

**CESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT FORM TEMPLATE**

# EQUALITY IMPACT ASSESSMENT

**TITLE: Building Based Day Services – Decommissioning of Service at the Stanley Centre**

**VERSION CONTROL**

<b>Date</b>	<b>Version</b>	<b>Author</b>	<b>Description of Changes</b>
<b>16 Jan 2023</b>	<b>1</b>	<b>M Hughes</b>	
4 April 2023	2	M Hughes	<b>Amendments following feedback from ED Team</b>
3 July 2023	3	M Hughes	<b>Update following feedback from Consultation</b>

**CESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT**

**Stage 1 Description: Fact finding (about your policy / service / service users)**

<b>Department</b>	Integrated Commissioning Team		<b>Lead officer responsible for assessment</b>		Mark Hughes	
<b>Service</b>	<b>Commissioning Team</b>		<b>Other members of team undertaking assessment</b>		Pete Kelleher	
<b>Date</b>	3 July 2023		Version 3			
<b>Type of document (mark as appropriate)</b>	<b>Strategy</b>	<b>Plan</b>	<b>Function</b>	<b>Policy</b>	<b>Procedure</b>	<b>Service</b> X
<b>Is this a new/ existing/ revision of an existing document (please mark as appropriate)</b>	<b>New</b> X		<b>Existing</b>		<b>Revision</b>	

<p><b>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</b></p> <p><b>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</b></p>	<p>The Medium-Term Financial Strategy 2023-2027 included a proposal to decommission the building based day service provision at the Stanley Centre in Knutsford.</p> <p>At this stage this is just a proposal and as there has been no decision made formally by the council. A public consultation will be undertaken to determine the future direction that the council will take in terms of the development of day opportunities in Knutsford.</p> <p><b>The Stanley Centre</b></p> <p>This is an update to the Initial Scoping EIA after the feedback from the consultation.</p> <p>The proposal states that as part of the review of the Learning Disability service offer, and consistent with the strategy to move away from buildings-based care, we decommission the Stanley Centre. This will not affect individuals' rights or access to appropriate day opportunities. Staff will be redeployed within Care4CE.</p> <p><b><u>The Stanley Centre Service</u></b></p> <p>The Stanley Centre provides a day service for adults living with a learning disability in Knutsford and the surrounding area.</p> <p>COVID 19 has severely impacted on the ability of day opportunities services to operate at full capacity and some services (including The Stanley Centre) have yet to return to pre-COVID 19 capacity.</p> <p>21 people are currently attending the Stanley Centre, with some attending more frequently across the week (ranging from 1-5 days)</p> <p>A consultation around the impact of the potential closure and what the future of day opportunities in Knutsford for people with learning disabilities will be conducted between March and June 2023.</p> <p>As part of the consultation the Council needs to consider what is the best way in the future to provide support to those who access day opportunities at The Stanley Centre. This could be that individuals access other forms of day services, neighbouring day services, or consider a direct payment which is a</p>
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cash payment from the local authority. This can give you much more flexibility and greater control of your support package.

**Future Demand**

The main cohort of the individuals with learning disabilities who access building based day services are those who live at home with parents/family.

In terms of individuals in Cheshire East with a learning disability aged 18-64 based on current projections, this will remain relatively consistent over the next 20 years.

<b>Cheshire East</b>	<b>2020</b>	<b>2025</b>	<b>2030</b>	<b>2039</b>	<b>2040</b>
<b>Total population aged 18-64 predicted to be living with a parent</b>	<b>401</b>	<b>398</b>	<b>404</b>	<b>408</b>	<b>409</b>

**Source:** Office for National Statistics (ONS) subnational population projections, Crown Copyright 2020

Part of the review of the Learning Disability service offer of day opportunities was carried out as part of the Cheshire East Day opportunities Strategy 2022-2027. the strategy highlighted a move away from buildings-based day services was favoured with people who we consulted with, especially among younger people in transition to adulthood with learning disabilities. They sought to access a range of provision that was more person centred, promoted independence and skills development, and also experience greater access the community as part of their respite stay.

Therefore, as a council we need to ensure that future services continue to meet the needs and aspirations of our learning disability population, as well as keeping individuals safe and well.

**Who are the main stakeholders, and have they been engaged with?**

- Ward Members (Knutsford)
- People who currently access The Stanley Centre
- Carers/family members of those who access The Stanley Centre

<p><b>(e.g. general public, employees, Councillors, partners, specific audiences, residents)</b></p>	<ul style="list-style-type: none"> <li>- Care4CE Staff working at The Stanley Centre</li> <li>- Residents in the local area (Knutsford) who may have a view or opinion on any future use if the site or potentially attend The Stanley Centre in the future</li> </ul>
<p><b>Consultation/ involvement carried out</b></p>	<p>A consultation around the impact of the potential closure and what the future of day opportunities in Knutsford for people with learning disabilities was conducted between March and June 2023</p> <p>This was a 3 month consultation which included</p> <ul style="list-style-type: none"> <li>• Public consultation with service users, families, other local residents (online survey and face to face meetings)</li> <li>• Staff – face to face meetings with staff (and Union representatives)</li> <li>• Local Ward Members</li> </ul> <p>Now consultation has been undertaken, a review of the feedback has provided evidence around the impacts of change upon those stakeholders who share one or more protected characteristic. This EIA will be updated to reflect this information.</p>
<p><b>What consultation method(s) did you use?</b></p>	<p>A variety of consultation methods has been undertaken including</p> <ul style="list-style-type: none"> <li>- Face to Face Meetings</li> <li>- Virtual Meetings</li> <li>- Staff Consultations/Meetings</li> <li>- Surveys</li> </ul>

## Stage 2 Initial Screening

<p><b>Who is affected and what evidence have you considered to arrive at this analysis?</b> (This may or may not include the stakeholders listed above)</p>	<ul style="list-style-type: none"> <li>- Ward Members (Knutsford)</li> <li>- People who currently access The Stanley Centre</li> <li>- Carers/family members of those who access The Stanley Centre</li> <li>- Care4CE Staff working at The Stanley Centre</li> <li>- Residents in the local area (Macclesfield) who may have a view or opinion on any future use if the site or potentially attend The Stanley Centre in the future.</li> </ul>
<p><b>Who is intended to benefit and how</b></p>	<p>People who attend The Stanley Centre and residents in Knutsford</p>
<p><b>Could there be a different impact or outcome for some groups?</b></p>	<p>The impact upon different groups will be included within the consultation activity.</p>
<p><b>Does it include making decisions based on individual characteristics, needs or circumstances?</b></p>	<p>Yes</p>
<p><b>Are relations between different groups or communities likely to be affected?</b> (eg will it favour one particular group or deny opportunities for others?)</p>	<p>It will favour people with learning disabilities (and their carers/relatives), but this is not expected to give rise to any community tension.</p>
<p><b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have</b></p>	<p>There has been a wider review and redesign of day opportunities including services, including those that support those living in the community and across Cheshire East. In that sense the proposal is a specific targeted action to address protected characteristics of age and disability.</p>

enough evidence to prove otherwise)?							
Is there an actual or potential negative impact on these specific characteristics? (Please tick)							
Age	X		Marriage & civil partnership	X		Religion & belief	
Disability	X		Pregnancy & maternity			Sex	
Gender reassignment			Race			Sexual orientation	
Carers	X		Socio-economic status	X			

## Stage 3 Evidence

What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts		Level of Risk (High, Medium or Low)
<b>Age</b>	One of the key characteristics of the people who use day opportunities based on the current profile of people who attend The Stanley Centre is older people with learning disabilities. A significant proportion also live with their families and carers. As such, the proposals could have a potential negative impact upon this protected group. These impacts will vary according to level of disability, accessibility of alternative services and the ability to cope with a change in location of the service that is being accessed. These aspects will need to be mitigated in alternative options considered for individuals. 47% of those who responded the consultation survey were over 55 years of age.	<b>Medium</b>
<b>Marriage &amp; civil partnership</b>	There is the potential for a change in day opportunities services at The Stanley Centre to impact upon married couples or couples in civil partnerships, where one partner uses services because of a service ceasing/moving location. There are also impacts listed under the carers section.	<b>Medium</b>
<b>Religion</b>	There is no evidence to suggest an impact on this protected characteristic.	<b>N/A</b>
<b>Disability</b>	<p>The proposals could have a number of potentially negative impacts on people with learning disabilities and long term conditions (and their carers). The extent of these impacts will depend on such things as accessibility and availability of alternative services that can be accessed locally, ability to cope with a change in location of the service that is being accessed, should their current service be one that no longer operates in the future.</p> <p>Following the consultation several key impacts of a service change were highlighted by people with learning disabilities and their advocates.</p>	<b>High</b>



	<p>Respondents re-iterated the importance of a service that offered opportunities for social interactions, within the comments sections, adding that a local service helped to establish friendships for people with learning disabilities and a feeling of being a part of the community. Many also mentioned it was important for a service to provide continuity and stability as this offers security, consistency, and routine for those that attend.</p>	
<b>Pregnancy &amp; maternity</b>	There is no evidence to suggest an impact on this protected characteristic.	<b>N/A</b>
<b>Sex</b>	There is no evidence to suggest an impact on this protected characteristic.	<b>N/A</b>
<b>Gender Reassignment</b>	There is no evidence to suggest an impact on this protected characteristic.	<b>N/A</b>
<b>Race</b>	There is no evidence to suggest an impact on this protected characteristic.	<b>N/A</b>
<b>Sexual Orientation</b>	There is no evidence to suggest an impact on this protected characteristic.	<b>N/A</b>
<b>Carers</b>	<p>The key characteristics of the people who use day opportunities at The Stanley Centre will be people with learning disabilities. As such, the proposals could have a potential negative impact on carers of this protected group. These include level of disability, accessibility of alternative services and the ability to cope with a change in location of the service that is being accessed. These aspects will need to be mitigated in alternative options considered for individuals.</p> <p>The main impact to a change in service, cited by respondents in the recent consultation survey, was stress leading to an adverse effect on the wellbeing of service users as well as their family/carers.</p>	<b>High</b>

<b>Socio Economic Status</b>	<p>Any changes in terms of accessibility of alternative services could mean more expensive travel costs and potential increases in the cost of services should people seek to take a direct payment. These aspects will need to be mitigated in alternative options considered for individuals.</p> <p>Transport arrangements for alternative day opportunities services outside of Knutsford and the unknown cost impacts are a significant consideration that have been highlighted in the recent consultation.</p>	<b>Medium</b>

#### Stage 4 Mitigation

<b>Protected characteristics</b>	<b>Mitigating action</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
<b>Age</b>	Explore options to ensure physical access, transport access is fully considered as part of any decision on future service considerations.	Feedback provided to the Head of Care4CE, Commissioning Manager	Head of Care4CE Senior Commissioning Manager	September 2023
<b>Marriage &amp; civil partnership</b>	Ensure considerations are given to carers who may have a relative who attends The Stanley Centre to discuss their future wishes, aspirations, and impacts of various options.	Feedback provided to the Head of Care4CE,	Head of Care4CE	September 2023

		Commissioning Manager	Senior Commissioning Manager	
<b>Religion</b>	There is no clear evidence that this protected characteristic group could be disproportionately affected	<b>N/A</b>		
<b>Disability</b>	Ensure accessibility (to meet the individuals care and support needs) and appropriate levels of support are factored into future options and that any adverse impacts on disabled people are minimised. Access also means access to information. Easy read versions of any relevant surveys or material will be built in.	Development of the service with consultation with relevant groups.	Head of Care4CE  Senior Commissioning Manager	On-going consultation and review
<b>Pregnancy &amp; maternity</b>	There is no clear evidence that this protected characteristic group could be disproportionately affected	<b>N/A</b>		
<b>Sex</b>	There is no clear evidence that this protected characteristic group could be disproportionately affected	<b>N/A</b>		
<b>Gender Reassignment</b>	There is no clear evidence that this protected characteristic group could be disproportionately affected	<b>N/A</b>		
<b>Race</b>	There is no clear evidence that this protected characteristic group could be disproportionately affected	<b>N/A</b>		
<b>Sexual Orientation</b>	There is no clear evidence that this protected characteristic group could be disproportionately affected	<b>N/A</b>		

<p><b>Carers</b></p>	<p>Any rationale for change must consider that carers who support individuals will have a greater choice about how day opportunities is provided, with more flexibility. It is possible that this more personalised approach could be more beneficial to people with protected characteristics.</p> <p>For instance, carers could look at accessing services at weekends or at specific times of the day – this could be designed into individually tailored package to benefit.</p> <p>Following the consultation, it is evident that further engagement with carers would be beneficial to ensure their needs are met and they understand what any potential change means to them in practice.</p>	<p>Feedback provided to the Head of Care4CE, Commissioning Manager</p>	<p>Head of Care4CE  Senior Commissioning Manager</p>	<p>September 2023</p>
<p><b>Socio Economic</b></p>	<p>Ensure where possible that people who would currently access The Stanley Centre are not economically disadvantaged by any service changes (increased travel costs, food costs etc). This needs to be factored into the options to be developed around the future provision.</p>	<p>Feedback provided to the Head of Care4CE, Commissioning Manager</p>	<p>Head of Care4CE  Senior Commissioning Manager</p>	<p>September 2023</p>

## 5. Review and Conclusion

**Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed**

This is a summary of the impacts upon those who attend the Stanley Centre who share one or more protected characteristics.

From the feedback from the recent meetings with people who attend the Stanley Centre and the wider public consultation, it is clear that both older and working age people with disabilities (learning and physical disabilities) will be impacted by any service change. Many of the people who access the Stanley Centre have done so for over 10 years. Carers of people who attend the Stanley Centre may also be impacted by any potential service change due to the current service being located locally and potentially the type of services made available. Day opportunities are beneficial to provide respite for carers and any changes to where services may be located, or the duration of services may have a negative impact. Therefore, any transition to a new service would need to be managed carefully, with continued consultation with both people with learning disabilities and family members/carers.

It is also clear from the consultation that if the Stanley Centre was to be decommissioned that people will require appropriate transition support. This needs to be factored into any future options that are developed for consideration as this could have wider socio-economic impacts.

The public consultation on The Stanley Centre highlighted further impacts on those who attend and the viability of future options in meeting their needs. As with all potential changes to services there does need to be consideration in place for those people who either may struggle or don't want to change the services they access, or those who may wish to access a wider range of options. This would impact on not only the people who attend but also carers. Again consultation and a co-ordinated transition would be required to mitigate such impacts.

Some other feedback from the consultation highlighted that services that offer a more outcomes focused, personalised service and more opportunities to get involved in the local and wider community were ranked highly too. Therefore, there are opportunities through the development of future options to improve the provision available to best meet people's needs

<b>Specific actions to be taken to reduce, justify or remove any adverse impacts</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
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As outlined in Section 4	On-going consultation and engagement	Head of Care4CE Commissioning Manager	1/20/23
<b>Please provide details and link to full action plan for actions</b>			
<b>When will this assessment be reviewed?</b>	1/10/23		
<b>Are there any additional assessments that need to be undertaken in relation to this assessment?</b>	No		
<b>Lead officer sign off</b>	Mark Hughes	Date 16 January 2023	<i>mHughes</i>
<b>Head of service sign off</b>	Peter Kelleher	Date 6 April 2023	<i>Pete Kelleher</i>

**Please return to EDI Officer for publication once signed**