
<table>
<thead>
<tr>
<th>Department:</th>
<th>HHASC</th>
<th>Service:</th>
<th>Integrated Learning Disabilities Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author:</td>
<td>Niel Niehorster</td>
<td>Date completed:</td>
<td>2 June 2016</td>
</tr>
<tr>
<td>Contact name:</td>
<td>Niel Niehorster</td>
<td>Contact phone number:</td>
<td>020 8379 5039</td>
</tr>
</tbody>
</table>

About the service

1. Brief description of the service covered by this assessment.

The Integrated Learning Disabilities Service is a partnership between Enfield Council’s Health and Adult Social Care Department, Enfield CCG, Central North West London Mental Health Trust and Barnet, Enfield and Haringey Mental Health Trust. The service is managed on behalf of the partners by Enfield Council through a Sec 75 Agreement between the LBE & CCG for integrated management/provision and pooled budgets. The service consists of the following teams/services:

- Assessment & Care Management/Social Work
- Employment Service
- Community Nursing
- Occupational Therapy
- Psychiatry
- Art Therapy
- Speech & Language Therapy
- Psychology
- Physiotherapy

The aim of the service is to meet the Council’s statutory obligations and those of the NHS with regard to the provision of health & social care services to people with a learning disability. The key aim of the service centre it to promote health & well-being, independence and social inclusion for Adults with learning disabilities by:

- Providing an effective point of access for services for people with learning disabilities, their carers and other professionals.
- Giving information, advice and referral to other agencies.
- Undertaking user focused, multi-agency Care Act/social work assessment, which highlights people’s needs, strengths and aspirations.
- Undertaking specialist health assessment ie medical, psychiatric, nursing, OT and art therapy, psychology, speech & language
- Formulating and delivering health interventions to improve the physical and mental health of people with learning disabilities
- Devising creative personalised packages of care and support, which assist people to achieve their goals through the provision of quality services that promote social inclusion and independence.
- Monitoring and reviewing the services that people receive to ensure that they are appropriate and continue to meet a person's needs.
- Protecting and safeguarding people who are vulnerable.
- Providing advice and consultation to other services, both within the Council and externally.

2. Please list the main partners, council departments, organisations and service user or target groups for this service.

The service works with Adults with a learning disability over the age of 18 yrs who require a specialist health and/or social care service. There are approximately 1,000 known the service. Young people from the age of 16+ will be allocated as part of their transition arrangements from Children's to Adult Services. People over the age of 65yrs will continue to receive a service from the service centre where the primary need for input is related to their learning disability.

The service works within the Council's eligibility criteria as defined by the Care Act 2014 and in line with the NHS operating framework. The service also works with carers of people with a learning disability and provides services to carers on the basis of a Carers assessment.

The service works with a range of internal & external partners including:

- Housing providers
- Acute NHS Trusts
- Primary care providers
- Metropolitan Police
- Education
- Children's Services
- Colleges
- Careers service
- Voluntary sector
- Independent care providers
- Court of Protection
- Carers Centre
- Enfield CCG & NHS Commissioners
- Operational Support Hub
- Finance Hub
- Data Mi Hub
- Co-Managed Service/EY
If the service is provided by another organisation or agency please give their names and how you ensure they comply with the Council's Equal Opportunities and Valuing Diversity policy.

Care support for people with a learning disabilities is purchased/commissioned from a range of independent sector providers. The Council ensure that organisations comply with the Council's policy on Equality & Diversity through the contractual process.

Individual outcomes for people with learning disabilities that promote independence, inclusion and address issues of inequality are set out in the person support plan, which forms the basis for the provision of services from providers.

3. Please list any performance objectives / targets relating to equality that your service has / uses.
   If as a result of this assessment you are going to introduce new targets, please detail these in your action plan at the end of this form.

   The aim of the service is to support people with learning disabilities to be as independent as possible, to maximise their choice and control and to increase their participation and inclusion in the community. There are a number of PIs that are relevant to our aims of equality, inclusion and control:

   NI130 – Self-directed support & Direct Payments
   NI135 – Carer assessments & support
   NI145 – People with learning disabilities supported to live in the community
   NI146 – People with learning disabilities supported to gain employment.

   The Care Act places a duty on Councils to assess the needs and wellbeing of people with disabilities living in their area. The principle of equality and inclusion is central to this legislation. Following assessment, a support plan is devised with the person that sets out their goals and outcomes and describes how these outcomes will be met. Assessments and support plans consider the needs of people arising from their disability but also takes accounts of needs arising from other ‘protected characteristics’ or individual circumstances. These include:

   Race, culture, gender, sexuality, age, additional disabilities, religion, socio-economic group.
4. Does your service collect data from service users/applicants for equalities monitoring purposes?  
   YES  
   If YES please detail below how and when this data is collected and where it is stored e.g. *equalities data is collected at application stage and entered into the SAP database.*

   Equities data is collected at the referral stage and is stored on Carefirst.

5. Does your service carry out equalities monitoring to review the take up/accessibility of your service?  
   YES  
   If YES please detail which aspects of your service are monitored and how frequently, then proceed to Q8. If NO please complete Q7.

   The service monitors referral and take up of services by people with learning disabilities by age, ethnicity and gender.

6. If your service does NOT monitor equalities, please detail how you comply with the Council's Equal Opportunities and Valuing Diversity policy and how you achieve the council's aim of 'Fairness for all' - serving the whole borough fairly and tackle inequality.

   N/A

7. Monitoring information:

   Indicate YES, NO or NA (Not Applicable) for each characteristic

<table>
<thead>
<tr>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnership</th>
</tr>
</thead>
</table>

   Does monitoring enable you to profile service users/applicants by the following characteristics?*

   Does monitoring enable you to profile the satisfaction of service users by the following characteristics?*

   Does a comparison against baseline demographic data show that service users are representative of the local population in relation to the following characteristics?
Does monitoring show that there are any under-represented groups within the following characteristics?

**IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO ADDRESS UNDER-REPRESENTATION OF PROTECTED GROUPS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.**

* If you do not include all protected characteristics in your equalities monitoring please explain why below:

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### Equalities impact

#### 8. Protected characteristics equalities impact:

Please indicate YES, NO or NA (Not Applicable) for each characteristic

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do satisfaction levels identify any concerns arising from vulnerable groups within the following characteristics?</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
</tbody>
</table>

| Does your evidence show an adverse impact on any group/s within the following characteristics? | NO | NO | NO | NO | NO | NO | NO | NO | NO |

| Are there known or potential barriers to participation for any group/s within the following characteristics? | There are no known or potential barriers to participation for any group in terms of access to our services. However, most if not all our service users will face barriers to inclusion, equal access to healthcare and services which our services aims to reduce and challenge. | NO | NO | NO | NO | NO | NO | NO | NO |

**IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO MITIGATE ADVERSE IMPACTS / BARRIERS / CONCERNS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.**

#### 9. Could the service or policy discriminate, directly or indirectly, according to the accompanying definitions? Yes

If YES, please set out how it is justifiable under legislation in the box below.
There is a risk that the current financial situation could discriminate or adversely impact on people with learning disabilities through reductions in funding which limit the opportunities that may have access to. To avoid this, any decision around savings and reductions in care will be taken on an individual basis following a Care Act assessment or review. There service does not operate blanket policies in respect to these matters.

10. **Could the service or policy have an adverse impact on relations between different groups / community cohesion?**
   If YES, describe below and add any actions to mitigate this impact in your action plan.
   
   **NO**

11. **Have you received any complaints about your service in respect of equality issues? YES / NO**
   If YES, please give a brief description and what action has been taken as a result.
   
   **NO**

12. **How does the service contribute to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups in the community?**

   The service promotes equality of opportunity for people with learning disabilities through a range of interventions including the following:
   
   - Assessment of need under the Care Act and the provision of personal budgets to meet personal outcomes.
   - The provision of specialist community nursing and psychiatric service to improve access to healthcare (both specialist, primary & acute) to address health inequalities.
   - The provision of appropriate information, education and training on people’s rights with regard to social care, health care and as citizens.
   - The provision of therapeutic interventions to assist people to maximise their independence and well-being and to enable them to live meaningful, equal lives in their communities.
   - Ensuring that people who have been subject to extended NHS in patient care are treated locally in the community.
   - Support for people with learning disabilities to gain paid employment in order to improve self-esteem and financial independence.
   - Supporting people to self advocate where appropriate so that their voices can be heard.
   - Supporting people to remain safe and taking appropriate actions where abuse may have occurred.
   - Promoting user and carer self directed support through empowering peers to support each other.
13. Please give specific examples of success / best practice your service can evidence in terms of ‘narrowing’ the gap through improved outcomes / reduced inequality for service users

- Excellent work in helping people achieve employment
- The service leads the way in reducing admissions to Assessment & Treatment Units through community interventions.
- One of the best performing boroughs in London with regard to supporting people to live in settled accommodation
- One of the lowest admissions rates to residential care in London
- Reductions in the use of anti-psychotic medications

14. Does your service or policy provide financial support for the protected groups? YES / NO
   If YES, please list below and the value of the financial support.

The service provides personal budgets to individuals who meet eligibility for a personal budget following an assessment under the Care Act. This is then usually provided through a direct payment to the individual or their agent. The amount will vary depending on levels of need or risk. An indicative budget is allocated through a Resource Allocation System (RAS) and then finalised following a process of individual support planning.

15. Socio-economic equalities impact:

   Indicate YES, NO or NA (Not Applicable) for each characteristic

<table>
<thead>
<tr>
<th>Communities living in poverty</th>
<th>People not in employment, education or training</th>
<th>People with low qualifications</th>
<th>People living in social housing</th>
<th>Lone parents</th>
<th>People on low incomes</th>
<th>People in poor health</th>
<th>Any other socio-economic factors (please state)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The service works with people with learning disabilities who may fall in to any of these groups. However, the service does not specifically provide a service on the basis of the above.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

   Does the service or policy specifically impact on people / communities disadvantaged through the following socio-economic factors?

   Does the service / policy contribute to promoting equality of opportunity for the following groups?

   As set out in section 12

16. If YES answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable
Consultation and engagement

17. Please list any recent consultation activity on your service, any specific equalities groups that were targeted, how the results have been publicised and what action has been taken in response to the results. (Please state the source of data)
   (If more information is needed to understand the views of disadvantaged groups please add this to your action plan)

The Integrated Learning Disabilities Service has a well established user and carer engagement programme. This is largely through the Learning Disabilities Partnership Board (LDPB) and sub groups. The Board meets 4 x per year and sub groups meet on a more frequent basis. In addition, the department undertake specific consultation with regard to policy changes and development. The most recently example has been the Transport Strategy consultation.

The attached link gives details of consultation and actions taken.

In addition, people in receipt of services will receive a review (at least annually) were they are able to give feedback on the quality of the services received. Where necessary, advocates are provided to ensure that people can express their views.

There is a need to ensure that the service & Partnership Board reaches those people with learning disabilities and their carers who are harder to reach. The LDPB is working in partnership with One to One (Enfield) to establish an LD Parliament/Council to encourage engagement by people with learning disabilities and to promote active citizenship. This is being funded through the Big Lottery Grant.

Staff training and development

18. Please set out below the staff training undertaken on equalities.
   If there is a need for additional staff training please detail this in your action plan.

Evidence of staff training:

The service has a Training Plan which dovetails with the Departmental Training Plan. Over the past year, training in relevant to equality issues for people with disadvantaged groups has been provided across the service and has included:

- Disability awareness training
- Safeguarding training
- Assessment & support planning training
- Best Interest and DoLS training

Outcomes from such training:
Staff are better equipped to provide high quality support to people with learning disabilities in Enfield.

Review and publicity

19. Please set out in your action plan when you will review this assessment and how it will be publicised
(Note: all EQIAs sent to the Performance Management Team are published on the Council’s website)

The service has a two weekly LD management and quality improvement meeting which considers issues of equality and diversity. The Plan will be minored through this mechanism. The plan will be available through the LD Partnership Board.
Enfield Council – Retrospective Equality Impact Assessment / Analysis

Action plan template for existing services

Name of service: Integrated Learning Disabilities Service

Department: HHASC

Service manager: Niel Niehorster HoS

<table>
<thead>
<tr>
<th>Identified Issue</th>
<th>Action Required</th>
<th>Lead Officer</th>
<th>Timescale/By When</th>
<th>Costs</th>
<th>Review Date/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publicity of this assessment and when it will be reviewed</td>
<td>To be discussed at the LDPB</td>
<td>Niel Niehorster</td>
<td>August LDPB</td>
<td>None</td>
<td>N/A</td>
</tr>
<tr>
<td>Some people with learning disabilities find it hard to engage and contribute to the development of services.</td>
<td>To set up an LD Parliament/Council</td>
<td>Lesley Walls</td>
<td>By November 2016</td>
<td>Funded through the Big Lottery Grant</td>
<td>March 2017</td>
</tr>
<tr>
<td>To ensure that assessment &amp; reviews continue to be person centred and address issues of exclusion, disadvantage and discrimination where appropriate.</td>
<td>To quality assure assessment, support plans and reviews through the supervisory process.</td>
<td>Team managers</td>
<td>ongoing</td>
<td>None</td>
<td></td>
</tr>
</tbody>
</table>

Please insert additional rows if needed

Date to be reviewed: June 2017

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: Bindi Nagra

This form should be returned by 27 May 2016 to Debbie Warren, Senior Performance Analyst

Email: debbie.warren@enfield.gov.uk   Tel: 020 8379 1612   Address: Performance Management Team, B Block South, Civic Centre