

Equality Impact Assessment

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2. Service Users / Residents

AGE

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Currently, the ASC Learning Disability and Autism Team have 4,041 open cases and the Transition Team have 1,528 people with open cases.

There are currently 1,345 individuals with learning disability or autism living with family carers. The table below shows the breakdown of individuals by age living with family carers.

Age bracket of individuals	Under 18	18-19	20-30	31-39	40-49	50+	Grand Total
Living with family carers	108	161	643	224	105	104	1,345

According to recent research, 11 million people (21%) in the UK are digitally disadvantaged. In Surrey, an estimated 200,000 people suffer from digital exclusion. Digital exclusion is inextricably linked to wider inequalities in society and is more likely to be faced by people over 65. (*Source Surrey-I*). Engagement with staff from the Children with Disabilities (CwD) Team also stated that many children and their families/carers also are digitally excluded. Being digitally excluded can be a barrier for people to participate in many aspects of daily life including access to government services. (*Source Surrey . I*)

Positive Impacts

A wider range of Short Breaks options available across the county developed through strength based approaches and which match needs and can be deployed flexibly to maximise choices for adult individuals of different ages and their families.

Programme of targeted reassessments focussing initially on those people living with carers aged over 50, so that people in this category are prioritised for a robust plan for suitable short breaks options and appropriate long-term planning.

Development of new sites to enable adults with learning disabilities and/or autism who Care (ASC) funding to have their

Equality Impact Assessment

need for overnight Short Breaks met in modern, fit for purpose settings with all the necessary facilities and amenities suited to individual circumstances, including age.

Better information to family carers of all ages about the range of accessible options, with practitioner support to make choices about what is

Equality Impact Assessment

DISABILITY

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

All individuals affected by this strategy will have a disability and some may have multiple disabilities. The programme of work covers people with a learning disability and/or autism as their primary care need however some of these individuals may also have physical and sensory disabilities or mental health problems.

JSNA The prevalence of depression is slightly higher in adults with a learning disability in Surrey (13.2% v 11% nationally) and the prevalence of severe mental illness is much higher across all age groups (8% v 0.7%). After adjusting for differences in age and sex profile, adults with a GP recorded learning disability in Surrey are 8.4 times more likely to have a severe mental illness.

JSNA The prevalence of epilepsy is significantly higher among those with a recorded learning disability in Surrey 18.3% v 0.5% all ages.

It is a long term trend that growing numbers of people with a learning disability have complex needs.

Positive Impacts

A range of Short Breaks options available across the county developed through strengths-based approaches and which match needs and can be deployed flexibly to maximise choices for individuals with a disability and families.

A needs led approach to Short Break allocation which prioritises those with the highest level of disability needs and ensures services are available on a basis of equity.

The circulation of improved information about the range of options available, with practitioner support to make choices about what is available and what is suitable for different situations.

More specialist provision for Short Breaks, enabling clear support options for those with specific physical or behavioural needs.

Equitable provision across the county and across the different types of disability needs and families.

New builds are ground floor, wheelchair accessible and have ensuite facilities.
Equipped with a sensory

Equality Impact Assessment

Negative impacts

None known.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None known.

Any negative impacts that cannot be mitigated?

None known.

RACE

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

LAS data (September 2020) indicates that the majority of the 4179 adults whose primary support need is a learning disability are White British (3651 individuals/87%). The remaining 13% of individuals include those from Asian, mixed ethnic backgrounds and Black, Chinese and Arab, 1.50 g 0 59559opArab5C /A%1(A).E6aq0.00Ann 841ult g0 G(A)-2(rab)-4w g0 tha5nd c

Equality Impact Assessment

Negative Impacts

None identified.

Describe here suggested mitigations to inform actions needed to reduce inequalities.

Ensure information relating to short breaks is accessible to all including in other languages.

Appropriate equality, diversity and inclusion training for staff including awareness of the needs and preferences of people of different ethnicities will be required via providers.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None known

Any negative impacts that cannot be mitigated?

None known

RELIGION AND BELIEF

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

The Surrey-1 reports that Christianity is the largest religion in Surrey with 711,110 people (62.8% of the population). 5% of the population (56,390) reported a non-Christian religion. Within the non-Christian religions, Muslim was the largest group with 24,378 people (2.2%), followed by Hindu with 15,018 people (1.3%)

LAS data (September 2020) indicates that of the 4179 adults whose primary support need is a learning disability 1757 individuals identify themselves as Church of England (42%) and 759 individuals identify themselves as not having a belief or religion (18%). 30% of the 4179 individuals identify across a wide range of religious beliefs including Roman Catholic, Christian (incl. Greek Orthodox, Methodist and Pentecostal) Jewish, Baptist, Muslim, Islam and Hindu. In addition, there are a small proportion of people who declined to give this information (4 adata (S,(p(clusio)

Equality Impact Assessment

Negative Impacts

None anticipated.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None known

Any negative impacts that cannot be mitigated?

None known

SEX

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

LAS data (September 2020) indicates that of the 4179 adults whose primary care need is a learning disability, 1685 (40%) are female and 2494 (60%) are male.

Positive Impacts

The specifications for commissioned services will require the provider to report on the gender identity of the people who use their services and illustrate how they are ensuring their support is appropriately tailored to meet the needs of men and women.

Accommodation options for short breaks will have single occupancy rooms with ensuite facilities to maximise privacy for people

Negative Impacts

None anticipated

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None known

Any negative impacts that cannot be mitigated?

None known

Equality Impact Assessment

Equality Impact Assessment

Describe here suggested mitig

3. Staff

The majority of Short Breaks services for adults with Learning Disabilities and /or autism in Surrey are sourced through the independent care sector but some are provided by ASC Service Delivery at Mallow Crescent at Burpham in Guildford.

There are no plans to change the availability or nature of the Mallow Crescent service and no changes are planned to the usage of the existing facilities on site.

Positive Impacts for staff -

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Outcome Two: Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?

Outcome Three: Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:

Sufficient plans to stop or minimise the negative impact

Mitigating actions for any remaining negative impacts plans to monitor the actual

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Equality Impact Assessment

6a. Version control

Version Number	Purpose/Change	Author	Date
1	First draft EIA	Stuart Deacon	4 October 2022
2	Commissioning Team input	Mary Hendrick	6 March 2023
3	Feedback on behalf of Directorate Equalities Group	Kathryn Pyper	8 March 2023
4	Final revisions	Stuart Deacon	9 March 2023

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

