

EQUALITY, DIVERSITY AND INCLUSION

DONCASTER METROPLITAN BOROUGH COUNCIL

Due Regard Statement

TRANSFORMATION OF RESIDENTIAL AND DAY CARE SERVICES PROVIDED BY RDaSH IN DONCASTER

How to show due regard to the equality duty in how we develop our work and in our decision making.

Due Regard Statement

A **Due Regard Statement** (DRS) is the tool for capturing the evidence to demonstrate that due regard has been shown when the council plans and delivers its functions. A Due Regard Statement must be completed for all programmes, projects and changes to service delivery.

- A DRS should be initiated at the beginning of the programme, project or change to inform project planning
- The DRS runs adjacent to the programme, project or change and is reviewed and completed at the relevant points
- Any reports produced needs to reference “Due Regard” in the main body of the report and the DRS should be attached as an appendix
- The DRS cannot be fully completed until the programme, project or change is delivered.

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| 1 Name of the 'policy' and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the 'policy' is to equality. | <p>To review the Solar Centre and current residential care provision for people with a learning disability currently delivered by RDaSH</p> <p>Considerations will include:</p> <ul style="list-style-type: none">• How to achieve the best outcomes for people• Are the services still fit for purpose• Are the properties suitable• Is this the most cost effective option (it is known that Doncaster is paying for 24/07 residential care but 38% of these individuals are also accessing the Solar therefore there is a need to explore the true cost. <p>The purpose of the review is to ensure that future commissioning decisions are based on a clear understanding of service users, their families/carers, the service, its functions, costs and outcomes and where it fits with current transformation plans and priorities. The contract for the Solar Centre is currently in breach of Procurement Regulations and has not been renewed since 2014.</p> <p>This strategic review is being undertaken by Doncaster Council but also jointly with Doncaster Clinical Commissioning Group.</p> <p>The review methodology centres on working with service users and their families/carers using a person-centred, strengths-based approach to planning future care and support. Ambition and identified outcomes will inform future commissioning decisions. This, along with information about Day Centre attendance and activity levels, residential home occupancy, cost, value for money, qualitative feedback and performance information will enable options for future provision to be identified.</p> <p>Once the review has been concluded and the commissioning options identified, a formal consultation with all relevant stakeholders may be required.</p> <p>This activity will have particular impact for people with disabilities (particularly those with a</p> |
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| | | learning disability) and people of all ages including individuals who share both of these protected characteristics. There will also potentially be an impact on the service users' families and carers. |
| 2 | Service area responsible for completing this statement. | Doncaster Strategy and Performance Unit |
| 3 | Summary of the information considered across the protected groups. | <ul style="list-style-type: none"> • Data has been taken from the CareFirst cohort report which was run in December 2016 • Poppi and Pansi projections based on the 2011 Census. • The Care Act • Transforming Care Agenda <p>The residential services being reviewed consist of 52 places across 6 establishments, 47 of which are currently being utilised (29 females and 18 males). Poppi/Pansi projections based on the 2011 Census suggest that there are approximately 5,600 people with some level of learning disability within the borough of Doncaster of which 811 are known to Doncaster Adults, Health & Wellbeing. This is a significant client group with ongoing care and support needs and therefore it is essential that either the current or alternative provision is delivered.</p> <p>The criteria to access residential or day services are that the individual is assessed to have a learning disability and an unmet need that requires some level of support. However each protected group has been assessed and the findings are as follows:</p> <p>Whilst the residents of the care homes can be of varying ages all may have complex needs. Some are quite elderly and have lived these establishments for many years. Any change could cause distress which needs to be considered and managed carefully so that any distress is minimised.</p> |

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| Service users/residents | <p>Age: Of the 811 individuals with a learning disability already known to Doncaster Council 697 are aged 18-64 and 114 are over 65 years of age and 139 of these live in a residential establishment therefore a knowledge and understanding of the needs of different age groups is already established and there are no restrictions imposed and age breakdown of the 47 individuals affected by this statement is currently not available although it is known that a number are very elderly.</p> |
| Protected Characteristics | <p>Disability: All individuals affected by this statement have a learning disability with some having particularly complex needs. Some are elderly/very elderly and therefore it is likely that some if not all residents will have some kind of physical disability and potentially an element of dementia.</p> <p>Gender: Of the 811 individuals with a learning disability already known to Doncaster Council 371 are female and 440 are male, 139 of which live in a residential establishment.</p> <p>Race: The race of the service users affected is unknown but as the service entry requirements is that the individual has a learning disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.</p> <p>Sexual Orientation: The sexual orientation of the service users affected is not recorded but as the service entry requirements is that the individual has a learning disability there are no issues with this protected characteristic, therefore further investigation is not deemed necessary.</p> <p>Religion/Belief: The religion/belief of the service users affected is unknown but as the service entry requirements is that the individual has a learning disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.</p> <p>Maternity/Pregnancy: There is no data in relation to maternity/pregnancy for the service users affected but as the service entry requirements is that the individual has a learning</p> |

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| | <p>disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.</p> <p>Gender Reassignment: There is no data regarding gender reassignment in relation to the service users affected but as the service entry requirements is that the individual has a learning disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.</p> <p>Marriage/Civil partnership: There is no data regarding marital/civil partnership status in relation to the service users affected but as the service entry requirements is that the individual has a learning disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.</p> <p>Most of the individuals affected by this statement have had a review undertaken to ensure that a full picture of their current status and needs is available and plans are in place to review the few still outstanding. A further review may be undertaken once the options have been identified.</p> <p>The workforce is employed by RDaSH and once the way forward has been determined a further due regard statement will need to be completed to ensure that all protected characteristics are identified and addressed as part of the implementation process.</p> |
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| | Doncaster Workforce | |
| 4 | Summary of the consultation/engagement activities | <p>All service users within the residential homes and in attendance at Solar Centre have recently had a strengths-based, person-centred review of their needs.</p> <p>There is a project group which includes members from Doncaster Council, CCG, RDaSH, SYHA and Sanctuary Housing which meets on a monthly basis.</p> <p>Service users and their families/carers have been consulted as part of the review process. Independent advocacy has been available to all service users who are not able to represent themselves or do not have suitable representation from their own families/carers. RDaSH staff across both services have been consulted.</p> |
| 5 | <p>Real Consideration:</p> <p>Summary of what the evidence shows and how has it been used</p> | <p>The Solar Centre was commissioned in 2009 as part of the resettlement of people from Doncaster's long stay hospital and has facilities for people with complex needs; however, attendance levels have reduced over the past few years which is causing financial issues for RDaSH, particularly as the number of sessions delivered has remained fairly constant.</p> <p>It has been recognised that the service needs to be reviewed and whilst it is acknowledged that there may be a need for day centre provision for some of the people who currently use this service "one size fits all" is no longer appropriate and many would benefit from more bespoke community based services, possibly through a personal budget/direct payment.</p> <p>Almost half of the individuals living in the residential care facilities attend the Solar Centre and utilise 38% of the activities. Only 16 people from the community are using this facility which leaves a total of 70% of people coming from either the RDaSH residential homes or supported housing. This means that further investigation is required to identify the true cost of the services delivered as whilst it is acknowledge that there will be reciprocal</p> |

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| | | agreements in place to mitigate the potential for double funding it increases the argument that there is potential to consider scaling back the day centre services and delivering more community based options, particularly for those living in supported housing who may benefit from more bespoke options. |
| 6 | Decision Making | A project group consisting of all major stakeholders is already in place and meets regularly to progress this activity. Once the outcome of the review is in place and the way forward will have to be approved by the Mayor and Cabinet at which point it is anticipated that the project group will take the implementation forward and will ensure that the needs of the protected characteristics highlighted in this statement are given due consideration. |
| 7 | Monitoring and Review | A project management approach will facilitate a safe, best practice introduction of any new/changed services prior to or alongside the rationalisation of existing services. The DRS is a live document and as such should be regularly reviewed, revised and updated to ensure that due regard is taken at all points whilst the project is being implemented. The senior manager identified to sponsor the project will have overall responsibility for the due regard of service users. This manager will continuously monitor through the care management team and commissioning managers (Doncaster Council, CCG, RDaSH, SYHA and Sanctuary Housing) assigned to the project. Any new commissioning undertaken by Doncaster Council will be subject to clear scoping of specifications and identify required outcomes which will then be subject to regular compliance monitoring by commissioning and contracts. |
| 8 | Sign off and approval for publication | |