look forward to going to these services” if they ceased or were reduced.
- A number of service users have outlined how they “feel good” at the service by participating in “stimulating activities” such as wildlife, music, camera and history clubs.
- Many family carers spoke of the confidence that they have in ‘Council staff’.
- A family carer expressed their wish to know what the criteria is for determining “complex needs” and how decisions will be made by the assessment team to determine who will be eligible for a day service.
- A family carer expressing concerns that the budget proposal would see service users transition into bespoke care packages, which would arguably cost the Council more than the support they provide now.
- One family carer spoke of their disillusionment of Harvest and Help having to cease its activity during the Pandemic, given “control measures were in place” and expressed a wish that activity is resumed at the earliest opportunity.
- The many benefits that GATES employment service can provide in going “that extra mile to help you”. 8 service users / family carers provided notice of the “highly valued” employment support, which meant that people would “not have a job without the service”. GATES staff were referenced as “positive and supportive” and the service was essential, “excellent in what it achieves in supporting people with a learning disability into paid employment”. One female family carer stated her son “is a different person having been supported by GATES”.

Further consultations with service users / family carers are to be undertaken during the review.

The service attended the Learning Disability ‘Flagging meeting’ (attended by health and social care learning disability lead officers) on Tuesday 23<sup>rd</sup> February 2021, in which notice was provided of the budget proposal and the current feedback that had been obtained by stakeholders.

A review of existing Gateshead Council disability day service provision has shown that there were 189 service users receiving support from the services of Marquisway Resource Centre, Marquisway Bungalow, Phoenix Community Base, Winlaton Community Base and Next Steps Enterprises



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prior to the Pandemic in March 2020. Furthermore, there were 68 service users receiving support from GATES employment service to maintain or secure paid employment and a further 78 service users being supported by Shared Lives Carers. The suspension of some services with the absence of attendance from some service users from such provision, has led to opportunities to develop an alternative 'Activity Based Care' approach to support that is provided which is more flexible, looking at community activities, outreach support and wraparound support, with some buildings based for those with the greatest needs.

The Council's Cabinet will meet on Tuesday 20<sup>th</sup> July 2021 to consider the proposed 'Activity Based Care' model. Following this meeting, further correspondence will be undertaken with service users and family carers and a formal review schedule will operate to determine the current needs of each service user. It is envisaged that the implementation of the new 'Activity Based Care' model will elicit opportunities for some employees (up to 10 FTE) to leave the Council via voluntary redundancy processes.

**Signed: (completing officer) Keith Hogan – Service Manager**

**Date: 21/1/21 – Reviewed 9/7/21**

**Service Director: (approved) Steph Downey**

**Date: 27/1/21**