

Full Equality Impact Assessment Record

Section 1:

Service:

Commissioning and Improvement
People Services

Title of strategy, policy or service:

Woodlark House - Service
Specification and Contract

Officers involved in the EQIA:

Jo O'Connell – Principal Officer Joint
Commissioning Learning Disability
(LD)
Susanne Christie –
Commissioning/Project Officer (LD)

Type of strategy, policy or service (delete below as appropriate):

Existing:

New/proposed:

X

Changing/Update/Revision

Q1 – What is the aim of your strategy, policy, project or service?

To commission a new care and support service for up to 9 people living with LD and/or Autism, who may have behaviours that challenge services, at Woodlark House, Poole. This new service will also include the potential to develop a short term breaks service (respite care).

Woodlark House (due to be completed December 2018) is a purpose built block of flats consisting of four, 2-bedroom flats and two, 1-bedroom flats across three floors, in the BH17 area of Poole. It forms part of Borough of Poole's Transforming Care Partnership Plan for individuals with LD and/or Autism.

There is the potential to use one of the two-bedroom flats as a short term break service for those people with complex needs.

Q2 – Who is it going to benefit and how? If this is a changing function say who it will affect or no longer benefit

This new service will have a positive impact on the people residing at Woodlark House.

It has been identified that there is an increased need for sustainable housing to support young people aged 16-25 years, preparing for adulthood with a Learning Disability and/or Autism with more complex and profound disabilities. This defined group of young people with high and complex needs may also require regular planned respite.

Borough of Poole (BoP) is therefore seeking to support any person with LD and/ or Autism who is entitled to receive services under The Care Act 2014, Children's and Families Act 2014 or through funding under NHS Section 117 funding arrangements with Dorset Clinical Commissioning Group (DCCG).

The person must be ordinarily resident in Poole or be the responsibility of BoP. This service will also be open to occasional commissioning for people funded by National Health Service DCCG, Bournemouth Borough Council (BBC) and any other local authority joined with the BoP under Local Government Re-organisation.

Q3 – What outcomes do you want to achieve?

To provide tailored and individualised support in order to increase the number of people who are supported to live independently in the community and lead a fulfilling and meaningful life.

To increase the number of individuals who are less reliant on services.

To work with the Provider to explore the development of a short term breaks service, for a defined group of young people with high and complex needs who require regular planned respite.

To engage positively with every individual and their circle of support (as appropriate), including carers, family, friends, advocates and other professionals in order to achieve a successful outcome.

Q4 – How will you put this into practice? Who is involved in this?

The Provider will work closely with BoP Child Health and Disability Team (CHAD), BoP Community Learning and Development Team (CLDT) and Learning Disability Housing Allocation Panel to discuss potential referrals into Woodlark House.

Due to this service also being open to commissioning for people funded by NHS DCCG, BBC and any other local authority joined with BoP under Local Government Re-organisation, the Provider may also work closely with relevant officers as appropriate.

Q5 – Are there barriers to doing this?

No, the budget for the construction of Woodlark House is in place and the tender documentation is in the process of being finalised for the provision of care and support at the new service.

Section 2: Information gathering and judging impact

Q6 - What does the existing information and data tell us about the likely impact on different groups?

General/all equality groups

This is a specific service to help meet the needs of local young adults living with LD and/or Autism with behaviours that challenge.

Age

This service will benefit young adults aged between 16 and 25 years. There should be no negative impact for this particular client group as alternative longer term accommodation options are available and continue to be further developed as part of the wider Big Plan 2018-21 strategy for adults with LD.

Disability

This service will provide tailored and individualised support which will benefit all service users who access Woodlark House. Assessment, support planning and outcomes will be tailored to the individual and as such should address issues that are disability specific. Therefore there should be no negative impact for this client group.

Work has been carried out with Children's services to identify those most in need of this type of accommodation and support.

Gender reassignment

Assessment, support planning and outcomes will be tailored to the individual and therefore will address issues that are gender specific. There should be no negative impact for this client group.

Pregnancy and maternity

Assessment, support planning and outcomes will be tailored to the individual and therefore will address issues that are pregnancy and maternity specific. There should be no negative impact for this client group. The service specification includes outcomes relating to supporting people with relationships and sexual health matters.

Race

Assessment, support planning and outcomes will be tailored to the individual and therefore will address issues that are race specific. There should be no negative impact for this client group.

Sex

Males are over represented accounting for 61% in the LD population compared to 49% in the local general population. Consequently, there may be a need for more males than females to access this service. Assessment, support planning and outcomes will be tailored to the individual and therefore will address issues relating to sex. There should be no negative impact for this client group.

Religion or belief

Assessment, support planning and outcomes will be tailored to the individual and therefore will address issues that relate to their religion or belief. There should be no negative impact for this client group.

Sexual orientation

Assessment, support planning and outcomes will be tailored to the individual and therefore will address issues that relate to sexual orientation. There should be no negative impact for this client group. The service specification includes outcomes relating to supporting people with relationships and sexual health matters, this includes supporting people appropriately in line with their sexual orientation.

Socially excluded groups

Whilst there is a wider risk regarding people with more mild LD who may fall into other socially excluded groups, it must be recognised that this service is aimed at people who have more complex needs requiring 24/7 support.

Services will support people wherever possible to live active and fulfilled lives within their communities and to overcome challenges of social exclusion on the basis of their disability. The pan-Dorset Bill of Rights Charter will be adopted within the service specification. This Charter focusses on championing the rights of people with LD to lead normal lives.

Q7 – Does this have any impact on the workforce or other Human Resources issues in relation to equality?

Yes/No/Don't know (delete as appropriate). Please give/explain your answer.

No

If this is negative discuss it with your HR advisor.

**Q7 - Is there any potential for direct or indirect discrimination? Yes / No
If yes, please use the action plan below to say how this will be mitigated**

No

Section 3: Action planning

Issue	Objective/ Intended outcome	SMART action	Performance Target	Lead	Deadline
General equality issues					
Age					
Disability					
Gender reassignment					
Pregnancy and maternity					
Race					
Religion or belief					
Sex					
Sexual orientation					
Socially excluded groups					

EQIA approved by: Phil Hornsby Date: 28.02.18 Contact number:01202 261030 Reviewed: 28.02.19 Review 01.09.19

Send a copy of your completed screening to your Unit's Equality Rep for [publication](#)