

# **EQUALITY, DIVERSITY AND INCLUSION**

## **DONCASTER METROPLITAN BOROUGH COUNCIL**

### **Due Regard Statement**

#### **TRANSFORMATION OF RESIDENTIAL 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.

<p><b>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.</b></p>	<p>To review the RDaSH Residential Care Home provision for people with complex learning disabilities and behaviours that challenge.</p> <p>Considerations will include:</p> <ul style="list-style-type: none"> <li>• Is the services delivery model fit for purpose?</li> <li>• Is the delivery model enabling service users to maximise opportunities to exercise choice and control, independence and achieving their desired outcome?</li> <li>• Are the properties suitable for the provision of the proposed delivery model?</li> <li>• Is the current delivery model sustainable and achieving the best value for money?</li> <li>• Outcome of Best Interest Meetings</li> <li>• Views and wishes of families</li> <li>• Service user reviews</li> </ul> <p>The purpose of the review is to ensure that future commissioning decisions are based on a clear understanding of the service, its functions, costs and achieved outcomes and where it fits with current transformation plans and priorities. RDaSH advised the Council and the CCG that they were unable to provide assurance of the sustainability of the current service and it being unaffordable to deliver within the contract value.</p> <p>The review is being undertaken by Doncaster Council in partnership with Doncaster Clinical Commissioning Group.</p> <p>The review centres on Residential Care Home occupancy, Solar Day Centre attendance, cost, value for money, quantitate and qualitative information, performance information and the outcomes from recent services user review and Best Interest meetings. Specifically undertaken to support the review process and future commissioning decisions.</p> <p>Now that the review has been concluded and the commissioning options determined formal consultation with all relevant stakeholders will be ongoing.</p>
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		<p>This activity will have particular positive impact for people with complex learning disabilities and behaviours that challenge (including those with additional physical disabilities) but no negative impact on the other protected characteristics. In addition to this this activity will have a positive impact, now and in the future for people of all ages including the elderly who share these characteristics.</p>
2	<p><b>Service area responsible for completing this statement.</b></p>	<p>Doncaster Council Adults, Health &amp; Wellbeing Directorate</p>
3	<p><b>Summary of the information considered across the protected groups.</b></p> <p><b>Service users/residents</b></p>	<ul style="list-style-type: none"> <li>• Data has been taken from the CareFirst</li> <li>• Projecting Older People Population Information (POPPI) and Projecting Adult Needs and Service Information (PANSI) projections based on the 2011 Census.</li> <li>• The Care Act</li> <li>• Transforming Care Agenda</li> </ul> <p>The Residential Care Homes being reviewed consisted of 52 places in 9 properties across 6 sites, 43 of places are currently being utilised. Projecting Older People Population Information (POPPI) and Projecting Adult Needs and Service Information (PANSI) projections based on the 2011 Census suggest that there will be approximately 5,600 people with some level of learning disability within the borough of Doncaster of which 811 are currently known to Doncaster Social Services, and it is essential that either the current or alternative provision is delivered.</p> <p>The only criterion to access the RDaSH Residential Care service is that the individual is assessed to have a medically diagnosed learning disability and the level of support is dependent upon the degree of disability/need regardless of age, disability, gender, race, religion/belief, sexual orientation, gender reassignment, Marriage/Civil partnership or Maternity/Pregnancy.</p> <p>Whilst the residents of the care homes can be of varying ages all have complex needs. Some are quite elderly and have lived in institutional residential setting including long stay hospitals and residential care homes for many years.</p>

**Protected Characteristics**

Each protected group was considered when service reviews took place. To ascertain each individuals understanding of the protected characteristics mental capacity assessments were completed, including easy read documentation and it was concluded that none of the RDaSH Residential Care Home residents did have the capacity to understand the complexity of the questions. Families, independent advocates, and Independent Mental Capacity Advocates were fully engaged in the assessments.

**Age:** The age range of the 17 male (1 respite) residing in the RDaSH Residential Care Homes is 39-96. The age range of the 28 Female (1 respite) residing in the RDaSH Residential Care Home properties is 31-92. Of the 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. 139 of these live in a residential establishment, therefore knowledge and understanding of the needs of different age groups is already established and there are no restrictions imposed.

**Disability:** All individuals affected by this statement have a medically diagnosed learning disability and some have complex needs and or behaviours that challenge. Some are elderly/very elderly; some of the residents have some kind of physical disability and potentially an element of dementia.

**Gender:** Currently there are 17 male (1 respite) and 28 Female (1 respite) residing in the RDaSH Residential Care Home properties. 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. All commissioned services are required to meet all of the protected characteristics of their service users. Due to this there are no further issues with this protected characteristic, therefore further investigation was not deemed necessary.

**Race:** The race of the service users affected is unknown but as the service entry requirements is that the individual has a diagnosed learning disability regardless of Race. All commissioned

services are required to meet the needs of their service users regardless of race, cultural, beliefs, religion etc. Due to this there are no further issues with this protected characteristic, therefore further investigation was not deemed necessary.

**Sexual Orientation:** The sexual orientation of the service users affected is not recorded but the only service entry requirement is that the individual has a diagnosed learning disability regardless of their sexual orientation. Due to all commissioned services being required to meet the needs of the service user there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.

**Religion/Belief:** The religion/belief of the service users affected is unknown but the only service entry requirements is that the individual has a diagnosed learning disability and all commissioned services being required to meet the and religious beliefs of the service user there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.

**Maternity/Pregnancy:** None of the current service users would be affected by this characteristic. However, as the only service entry requirements is that the individual has a diagnosed learning disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.

**Gender Reassignment:** There is no data regarding gender reassignment in relation to the current service users affected. However as the only service entry requirement is that the individual has a diagnosed learning disability this characteristic would not exclude any future service user from accessing this service. In addition, due to all commissioned services being required to meet the needs of a service user regardless of sexual orientation, gender or gender reassignment there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.

**Marriage/Civil partnership:** None of the current service users are married or in a civil partnership

However, as the only service entry requirements is that the individual has a diagnosed learning disability there are no issues with this protected characteristic, therefore further investigation was not deemed necessary.

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 monitor and continue to review individual's needs and preferences as the redesign of service delivery progresses. Consultation with has taken place with Families/carers and advocates who will continue to be involved/engaged as the transformation of the service progresses.

All staff at the residential homes are employed by RDaSH. Engagement with those staff has commenced and will continue throughout the project.

	<b>Doncaster Workforce</b>	
4	<b>Summary of the consultation/engagement activities</b>	<p>There is a project group which includes members from Doncaster Council and Doncaster CCG which meets weekly.</p> <p>There is a Project Board which meets monthly and has senior representation from Doncaster Council, Doncaster CCG, RDaSH, SYHA and Sanctuary Housing.</p> <p>Service users within the Residential Care Homes have undergone a recent review of their status/needs and Best Interests. The findings from those reviews have been used to identify options for future provision. Families have been fully consulted in conjunction with service users and their advocates where required.</p> <p>Additionally, consultation with the RDaSH staff across the residential homes has been undertaken and further engagement with RDaSH staff is planned during the life of the project.</p>
5	<b>Real Consideration:</b>  <b>Summary of what the evidence shows and how has it been used</b>	<p>It has been recognised that the current Residential Care Home, medical led model of provision is not needed by the vast majority of the current residents. It has been identified that moving to a Supported Living model of delivery can meet the needs of the vast majority of current residents. A Supported Living model of delivery will provide the individuals with more choice, control, and personalisation of the support they receive. The majority of current residents, families and advocates have been supportive of options that increase independence, choice and control of care and support. Additionally, service users will benefit from more bespoke options for future support and care.</p> <p>The provision of the residential care services is expensive; costing between £1079 and £1506 per individual per week which may not be the most appropriate use of resources and a more suitable solution may be identified which gives better value for money.</p>



<b>6</b>	<b>Decision Making</b>	<p>A project group and multi-agency Board consisting of all major stakeholders is already in place and meets regularly to progress this activity. The project group and Board have identified options for future provision which will be presented to the Mayor and Cabinet. If approval is given then an open tender process will be implemented to identify the best support provider. Followed by award and planned transition to the new delivery model by the awarded provider. This process will ensure that the needs of the protected characteristics highlighted in this statement are given due consideration.</p>
<b>7</b>	<b>Monitoring and Review</b>	<p>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.</p> <p>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.</p> <p>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.</p>
<b>8</b>	<b>Sign off and approval for publication</b>	