



monmouthshire
sir fynwy

Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer completing the evaluation Ceri York</p> <p>Phone no: 07775 648623 E-mail:</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To continue to develop a varied Respite Opportunities Service in the future which meets the needs and outcomes of eligible individuals. And in particular to:</p> <ol style="list-style-type: none">1. Expand the range of supported holiday opportunities to enable greater choice to match people's interests and needs.2. Create holiday opportunities for people who are wheelchair users or who have higher level care needs.3. Refocus residential respite option so people can access support in a range of different homes including those in neighbouring counties.4. Cease to provide residential respite at Budden Crescent.5. Extend the availability of Shared Lives support to specifically enable people who are wheelchair users or who have higher level care needs.6. Develop a respite at home option for people who would prefer to remain at home when their family are away.7. Promote and increase the uptake of Direct Payments for people who need respite.8. Develop a range of robust emergency respite options including Shared Lives, residential and respite at home.
<p>Name of Service area</p> <p>Respite Opportunities Services for People with Learning Disabilities</p> <p>Adult Social Care</p>	<p>Date: 16th August 2023</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>The new model will provide a fit for purpose respite service, which is sustainable, cost effective and meets the needs of not only those who currently use the service, but also younger people coming up through transition whose expectations may be slightly different. It will provide a range of respite options that can be tailored to the person's specific needs and aspirations. Many families are aging and will therefore benefit from having a robust range of support available to them, which includes emergency respite. Implementation of the proposals will positively impact those receiving respite and their family carers.</p>	<p>Some family carers are aging and therefore they may be an issue for people who have further to travel to the proposed residential respite services in Newport, Blaenau—Gwent and other counties.</p> <p>People are very familiar with the existing residential service at Budden Crescent and a change may bring anxiety/concern to aging family carers and people receiving the service.</p> <p>A small number of people's families have stated they would not consider using any other residential respite option other than the existing one at Budden Crescent and would not use the new service. Families of ,and people with learning disabilities may not have a residential respite service available to them that they would use.</p> <p>This could have a negative impact on the caring role of family members as they would not have a break and this could potentially be an issue if emergency residential respite was needed.</p>	<p>People who use the respite service have all been invited to take part in the review and share their views on the future operation of the service. People have been encouraged to share their needs and aspirations for the service and these have been used to determine the review's recommendations.</p> <p>On an individual basis, social workers will explore alternative options for families who may find transporting to and from the Newport or other out of county services a challenge. E.g. Taxi's, support from other services i.e. ISS</p> <p>Families will receive support from their social worker and be offered opportunities to visit the service to help build confidence. Appropriate assessments, support and transition plans will be developed to support people using different services for the first time.</p> <p>Social workers will continue to explore options with the families in an effort to increase confidence and willingness to access the new service. Other options of respite support within people's homes could be explored using services known to the family e.g. My Day My Life and ISS</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	<p>The current Supported Holiday and Shared Lives respite options do not afford sufficient opportunity for people who are wheelchair users or have higher level support needs. It has been extremely difficult to source supported holidays for people who use wheelchairs, and the Shared Lives service cannot always offer support in homes which are suitably adapted. The recommendations to enhance Supported Holidays and Shared Lives to increase access for people who use wheelchairs will positively impact their choice and experience and ensure equality of access.</p> <p>People with a learning disability will have access to a range of enhanced respite options including supported holidays, Shared Lives, Direct Payments and Residential respite.</p> <p>By enhancing the range of respite options available to people it will ensure that services can expand and grow to meet the needs of an increasing population of people with learning disabilities. Providing greater choice and access to support options will offer benefits in terms of upholding people's equality, diversity and inclusion needs.</p>	<p>Potential negative impacts may include that it might take time for the Supported Holidays and Shared Lives provisions to develop the capability and capacity to meet the needs of all those with complex needs /wheelchair users</p>	<p>People and families who use the respite service have all been invited to take part in the review and share their views on the future operation of the service. People have been encouraged to share what their needs and aspirations for the service are and these have been used to determine the review's recommendations.</p> <p>Potential negative impacts relating to time taken to develop capability and capacity within Shared Lives and Supported Holidays will be mitigated through the provision of residential respite in settings across the region</p>

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	None identified at this stage	None identified at this stage	Not applicable at this stage
Marriage or civil partnership	None identified at this stage	None identified at this stage	Not applicable at this stage
Pregnancy or maternity	None identified at this stage	None identified at this stage	Not applicable at this stage
Race	None identified at this stage	None identified at this stage	Not applicable at this stage
Religion or Belief	The range of respite options will allow people's beliefs to be respected and supported.	None identified at this stage	Not applicable at this stage

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sex	<p>Enhancing the range of respite options available and ensuring the service is fit for purpose for the future will positively benefit women who are in the majority as unpaid carers.</p> <p>Cares Wales state that there are more than 370,000 unpaid carers of all ages providing care in Wales, the 2011 census showed that women make up the majority of unpaid carers – 57% of carers in Wales are women and women of working age (25 to 65) are significantly more likely than men to be providing unpaid care to someone with a disability or illness who is older.</p>	The majority of people employed at the current service are women and will be impacted if the new model is approved, as the existing service will close.	<p>Colleagues will be subject to the Council's Protection of Employment Policy, which will include seeking alternative employment options.</p> <p>There are a high number of vacancies in the Council for social care workers and it is hoped these would offer suitable for colleagues.</p>
Sexual Orientation	None identified at this stage	None identified at this stage	Not applicable at this stage

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

<p>Socio-economic Duty and Social Justice</p>	<p>Carers UK states: "Working-age carers have a higher rate of poverty than those with no caring responsibilities, and women of working age who are carers have the greatest risk of all." Implementation of these proposals will ensure a range of respite services are provided which will positively impact upon people with caring roles, including women of the working age who are carers.</p>	<p>Potential negative impact on the colleagues that may lose their jobs if recommendation to cease providing residential respite at Budden Crescent is agreed.</p> <p>Potential negative impact upon carers who have clearly expressed they will only consider residential respite at Budden Crescent. If the proposal is agreed and carers do not use alternative available residential respite services they could be negatively affected in terms of their ability to manage their caring and working roles.</p>	<p>Colleagues will be subject to the Council's protection of Employment Policy, which include seeking alternative employment options. Support and advice will be provided in finding suitable alternative employment</p> <p>Many vacancies exist within SCH for care roles which may be suitable redeployment options.</p> <p>Social workers will continue to support carers to access appropriate and available residential respite services to support them in managing their working and caring roles.</p>
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3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	None identified at this stage	None identified at this stage	Not applicable at this stage
<p>Operational</p> <p>Recruitment & Training of workforce</p>	No new posts will be created or advertised because of the proposal.	Some posts may be deleted but no current post holders are Welsh speakers.	Not applicable at this stage
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	Material relating to the remodelled service will promote the More Than Words Active Offer.	There will be no decrease to the services that can be accessed in Welsh.	Not applicable at this stage



4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Negative: Moving to the new residential service option which offers respite in other regional respite homes will result in the existing residential respite service at Budden Crescent ending and with that the need for its highly skilled and experienced staff team.</p> <p>Implementation of the proposals will have a positive impact as it will enable the Council to deliver services which meet people's needs in a financially sustainable and cost efficient manner.</p>	<p>There may be an option for some of the Budden Crescent staff team to be offered roles in supporting respite at home or other social care roles within Disability Services. Alternative employment options will be sought with SCH and the Council as a whole.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None identified at this stage</p>	<p>Not applicable at this stage</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive: People will have access to range of respite services that will support their and their families' health and well-being.</p> <p>Negative: a minority of families find the proposed model unacceptable and may decline residential support if approved. This could negatively affect upon their health and wellbeing.</p>	<p>Social workers will continue to explore options with these families in an effort to increase confidence and willingness to access the new service. Other options of respite support within people's homes could be explored using services known to the family e.g. My Day My Life and ISS.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>None identified at this stage</p>	<p>Not applicable at this stage</p>
<p>A globally responsible Wales</p>	<p>None identified at this stage</p>	<p>Not applicable at this stage</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	None identified at this stage	Not applicable at this stage
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Positive: People with a learning disability have more choice and control over how they receive respite support. People with learning disabilities who are wheelchair users and or have higher level support needs will have access to Supported Holidays and Shared lives.	Seek and source supported holiday providers which can offer opportunities for people who are wheelchair users and or have higher support needs. Explore with Gwent regional partners what can be implemented to increase availability of Shared Lives Carers for people who use wheelchairs. Implement actions to ensure equal access to the service.

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The future development of the Respite Opportunities Service will future proof the service and have a range of flexible options in place to meet the predicted increase in demand up to 2035</p>	<p>None identified at this stage</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The review of the Respite Opportunities Service has sought the views of the people we currently support, those we might support in the future, their families, social workers and other key stakeholders. Working in partnership to shape the future of respite opportunities available in Monmouthshire. Feedback from people using the service and their families has been used to inform the final proposals.</p> <p>The proposals will bring greater collaboration with regional local authority partners in terms of enhancing the Shared Lives service and the use residential respite facilities provided by other LA partners.</p>	<p>None identified at this stage</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="349 507 517 695">Involving those with an interest and seeking their views</p> <p data-bbox="141 730 297 759">Involvement</p>	<p data-bbox="544 256 1317 676">The key stakeholders are people with learning disabilities and their families in Monmouthshire, those who currently use the service and those who may want to use it in the future. Colleagues currently working in the service are also significant stakeholders. Other stakeholders include social workers, service managers and other internal staff. This review is a key part of the ongoing development of the service ensuring that it continues to meet needs of people with disabilities in Monmouthshire enabling them to be connected to their local communities and develop and flourish in the lives they choose.</p> <p data-bbox="544 683 1323 986">The review of the Respite Opportunities Service has sought the views of the people we currently support, those we might support in the future, their families, social workers and other key stakeholders. Working in partnership to shape the future of respite opportunities available in Monmouthshire. Feedback from people using the service and their families has been used to inform the final proposals.</p>	<p data-bbox="1350 256 1727 285">None identified at this stage</p>
 <p data-bbox="349 1050 506 1353">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 1294 293 1323">Prevention</p>	<p data-bbox="544 1027 1294 1171">Ensuring resources are targeted where needed, providing support to families with caring responsibilities will help sustain this support and may reduce the demand for long term care which is also more costly.</p> <p data-bbox="544 1209 1211 1278">There is no anticipated reduction in service delivery because of recommendations.</p> <p data-bbox="544 1316 1205 1385">Cost efficiencies have been identified which would increase the long term sustainability of the service.</p>	<p data-bbox="1350 1027 1715 1056">None identified at this stage</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	None identified at this stage	Not applicable at this stage

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Appropriate services will be available to support people and prevent/detect any potential safeguarding issues which can then be dealt with.	None identified at this stage	Not applicable at this stage
Corporate Parenting	None as service is for adults only	None as service is for adults only	Not applicable at this stage

7. What evidence and data has informed the development of your proposal?

- Internal data on service demand over 5 year period for: shared lives, supported holidays, residential respite and DP
- Future demand for services including those young people coming through transition
- Occupancy levels at Budden Crescent
- Internal data on staffing levels at Budden Crescent
- Financial data relating to costs of each element of the service
- Feedback from 2 engagement exercises with people who use the service and their families
- Feedback from 2 engagement exercise with young people who may use the service in the future and their families
- Internal project team's consideration of opportunity and risk
- Gwent Population Needs Assessment 2022

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

Positive Impacts:

The recommendations of the review are to enhance and expand supported holidays and shared lives, the development of respite at home support and the refocusing of residential respite support. These will ensure that people and their families have access to a range of different respite options which can best meet their needs and aspirations. Providing greater voice, choice, and control.

The recommendations to enhance Supported Holidays and Shared Lives to increase access for people who use wheelchairs will positively impact their choice and experience and ensure equality of access.

The further development of the service will provide a fit for purpose respite service, which is sustainable and cost effective. It will provide a range of respite options that can be tailored to the person's specific needs and aspirations. Many families are aging and will therefore benefit from having a robust model of support available to them.

Enhancing the range of respite options available and ensuring the service is fit for purpose for the future will positively benefit women who are in the majority as unpaid carers.

Negative Impacts

One of the review recommendations is to refocus residential respite options to ensure that people are able to access residential support in a range of different homes and another to cease providing residential respite at Budden Crescent. This will have a negative impact on a small number of people and families who only wish to access residential respite at Budden Crescent. Furthermore, ceasing to provide respite at Budden Crescent will impact upon the workforce at Budden Crescent, all of whom are female.

If families decide not to access alternative residential options this could have a negative impact on their caring role as they would not have a break and could potentially be an issue if emergency residential respite was needed.

Potential socio-economic impact upon carers who have clearly expressed they will only consider residential respite at Budden Crescent. If the proposal is agreed and carers do not use alternative available residential respite services they could be negatively affected in terms of their ability to manage their caring and working roles.

Impact on the colleagues that may lose their jobs if the recommendation to cease providing residential respite at Budden Crescent is agreed. A minority of families find the proposed residential support unacceptable and may decline residential support if approved. This could negatively affect upon their health and wellbeing.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
Develop an enhanced engagement methodology for 2 nd phase to increase participation of people using the service and their families.	March 2023	Respite Review Project Team
Additional action to ensure carers continue to receive support from their social workers and are offered appropriate, available respite services	From July 2023	Community Learning Disability Team

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	Report to informal Cabinet on review and proposals for consultation.	August 2022	Enhance engagement methodology in next round to ensure increased participation levels

2.	Report to informal cabinet in preparation for report to Scrutiny and Cabinet.	27 th June 2023	Further clarification of the detail of the negative impacts and identification of mitigation actions
3.	Cabinet pre - consultation	14 th July 2023	Further detail provided in terms of negative impacts in respect of age, disability and socio-economic duty of care.
4.	Presentation to Scrutiny Committee	10 th August 2023	Further clarity and detail provided with mitigation actions across relating to age and disability. Further detail included relating to positive and negative impacts in respect of socio-economic duty and collaboration.