

**Equality Impact Assessment  
August 2019**

**Part 1: Project details**

<b>Project title</b>	Short Breaks Policy
<b>Is this a new or existing project?</b>	New
<b>Responsible officer</b>	Adam Willison
<b>Job title</b>	Specialist Commissioning Manager - Direct Care and Support and Integration
<b>Contact phone number</b>	01296 387691
<b>Email</b>	<a href="mailto:awillison@buckscc.gov.uk">awillison@buckscc.gov.uk</a>
<b>Team</b>	Direct Care and Support and Integration
<b>Service</b>	Adult Social Care
<b>Business Unit</b>	Communities Health and Adult Social Care
<b>Date started</b>	November 2018
<b>Date completed</b>	Updated: February 15 <sup>th</sup> 2019 30 <sup>th</sup> April 2019 8 <sup>th</sup> August 2019

## Part 2: Purpose and Objectives

2.1	<b>What is the purpose of the project or change?</b>	To introduce a new Policy on the provision of Short Breaks for adults with care and support needs
2.2	<b>What are the key objectives of the project or change?</b>	<p>To set out in an accessible manner the County Council’s approach to the provision of short breaks and provide a framework for operational staff to work within when they identify the need for short breaks at assessment. To ensure that short breaks are deployed in such a way as to ensure that those with the most complex needs are supported to remain at home with their families by providing timely an appropriate short breaks that takes account of the breadth of provision. The draft Policy has been developed in line with the new Short Breaks Strategy and as part the wider Better Lives Transformation Programme for Adult Social Care; which sets out the case for change in our approach to supporting adults with care and support needs. We are changing our approach to supporting people to achieve the greatest independence that they are able to, whilst focussing on achieving individual outcomes.</p> <p>The Better Lives Transformation Programme has 3 service tiers:</p> <ol style="list-style-type: none"><li>1. Living Independently - connecting with others to get the advice and information people need to stay independent</li><li>2. Regaining Control - receiving short interventions to regain control where independence may have been lost</li><li>3. Living with Support - where people need ongoing help.</li></ol> <p>In line with this approach, we also want to create more opportunities for vulnerable adults to build sustainable networks of support that connect them to the communities that they live in.</p> <p>Time away from home in the form of a short break can develop someone’s independence. This can be an opportunity to learn new skills, build up a wider support network and make new friends. It also means that carers have time to work, focus on their other family members, rest or on other things which improve their own emotional and physical health, so that the care they offer in a family setting can be sustained. The Short Breaks Strategy which was published in October 2018 challenges previous views of a short break being a residential experience. It considers the wider view of short breaks, including opportunities in alternative provision in local communities near to where people live as well as including time spent in day opportunities centre, all as part of a Short Breaks offer. This draft policy aims to translate the strategy into the way we will act to deliver the aims of the strategy.</p> <p>Buckinghamshire County Council wants to ensure that it delivers services that are sustainable and</p>

		<p>value for money. Our draft policy sets out how short breaks will be targeted at those who live at home with their families, and who most need support, by developing a care and support plan which takes account of the widest range of Short breaks provision including support offered by friends, neighbours, community organisers and the voluntary, community and faith sectors as well as day opportunities, shared lives models and residential short breaks.</p> <p>The draft policy takes account of relevant legislation. The need for short breaks is covered under the wellbeing and prevention principles of the Care Act 2014. Anyone who may require care and support is statutorily entitled to an assessment under the Care Act, which will determine whether they are eligible for support, including a short break. Following assessment, assessed needs and how they will be met, will be set out in a person’s individual care and support plan. The care and support plan will be reviewed at regular intervals (after 6 week and an annual review) to determine whether the service provision, including short breaks, continues to meet assessed needs.</p> <p>For the provision of short breaks, transformation of the service model means:</p> <ul style="list-style-type: none"> <li>• Each individual that requires access to short breaks support will be individually assessed.</li> <li>• The support needs will inform whether the individual requires the kind of specialist support and interventions provided within residential or shared lives service, or whether a day time, community based short break would prove a more suitable provision.</li> <li>• The offer of short breaks support will be made on the basis of both adult/carer need and the level of family resilience.</li> <li>• The short breaks offer will be dependent on the above factors, rather than an allocation of nights/hours, ensuring parity of access, prioritisation of need and maximising independence.</li> </ul>
2.3	<b>Which other functions, services or policies may be impacted?</b>	Residential short breaks, Shared Lives providers, community based alternative day opportunities, buildings based day opportunities could all be impacted by the Policy. It links to the Children’s Short Breaks Service Statement.
2.4	<b>Who are the main stakeholders impacted by this project or change?</b>	Adults with complex and multiple learning disabilities and their carers and family members, operational staff working with the adult with care and support needs and the carer(s). Providers of non - residential short breaks

2.5	<b>Which other stakeholders may be affected by this project or change?</b>	Shared Lives providers, other providers of alternative day opportunities and short breaks providers.
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### **Part 3: Data and Research**

3.1	<b>What data and research has been used to inform this assessment?</b>	Short Breaks and Better Lives Strategies, other local authority respite short breaks policies/guidance, Care Act legislative guidance.
3.2	<b>Have any complaints on the grounds of discrimination been made in relation to this project?</b>	None
3.3	<b>Please provide evidence of these.</b>	N/A
3.4	<b>What <u>positive</u> impacts have been established through research findings, consultation and data analysis?</b>	<p>Access to short breaks will be clearer, fairer and better able to meet current and future need. It will enable service users and carers to better understand what they can expect from a short break. It will help practitioners to better understand short breaks access in relation to assessed need.</p> <p>The policy will help to inform our current approach to changes in residential short breaks. The proposed new service will be easier to access for service users who live north of Aylesbury. The current service is predominantly used by service users who reside close to Seeleys House. The proposed service will be more accessible to a wider cohort than the current service. The proposed new service is an integrated health and care service and as such will be able to provide services to service users who currently are precluded from using Seeleys House. If clients should transitions between CHC and social care responsibility, this should not impact on their ongoing ability to use the residential short breaks service.</p>
3.5	<b>What <u>negative</u> impacts have been established through research findings, consultation and data analysis?</b>	People who previously accessed residential short breaks may now have some of their needs met through universal and targeted short breaks.

<b>3.6</b>	<b>What additional information is needed to fill any gaps in knowledge about the potential impact of the project?</b>	If the policy is agreed, an implementation plan will be developed in order to ensure that it is embedded correctly across operational teams (changes in social work practice) and across people who access the services in order to ensure that they are clear of what they can expect.
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**Part 4: Testing the impact**

<p><b>Within this table, please indicate (✓) whether the project will have positive, negative or neutral impacts across the following nine protected factors and provide relevant comments. Both positive and negative impacts should be specified where this applies.</b></p> <p><i>Note 1: Listing a negative outcome does not mean the project cannot continue.</i></p> <p><i>Note 2: This is an opportunity to identify and address issues for improvement</i></p>						
		Positive Impact	Negative Impact	Neutral Impact	What evidence do you have for this?	Improvement Actions Required
4.1	Age			X		
4.2	Disability	X	X		This proposal may have both a positive and negative effect on service users with a learning disability. Current service users will experience a change. Some service users who have hitherto not used the service because of the distance from their homes north of Aylesbury will experience a positive impact as they will be able to access short breaks services. Also, people who are health funded, will be able to access the new integrated service having been unable to do so since December 2016.	Any transition into a new service would be carefully managed, with dedicated social work capacity for the project and involvement of all relevant stakeholders to ensure that families were well supported. We recognise that this change will be challenging for some people and the Council want to support people as fully as we can to reduce any adverse stress.
4.3	Gender			X		

4.4	Marriage & Civil Partnership			X		
4.5	Pregnancy, Maternity & Paternity			X		
4.6	Race			X		
4.7	Religion & Belief			X		
4.8	Sexual Orientation			X		
4.9	Transgender			X		
4.10	Carers*	x	x		<p>This proposal may have both a positive and negative effect on carers with a learning disability. Carers of service users who currently access Seeleys will experience a change. Some carers of service users who have hitherto not used the service because of the distance from their homes north of Aylesbury will experience a positive impact as their loved ones will be able to access short breaks services. Also, carers of people who are health funded, will be able to access the new integrated service having been unable to do so since December 2016.</p>	<p>Any transition into a new service would be carefully managed, with dedicated social work capacity for the project and involvement of all relevant stakeholders to ensure that families were well supported. We recognise that this change will be challenging for some people and the Council want to support people as fully as we can to reduce any adverse stress.</p>

*\*someone who provides unpaid care for a family member or friend who is unable to cope without their support. This may be due to illness, disability, frailty, mental health problems or addiction*

#### **Part 5: Director / Head of Service Statement**

<p><b>I am fully aware of the duties required of Buckinghamshire County Council (BCC) under the Equality Act 2010 and I have read our Equality Strategy.</b></p> <p><b>I am satisfied that this Equality Impact Assessment shows that we have made every possible effort to address any actual or potential unlawful discrimination.</b></p>	<b>Name</b>
	<b>Jane Bowie</b>
	<b>Signature</b> <i>J. Bowie</i>
	<b>Date</b> <b>22//08/19</b>