



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> completing the evaluation Ceri York</p> <p><b>Phone no:</b> 07775 648623 <b>E-mail:</b></p>	<p><b>Please give a brief description of the aims of the proposal</b></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"><li>1. Expand the range of supported holiday opportunities to enable greater choice to match people's interests and needs.</li><li>2. Create holiday opportunities for people who are wheelchair users or who have higher level care needs.</li><li>3. Refocus residential respite option so people can access support in a range of different homes including those in neighbouring counties.</li><li>4. Cease to provide residential respite at Budden Crescent.</li><li>5. Extend the availability of Shared Lives support to specifically enable people who are wheelchair users or who have higher level care needs.</li><li>6. Develop a respite at home option for people who would prefer to remain at home when their family are away.</li><li>7. Promote and increase the uptake of Direct Payments for people who need respite.</li><li>8. Develop a range of robust emergency respite options including Shared Lives, residential and respite at home.</li></ol>
<p><b>Name of Service area</b></p> <p>Respite Opportunities Services for People with Learning Disabilities</p> <p>Adult Social Care</p>	<p><b>Date:</b> 20<sup>th</sup> June 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 model of support available to them, which includes emergency respite.</p>	<p>There may be issues for people who have further to travel to the proposed service in Newport. This could impact upon aging parents .</p> <p>People are very familiar with the existing service and a change may bring anxiety/concern to aging carers.</p> <p>Some families/carers are opposed to any other residential service than Budden Crescent. Some of whom maybe aging.</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. This includes family carers who may be aging .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>On an individual basis, social workers could explore alternative options for families who may find transporting to and from the Newport or other out of county services a challenge, due to considerations such as age . 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 visits 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>

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>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 and people may not have a residential respite service available to them that they would use.</p> <p>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.</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>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 what their needs and aspirations for the service are and these have been used to determine the review's recommendations.</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	None identified	
Marriage or civil partnership	None identified	None identified	
Pregnancy or maternity	None identified	None identified	
Race	None identified	None identified	
Religion or Belief	The range of respite options will allow people's beliefs to be respected and supported.	None identified	

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 be suitable for colleagues.</p>
Sexual Orientation	None identified		

## 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?

<b>Socio-economic Duty and Social Justice</b>	<i>None</i>	Potential negative impact on the colleagues that may lose their jobs if recommendation to cease providing residential respite at Budden Crescent is agreed.	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  Many vacancies exist within SCH for care roles which may be suitable redeployment options.
---	-------------	---	---

### 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><b>Policy Making</b></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	None identified	
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	No new posts will be created or advertised because of the proposal.	Some posts mayb edelted but no current post holders are Welsh speakers.	
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	Material relating to the remodeled service will promote the More Than Words Active Offer.	There will be no decrease to the service's that can be accessed in Welsh.	Not applicable



**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><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Negative: Moving to the new service model will result in the existing service ending and with that the need for its highly skilled and experienced staff team.</p>	<p>Alternative employment options will be sought with SCH and the Council as a whole.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>None</p>	
<p><b>A healthier Wales</b> 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><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>None</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>None</p>	
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>None</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?
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>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.</p>	<p>Seek and source supported holiday providers which can offer opportunities for people who are wheelchair users and or have higher support needs.</p> <p>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.</p>

**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>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.</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="349 352 517 539">Involving those with an interest and seeking their views</p> <p data-bbox="141 576 297 603"><b>Involvement</b></p>	<p data-bbox="544 256 1328 675">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="349 743 506 1046">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 983 293 1010"><b>Prevention</b></p>	<p data-bbox="544 715 1317 858">Ensuring resources are targeted where needing providing support to families with caring responsibilities will help sustain this support and may reduce the demand for long term care which is more costly.</p> <p data-bbox="544 895 1216 962">There is no anticipated reduction in service delivery because of recommendations.</p> <p data-bbox="544 999 1328 1074">Cost savings have been identified which would increase the long term sustainability of the service.</p>	None identified
 <p data-bbox="349 1118 517 1382">Considering impact on all wellbeing goals together and on other bodies</p> <p data-bbox="159 1361 300 1388"><b>Integration</b></p>	None identified	N/A

**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?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Appropriate services will be available to support vulnerable people and prevent/detect any potential safeguarding issues which can then be dealt with.	None	
Corporate Parenting	None as service is for adults only	None as service is for adults only	N/A

**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.

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.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Develop an enhanced engagement methodology for 2 <sup>nd</sup> phase to increase participation of people using the service and their families.	March 2023	Respite Review Project 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.

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
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 <sup>th</sup> June 2023	