

## **A Consultation on the Delivery of Learning Disability Day Services for People Living in Belfast.**

### **Consultation dates:**

**3<sup>rd</sup> September 2015 - 26th November 2015.**

### **Availability in other formats**

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# A Consultation on the Delivery of Learning Disability Day Services for People Living in Belfast.

## Contents:

	Page
About this consultation	3
Context	3
Why things are changing	6
How we currently provide Learning Disability <b>Day Services</b>	12
Proposal for future delivery	15
The Equality Impact Assessment (EQIA)	18
How to have your say	55
Consultation questions	56
Appendix 1	59

# About this consultation

We are consulting on proposals to change the way Learning Disability Day Services are delivered by Belfast Trust. This consultation is the commencement of a 3 – 5 year process to implement the agreed **Regional Day Opportunities Model**.

The consultation will begin on Thursday 3 September 2015 and will end on Thursday 26 November 2015. In order to facilitate the consultation process Belfast Trust will organise and publicise a range of consultation events for interested parties. The views expressed during the consultation will be presented to Belfast Health and Social Care Trust Board on 14 January 2016 and be made available to consultation respondents.

## 1. Context

- 1.1 In June 2007, **The Social Care Institute for Excellence** published a guide entitled “Community-based day activities and supports for people with learning disabilities: How we can help people to “have a good day”? This paper states that a person with a Learning Disability should be:
  - Undertaking activities that have a purpose.
  - In ordinary places, doing things that most members of the community would be doing.
  - Doing things that are right for them personally.
  - Receiving support that meets their individual and specific requirements and overcomes inequalities.
  - Meeting local people, developing friendships, connections and a sense of belonging.
- 1.2 In August 2011, **The Patient and Client Council** published a document entitled ‘My Day, My Way’ which was the culmination of an exercise reflecting the views of people with Learning Disability about the changes in day services in Northern Ireland. The Bamford Monitoring Group talked to a total of 1190 people with a Learning Disability, parents, carers and family members as part of this process. Within the document parents/carers said they feel there is a lack of opportunities for people with a Learning Disability, especially in relation to work placements and little flexibility in arrangements. The overwhelming conclusion from this work was that **Day Opportunities** and alternatives to traditional day care provision are increasingly important to people with a Learning Disability.
- 1.3 In August 2012, the **Health and Social Care Board (HSCB)** in partnership with the **Public Health Agency (PHA)** instigated a review of Learning Disability day services across Northern Ireland. This review, lead to a full public consultation, which involved events in all Health Trust areas, including

Belfast<sup>1</sup>. These events were very well attended by service users, carers, staff and other agencies<sup>2</sup>.

- 1.4 Following an extended full public consultation process, the HSCB and PHA published a **Regional Learning Disability Day Opportunities Model** in April 2014. This agreed model described how people with a Learning Disability can expect to lead full and meaningful lives in their neighbourhoods, have access to a wide range of social, work and leisure opportunities and form and maintain friendships and relationships. Belfast Trust now wants to consult on how we will reconfigure **Day Centre** Services to maximise Day Opportunity Services and activities for Service Users with a Learning Disability to fulfil the strategic requirements of the **Regional Day Opportunities Model**.

## 2. Why we're consulting

- 2.1 The **Regional Model for Day Opportunities** produced in 2014 by the HSCB and PHA, described two aspects to future service provision:
- 1) Day services for people with **complex care needs**, which will be largely based in **Day Centres**, and
  - 2) **Day Opportunities** (which are for everyone), will be a package of community-based day time activities in areas such as further education, training, supported employment and social activities.
- 2.2 **Day Opportunities** will support individuals with a Learning Disability to access support that promotes their **social inclusion as citizens** and empowers them with choice about how they spend their day time hours.
- 2.3 In order to achieve the **Regional Day Opportunities Model** the Trust will be required to re-shape and re-model our current **Day Centres** to support individuals with more complex needs in the future and to ensure the most effective use of resources.

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<sup>1</sup> The HSCB and the PHA facilitated two events in Belfast at NICVA on Monday 4<sup>th</sup> November 2013.

<sup>2</sup> Belfast Trust Learning Disability services formally responded to the consultation as did many carers and other stakeholders either at the consultation events, by completing the consultation booklet or by a separate written response.

### 3. Proposals

- 3.1. In this document you will find our proposal for how Learning Disability **Day Centre** services will be reshaped to maximise **Day Opportunities** for Learning Disability Service Users in the future. This proposal is described in 'Proposal for future delivery' at paragraph 13.1.
- 3.2. We want to hear your comments on this proposal, and would like to know if you have any other suggestions on how services should be reshaped to deliver the **Regional Day Opportunities Model**. We also want to give you the opportunity to tell us how the re-shaping of Learning Disability **Day Centres** will impact in terms of equality of opportunity, good relations, disability duties and human rights. Please refer specifically to the separate EQIA document at Appendix 2.
- 3.3. We want to hear the views of people with a Learning Disability, their carers and anyone with an interest in Learning Disability Services in Belfast.
- 3.4. This proposal takes account of:
  - The outcomes of a comprehensive profile of existing service provision and current service users' needs.
  - Capacity within the existing service provision.
  - An analysis of key demographic trends in particular regarding young people transitioning to adult services post 19 years.
  - Existing **Day Opportunities** which meet the assessed needs, views and aspirations of service users and their carers, particularly of those who could most benefit from alternatives to services provided in traditional buildings based **Day Centres**.
  - Local community based **Day Opportunities** already in existence, to meet current and future assessed needs together with the views of providers of **Day Opportunity** services e.g. the NOW Project.

# Why things are changing

## 4. Our Vision

- 4.1 Our vision for **Day Opportunities**<sup>3</sup> is consistent with the **Regional Day Opportunities Model, Equal Lives**<sup>4</sup> and the **Bamford Review**<sup>5</sup>, with the core values of social inclusion, citizenship, empowerment, working together and individual support. It is also consistent with the Health & Social Care **Commissioning Plan Direction (NI) 2015**<sup>6</sup> and the **HSCB Commissioning Plan 2014/2015**<sup>7</sup>
- 4.2 Our vision is about delivering support to Learning Disability Service Users with less complex needs through a range of **Day Opportunities** as opposed to traditional **Day Centre** care delivered solely by health and social care. Instead the focus is on service users and staff working together to develop and implement individual person centred plans and utilising activities and resources available through a range of agencies.
- 4.3 Person centred plans will be developed to include services appropriate to the transition points in life, as an essential part of:
- The young person to adult stage of life<sup>8</sup>,
  - The adult at the retirement stage<sup>9</sup> of life, and
  - Those whose needs change and become more complex such that they require 24 hour care and support.
- 4.4 The **Regional Day Opportunities Model** also places a requirement on all Government Departments<sup>10</sup> to ensure that **Day Opportunities** for people with a Learning Disability is clearly seen as a shared responsibility and is not solely a matter for the Health Service. To achieve our vision for **Day Opportunities** we must have a multi-agency approach and implementation must be a key priority for other agencies, including education and further education, employment, transport and local Councils. We will continue to engage with all of these agencies and departments to ensure our services users are able to avail of future **Day Opportunities** in Belfast.

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<sup>3</sup> As outlined in Excellence and Choice – A Consultation on the future provision of Learning Disability Services Belfast, November 2009 and the HSCB / PHA Regional Model for Day Opportunities 2014.

<sup>4</sup> Equal Lives: Review of Policy and Services for People with a Learning Disability in Northern Ireland - September 2005

<sup>5</sup> The Bamford Review of Mental Health and Learning Disability, an independent review of legislation, policy and service provision, concluded in August 2007.

<sup>6</sup> See Appendix 1

<sup>7</sup> Draft at 26 January 2015, see Appendix 1

<sup>8</sup> Between June 2015 and 2016, 23 young people will potentially require complex needs support.

<sup>9</sup> Currently 55 service users are aged 65 years and above.

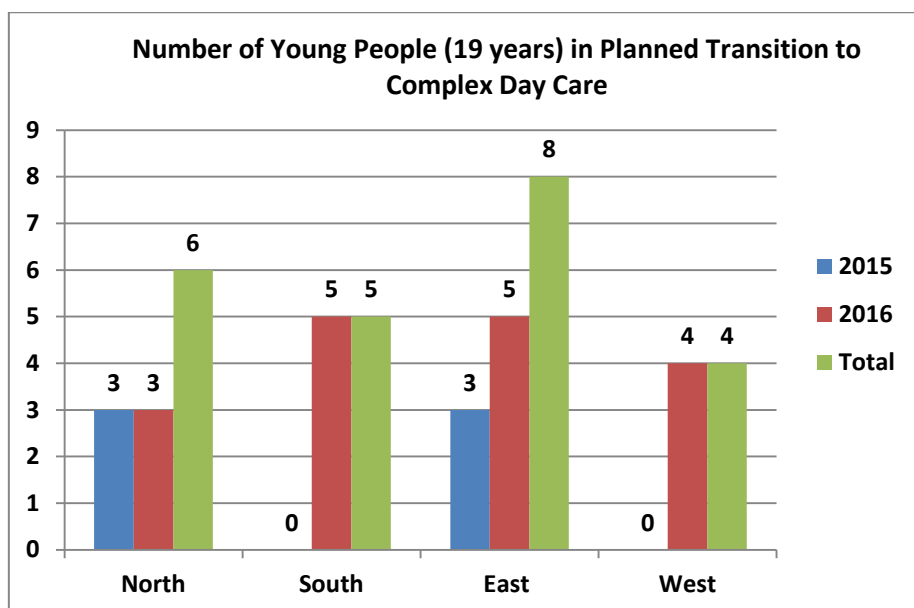
<sup>10</sup> Page 7 – Regional Day Opportunities Model

- 4.5 We will also work closely with partners in the community and voluntary sector to develop choice and opportunities that are focused on the benefits to the individual, their family and their local community.
- 4.6 We know from our review of current Learning Disability Service Users in Belfast that:
- (a) *A proportion of Learning Disability Service Users with complex needs will continue to exclusively require **Day Centre** based care.*
  - (b) *A further proportion of our Learning Disability Service Users will continue to require **Day Centre** service on some days of the week and, in addition, be able to avail of some **Day Opportunities** in suitably well-supported provision.*
  - (c) *A further proportion of our Learning Disability Service Users will be able to exclusively avail of **Day Opportunities**, with appropriate support and who will no longer require any **Day Centre** services.*
- 4.7 We envisage that in the longer term, across Belfast there will be **Day Centre** services in each locality North, South, East and West of the city, together with a developing range of **Day Opportunities** provided by satellite services. We will consult further, as required, on the reconfiguration of **Day Centre** services across the city as **Day Opportunities** increase and individual's assessed needs change.
- 4.8 The regional review of **Day Opportunities** identified as a first step to implementation of the regional model that 'each locality needs to establish its current service profile'. In doing so we know that within Belfast Trust:
- Up to 700 service users have places on our Trust day care registers;
  - 75% of **Day Centre** places are filled on a full-time basis, and 25% of places are filled on a part-time or 'off-site' placements.
  - 95% of those using **Day Centres** live within the **Day Centres**' geographic catchment or the previous Trust Boundary prior to 2007.
  - 50% of those using **Day Centres** are from North & West wards and 50% from are from South & East wards
  - 78% of those attending **Day Centres** travel on statutory transport or in our staff vehicles, 10% on public transport and 11% in their own vehicle or by a private provider.
  - The gender profile of those attending is 51% Male and 49% Female
  - The age profile of those attending is 9% 18-24 yrs, 45% 25-44 yrs, 38% 45 - 64 yrs & 8% 65+ yrs.

4.9 To implement our vision and the **Regional Day Opportunities Model** we know that **Day Centres** in the future will be for those people with more complex care needs. Currently individual Service Users attending **Day Centres** have support needs within the eight broad categories below. Within each category the complexity of need of the individual can of course vary, as can those individuals whose complex needs result in needing support in more than one of these areas.

Category / % of those attending	Category / % of those attending
Challenging Behaviours - 43%	Mental Health Issues - 34 %
Communication Needs - 83%	Sensory Issues - 33%
Eating & Drinking Support - 68%	Substance Misuse - 1%
Complex Health Needs - 39%	Profound Multiple Disorders - 18%

4.10 Current demographic trends demonstrate that in 2015/16 and in 2016/17 there will be 23 young people transitioning to adult **Day Centres** at 19 years. Diagram 1 below shows the numbers planned to transition to complex care across all four areas of the city. In the next two years the highest numbers are in East (8) and the lowest in West (4).





## 5. What People Have Told Us?

- 5.1 Comments from our service users, (who already have access to a wide range of **Day Opportunities** provided through the community and voluntary sector), highlight the significant benefits they have found in their placements:

'I get out more, can travel by myself and have friends outside the centre and don't get bored; we get making our own decisions about what we do during the week'.  
(Female, late 40s)

'I can get to places on my own and I know if I need someone I can still get help. I feel like an adult.' (Female, early 40s)

'Left school and went to day centre but I wanted to do more so now I am in work placement and am doing some courses, when I finish I want to get a job.' (Male, early 20s)

## 6. Personalisation

- 6.1 Learning Disability service provision, both now and in the future is based on individual assessed need, person centred care planning and the involvement and participation of users and carers. Through Direct Payments and the introduction of Self Directed Support service users and their carers will have further options regarding how **Day Opportunities** are provided to individuals in the future.

## 7. Day Centre Services

- 7.1 The number and location of our **Day Centres** was inherited by the Trust in 2007. In order to implement the **Regional Day Opportunities Model** we plan to work in partnership with service users and their families to re-shape the current configuration of **Day Centres** buildings across Belfast. This will involve providing **Day Centre** services for those with complex needs. Building on existing success we will develop further a range of **Day Opportunities**, provided through 'satellite' services which may be statutory based or provided in partnership with the community and voluntary sector and other agencies. Through this **Day Centre** and 'satellite' approach service users, their carers and families will continue to be supported by the full range of Learning Disability services, appropriate to their assessed needs.
- 7.2 Only by continuing to engage with other agencies, including Education, Employment and Learning, Regional Development and Culture, Arts and Leisure can we ensure that an inclusive range of **Day Opportunities** are provided. Further Education Colleges, Leisure Centres and Libraries are already examples of buildings which are shared by the whole community, including adults with a Learning Disability. We will seek, where possible, to maximise the availability of these facilities for our Service Users.

## 8 Developing Strong Partnerships with the Community & Voluntary Sector

- 8.1 Over the past 10 years we have worked with partners in the community and voluntary sector to develop an increasing range of **Day Opportunities** outside of **Day Centres** and in particular, The Now Project, The Orchardville Society, Mencap, Upper Springfield Development Company Ltd and ARC<sup>11</sup>. The training and support for employment provided by this sector has become a priority for many service users and created opportunities which have had positive personal outcomes for both service users and their carers. Our partners in the community and voluntary sectors are telling us that many of our service users (as set out in 4.6 (b) above) who attend their **Day Opportunities** provision for part of the week as an outreach service from our **Day Centres** would be able to avail of **Day Opportunities** five days a week.
- 8.2 The community and voluntary sector already provide various activities for adults with learning disabilities, including providing work placements with organisations such as Belfast City Council, Royal Mail and many catering outlets. They also provide work placements with animal shelters and charities such as MacMillan Care. This sector provides various social activities and clubs at local leisure centres and other community facilities, for example:
- The Now Project which operates mostly in North and West Belfast has the franchise for the Bobbin Café in Belfast City Hall which provides training opportunities and employment opportunities for our service users.
  - The Orchardville Society which mainly operates in South and East Belfast has Café East on the Newtownards Road which also provides training opportunities and employment opportunities for service users.
  - Pre -employment training courses are also provided for our service users to help prepare them for placements and any employment opportunities and this would include independent travel training as part of the course.
  - The Upper Springfield Development Co. Ltd providing arts, skills and social clubs in West Belfast.
- 8.3 In addition to these providers **Day Centres** have also developed a wide and established network of partnerships with a range of charities and organisations including, local libraries, Disability Sports NI, Riding for the Disabled, Artscare and Streetwise.
- 8.4 As we implement our vision of the **Regional Day Opportunities Model**, we want to ensure that more and more of these opportunities are offered to service users.

## 9 Our review of on-going needs

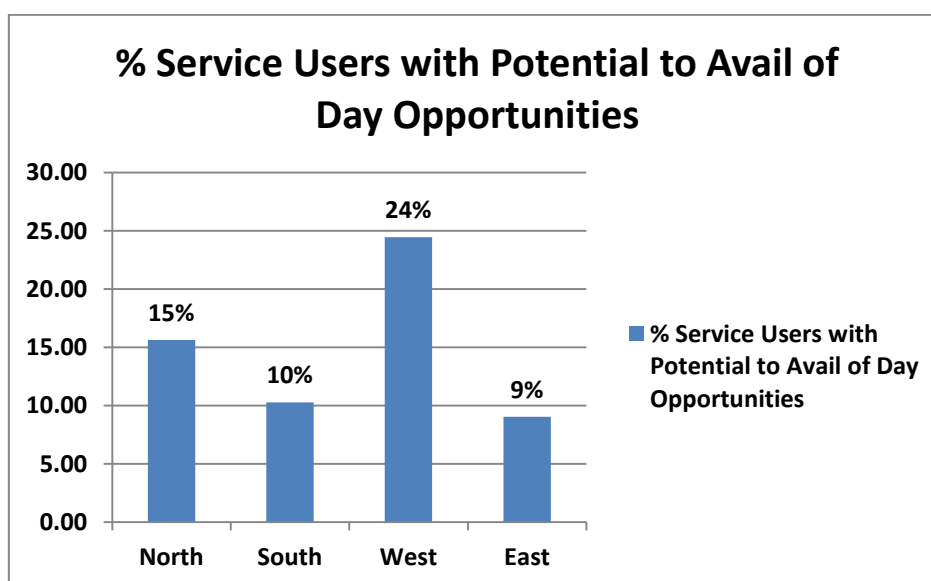
- 9.1 The needs of our Learning Disability Service Users are reviewed regularly by Community Learning Disability Nurses, Social Workers and Allied Health professionals. Those who attend our **Day Centres** also receive a regular review of their needs by the specialist staff who work there.

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<sup>11</sup> The Association for Real Change

- 9.2 The Trust has, in advance of this consultation, undertaken an overview of the placements we currently provide in our **Day Centres**. As part of this process we have also considered the potential for Learning Disability Service Users who attend **Day Centres** of their potential to avail of greater **Day Opportunities**. In doing so, we have identified a proportion of Service Users who could progress from current **Day Centre** care to a much more personalised **Day Opportunities** approach. This review identified approximately 100 Service Users across Belfast who currently attend **Day Centres** (out of a total of approximately 700) who, with appropriate support, could progress to a personalised **Day Opportunities** programme.
- 9.3 In Diagram 2 below we show where Service Users, who we have assessed could progress to **Day Opportunities**, are distributed across each locality in the city.

**Diagram 2**



# How we currently provide Learning Disability day services

## 10. Day Centres

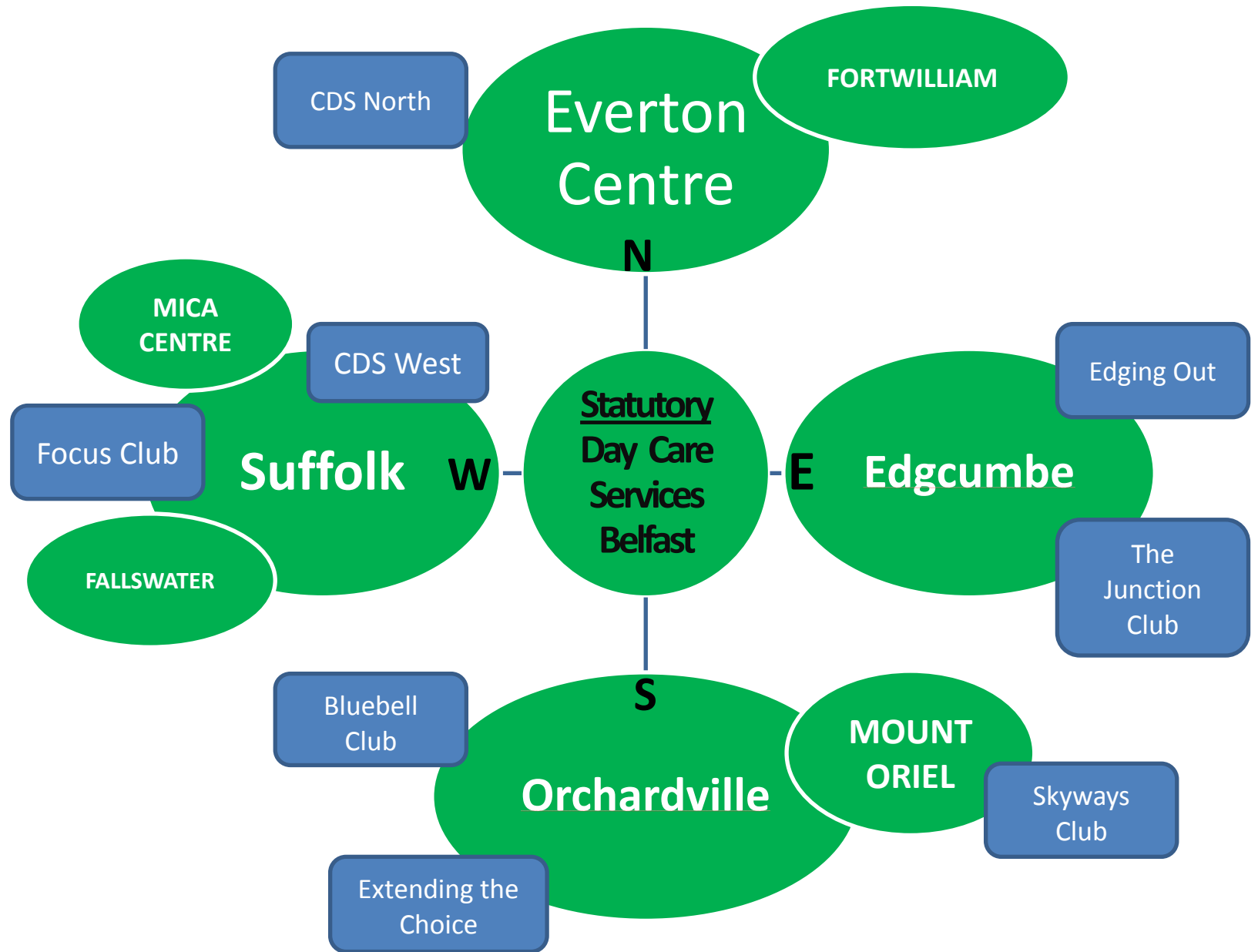
- 10.1 Belfast Trust currently provides Learning Disability **Day Centres** from four large centres, one in each geographic sector of the city and four smaller centres listed below. These are mapped in Diagram 3 overleaf coloured in Green:
- Everton Centre (North Belfast)
  - Orchardville Centre (South Belfast)
  - Edgcumbe Centre (East Belfast)
  - Suffolk Centre (West Belfast)
  - Mica Drive Centre (West Belfast)
  - Fallswater Centre (West Belfast)
  - Fortwilliam Centre (North Belfast)
  - Mount Oriel Centre (South Belfast)
- 10.2 These **Day Centres** offer a range of services, including needs assessment, risk assessment, mobility support, medication administration, personal care support, behaviour management and specialist eating and drinking support.
- 10.3 We want to ensure that in the future Service Users with a Learning Disability, with complex needs continue to receive the most appropriate support, through **Day Centre** and community based services. The configuration of services post consultation will safeguard this.

## 11. Day Centre Clubs - Improving Access to Day Opportunities

- 11.1 Over the past 10 years, **Day Opportunities** have also been developed by our services and supported by our staff outside of **Day Centres**. Currently 180 people or 25% of service users with a Learning Disability are already engaged in **Day Opportunities** activities. Because we believe **Day Opportunities** should be available to every Learning Disability Service User a further 50 individuals with particularly complex needs also have one of their day care sessions, outside a centre, on a weekly basis (as described above at 4.6 (b)). Belfast Trust currently also provides Learning Disability **Day Opportunities** from two community day services schemes and five clubs, (these are also shown on diagram 3, coloured in blue):
- Two Community Day Services Schemes (CDS) one in North and one in West Belfast.
  - Focus Club, based in Suffolk **Day Centre**
  - Edging Out and the Junction Clubs based in Edgcumbe **Day Centre**
  - Extending the Choice (ETC) and Bluebell Clubs based in Orchardville **Day Centre**
  - Skyways Club, Based in Mount Oriel **Day Centre**
- 11.2 All Clubs are run and managed by service users, for service users, with support from Trust staff and are within local communities and engage with local community groups.

Diagram3

# Key



## 12. Day Opportunities provided by The Community and Voluntary Sector

- 12.1 The Trust also commissions **day opportunity** services from the community and voluntary sector providers, mainly, The Orchardville Society, Now Project, Upper Springfield Development Co. Ltd, Mencap and ARC. These providers deliver a range of individualised programs in further education, supported training and employment, social enterprise and volunteering and leisure and recreational opportunities.
- 12.2 Community and Voluntary Sector partnership placements total just under 800 day opportunities every year.
- Supported Employment & Training – 518 placements
  - Volunteering, Arts and crafts, Social & Leisure, Horticulture - 281 placements
- 12.3 Already within Belfast significant numbers of people with a Learning Disability are undertaking a wide range of activities that are not provided within a **Day Centre** building.

## Proposal for future delivery

13.1 The Trust has considered how best to commence the process of implementing the **Regional Day Opportunities Model** across Belfast. We have indicated in Section 4.7 above that in future:

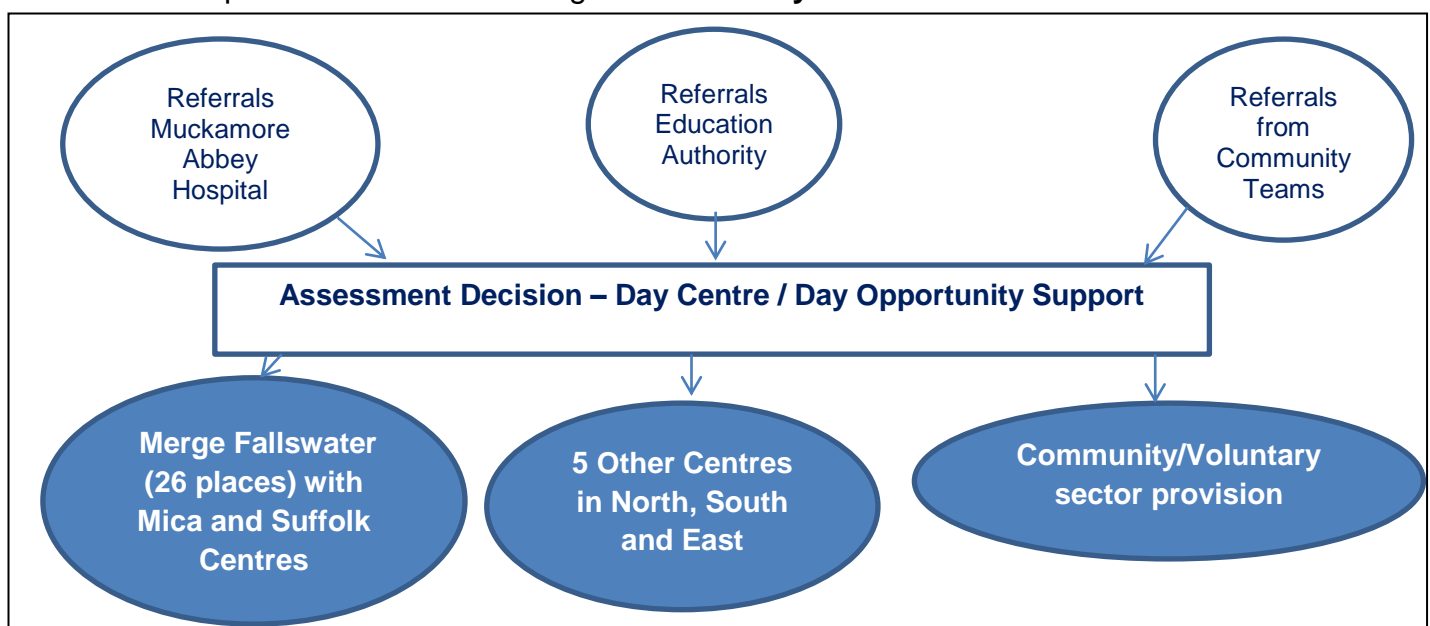
.... across Belfast there will be **Day Centre** services in each locality North, South, East and West of the city, together with a developing range of **Day Opportunities** provided by satellite services.

13.2 As a public service we are required to ensure (both for our own service provision and for those we purchase from the community and voluntary sector), that we secure the best service for the resources that are made available to us. As a result of this we know that it will not be viable to continue to deliver **Day Centre** services from all of our current buildings based locations in the future.

13.3 We have also considered the assessment of need arising out of our pre-consultation review of current **Day Centre** placements and our existing mix of statutory and community/voluntary sector provision of **Day Opportunities** across the city.

13.4 The area of Belfast where there the **greatest number** of Learning Disability Service Users, who we assess can progress from **Day Centres** to avail of **Day Opportunities**, is in **West Belfast**. We are also mindful of the demands for the service in the future and the demographic information shows that the demand for **Day Centre** placements in the next two years is **lowest in West Belfast**.

13.5 Our proposal is therefore to **Merge Day Centres in West Belfast**. **Day Centre** services are currently provided from the Suffolk, Mica and Fallswater Centres in West Belfast. We propose Fallswater **Day Centre**, given it is the smallest of the three in West Belfast, would merge with the Suffolk and Mica Centres. This Proposal will result in moving from three **Day Centres** to two in West Belfast.



## 14 Factors for this proposal

- 14.1 A merging of the West Belfast **Day Centre** service would re-shape the current provision. Within West Belfast, the potential for enhancing local alternative **Day Opportunities** is consistent with the **Regional Day Opportunities Model** and our overview of on-going needs confirms that the greatest potential to initiate **Day Opportunities** for service users exists in West Belfast. As identified 24% of service users who have been assessed as being able to avail of enhanced local **Day Opportunities** currently receive services in West Belfast. Consultation with existing voluntary sector day opportunity providers confirms the Trust's assessment as noted above.
- 14.2 Mica **Day Centre** staff have been working with service users interested in moving from a **Day Centre** model to community **Day Opportunities**. The established **Day Opportunities** partnership with Whiterock Leisure Centre (**satellite**) in West Belfast can be enhanced immediately by ten full-time places. This enhanced number of **Day Opportunities** created at Whiterock Leisure Centre would increase the choices available for service users, informed by their assessed needs and service user choice.
- 14.3 A Focus Club (**satellite**) run by Suffolk **Day Centre** can be enhanced immediately to create an additional four full-time **Day Opportunities** places, with potential, further additional places in the forthcoming months.
- 14.4 Given the range of statutory **Day Opportunities** and those provided by the Community & Voluntary Partners, Learning Disability Service Users will have the full range of **Day Opportunities** choices available.
- 14.5 This proposal focuses limited resources on services, **Day Opportunities** developments and not buildings.
- 14.6 This proposal would provide greater flexibility regarding service provision for service users who will continue to require a **Day Centre** placement in either Suffolk or Mica. Other localities in Belfast offer service users a choice of moving to one of two **Day Centres** within the locality and this proposal provides greater equity of provision across the city. Additionally the proximity of Orchardville **Day Centre** on the boundary of south and west Belfast could provide potential additional **Day Centre places** if required.
- 14.7 The main **Day Centre** in West Belfast (Suffolk) is projected to provide significant additional placements for school leavers with complex needs over the next number of years and these can be facilitated by the services within greater West Belfast area.
- 14.8 We are confident that sufficient **Day Opportunities** currently exist, or will be in place in time to allow individual service users in West Belfast to be adequately provided for with a range of **Day Opportunities** or (if required) **Day Centre** places.



## 15 Factors against this proposal

- 15.1 Some people who previously attended the Fallswater **Day Centre** and who will continue to need Day Centre services as set out in Section 4.6 (a) & (b) may have a slightly longer journey to attend the Mica or Suffolk **Day Centres** (if this remains their choice).
- 15.2 The Trust will work to ensure that the needs of individuals continue to be met by the service most appropriate to their needs and we commit to continuing the process of person centred planning based on individual needs assessment, both with service users and their families and carers.
- 15.3 The Trust will ensure that the full range of services available remain, i.e. **Day Centre** provision, clubs for social activities and leisure hobbies and work with those in education and supported training and employment in order to safeguard the needs of all service users.

## 16 Conclusion

- 16.1 Given the factors identified in the pre-consultation, the strategic background to the provision of **Day Opportunities** and the requirement on the Trust to commence implementation of the **Regional Day Opportunities Model** the Trust considers its proposal to merge Fallswater **Day Centre** into Mica and Suffolk **Day Centres** gives the best opportunity to begin the roll out of its Vision for **Day Opportunities**.
- 16.2 The Trust values and recognises that it is through our staff that the organisation delivers high quality care. The Trust is fully committed to supporting staff through periods of change. The proposal outlined in this paper will impact on the staff currently providing **Day Centre** services within Belfast. The Trust is committed to engaging and consulting fully with these staff utilising the Trust's agreed Framework on the Management of Staff affected by Organisational Change and the Staff Redeployment Protocol. The Trust will ensure that staff are fully supported throughout the process of change and will put in place a range of support mechanisms including, as appropriate, individual staff support, induction, training and re-skilling.
- 16.3 We understand that any proposals for change can create uncertainty and apprehension and so we want to provide reassurance that the Trust's approach to service change will be underpinned by the following principles;
- ✓ individual engagement with service users and carers,
  - ✓ no change to the process of service needs assessment, which will continue to be person centred,
  - ✓ a full range of services will continue to be available within the Belfast Trust area,
  - ✓ any change for a service user will be subject to an agreed trial period and reviewed with service users and their carers, including, as appropriate to assessed need, the transport to support any change.
  - ✓ full account will be taken of the demographic trends and projections of those needing complex care and support.

# An Equality Impact Assessment (EQIA) about the Delivery of Day Services for people with a Learning Disability Living in Belfast

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**Consultation dates: 3<sup>rd</sup> September 2015 - 26th November 2015.**

## **Availability in other formats**

If you have any queries about this document and its availability in alternative formats then please contact:

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## Contents

		<b>Page</b>
<b>1</b>	<b>Introduction</b>	<b>22</b>
<b>2</b>	<b>Statutory Context</b>	<b>22</b>
	2.1 <i>Section 75 NI Act 1998</i>	23
	2.2 <i>Disability Discrimination Act 1995 (as amended)</i>	23
	2.3 <i>Human Rights Act</i>	24
<b>3</b>	<b>The Equality Impact Assessment Process</b>	<b>25</b>
	3.1 <i>Background to the Proposal</i>	26
<b>4</b>	<b>Consideration of available data and research</b>	<b>27</b>
	4.1 <i>Strategic Data Sources</i>	27
	4.1.1 <i>The “Bamford Review and Vision” and “Equal Lives Report” 2007.</i>	27
	4.1.2 <i>Community-based day activities and supports for people with learning disabilities: How we can help people to “have a good day”? (2007)</i>	29
	4.1.3 <i>“My Day My Way - What I do during the day. What people with a learning disability said” Patient Client Council (2011).</i>	29
	4.1.4 <i>Person centred support: What service users and practitioners say; Joseph Rowntree.</i>	30
	4.1.5 <i>Transforming Your Care (TYC): A review of Health &amp; Social Care in Northern Ireland.</i>	30
	4.1.6 <i>Regional Review of Day Opportunities for Adults with a Learning Disability</i>	30
	4.1.7 <i>Service Framework for Learning Disability 2015 DHSSPS</i>	31
	4.2 <i>Local Data Sources</i>	31
	4.3 <i>Learning Disability Day Service Provision</i>	31
	4.3.1 <i>Profile of Fallswater Day Centre</i>	31
	4.3.2 <i>Travelling Distance between Fallswater and Mica/Suffolk Day Centres</i>	32
	4.4 <i>Profile of BHSCCT Population</i>	35
	4.4.1 <i>Age</i>	36
	4.4.2 <i>Gender</i>	36
	4.4.3 <i>Religion</i>	36
	4.4.4 <i>Dependant Status</i>	37
	4.4.5 <i>Ethnicity</i>	37
	4.4.6 <i>Political Opinion</i>	37
	4.4.7 <i>Sexual Orientation</i>	37
	4.4.8 <i>Disability</i>	38
	4.4.9 <i>Marital Status</i>	38
	4.4.10 <i>Health &amp; Social Inequalities</i>	38
<b>5</b>	<b>BHSCCT: Staff Profile</b>	<b>38</b>
	5.1 <i>Trust Workforce</i>	38
	5.2 <i>How the Trust will manage the process of change</i>	38
	5.3 <i>Equality Data</i>	39
<b>6</b>	<b>Consideration of Adverse Impacts</b>	<b>41</b>
	6.1 <i>Scope</i>	41

	<b>6.2</b> <i>Equality Screening Outcome</i>	41
	<b>6.3</b> <i>Assessment of Impact on Section 75 Groups - Service users</i>	41
	6.3.1 <i>Gender</i>	42
	6.3.2 <i>Age</i>	42
	6.3.3 <i>Religious Belief</i>	42
	6.3.4 <i>Dependant Status</i>	42
	6.3.5 <i>Ethnicity</i>	43
	6.3.6 <i>Marital Status</i>	43
	6.3.7 <i>Disability</i>	43
	6.3.8 <i>Sexual Orientation</i>	43
	6.3.9 <i>Multiple Identity</i>	44
	6.3.10 <i>Assessment of impact on Good Relations: Service Users</i>	44
	<b>6.4</b> <i>Assessment of impact on Human Rights: Service Users</i>	44
	6.4.1 <i>UNCRPD</i>	
	6.4.2 <i>Human Rights Act</i>	44
	<b>6.5</b> <i>Assessment of Impact on Disability Duties: Service Users</i>	45
	<b>6.6</b> <i>Assessment of Impact on Section 75 Groups: Staff</i>	46
	6.6.1 <i>Summary Analysis</i>	46
	6.6.2 <i>Gender</i>	46
	6.6.3 <i>Age</i>	46
	6.6.4 <i>Religion</i>	46
	6.6.5 <i>Political Opinion</i>	47
	6.6.6 <i>Marital Status</i>	47
	6.6.7 <i>Caring Responsibilities</i>	47
	6.6.8 <i>Disability</i>	47
	6.6.9 <i>Ethnicity</i>	47
	6.6.10 <i>Sexual Orientation</i>	47
<b>7</b>	<b>Consideration of Mitigating Measures</b>	<b>47</b>
	7.1 <i>Implementation of the Regional Strategic Model of Day Services</i>	48
	7.2 <i>Person centred Approach</i>	49
	7.3 <i>Strengthening current provision</i>	50
	7.4 <i>Consultation</i>	50
	7.5 <i>Management of Transition</i>	51
	7.6 <i>Consideration of Mitigation for staff</i>	52
	7.7 <i>Staff re-location / re-deployment</i>	52
	7.8 <i>On-going Monitoring and review</i>	53
	7.9 <i>Partnership approach</i>	53
<b>8</b>	<b>Formal consultation, publication and monitoring</b>	<b>53</b>
	8.1 <i>Formal consultation</i>	54
	8.2 <i>Publication</i>	54
	8.3 <i>Decision of the Public Authority</i>	54
	8.4 <i>Monitoring</i>	54
	Freedom of Information Act (2000)	<b>58</b>
	Confidentiality of Consultations	

<b>Figures</b>		
		<b>Page</b>
<b>Figure 1</b>	Transport used by Service Users to Fallswater Day Centre	<b>32</b>
<b>Figure 2</b>	Distance map of Mica and Fallswater Day Centres	<b>33</b>
<b>Figure 3</b>	Distance map of Fallswater and Suffolk Day Centres	<b>33</b>
<b>Figure 4</b>	Fallswater Day Centre Users Residency in terms of Electoral Wards	<b>35</b>
<b>Figure 5</b>	Service Users with potential to avail of day opportunities	<b>35</b>
<b>Figure 6</b>	Age Profile - Belfast/Castlereagh population	<b>36</b>
<b>Figure 7</b>	Gender Profile of Belfast Trust population	<b>36</b>
<b>Figure 8</b>	Political Opinion NI Assembly Election 2011	<b>37</b>

<b>Tables</b>		
		<b>Page</b>
<b>Table 1</b>	ECNI Guidelines in Conducting an EQIA	<b>25</b>
<b>Table 2</b>	Fallswater Day Centre: Service User Profile	<b>34</b>
<b>Table 3</b>	Staff Profile	<b>39</b>

## 1. Introduction

This Equality Impact Assessment (EQIA) has been prepared by the Belfast Health and Social Care Trust (the Trust) to assess the impact of the changes outlined within the Trust's Consultation Document – 'A Consultation on the Delivery of Learning Disability Day Services for People Living in Belfast'.

An EQIA is an in-depth analysis of a proposal to determine the extent of the impact on equality of opportunity for the 9 equality categories and the impact on good relations under Section 75 of the Northern Ireland Act 1998. It also considers the impact on disability duties contained in the Discrimination Act 1995 (as amended). Finally, the EQIA considers the human rights impacts.

### How to get involved?

The Trust welcomes any comments which you may have in terms of the Equality Impact Assessment.

We are committed to improving the way we provide services for people and we need you to help us to do this. We believe that the people who use the service, their families, relatives, carers and communities and the staff who deliver the service are best placed to tell us what they think of the Trust's proposals and we are keen to involve these groups specifically in the process. We would like to hear your views as they are very important to us. The views of our staff are equally important to us.

The Trust welcomes any comments which you may have in terms of the Equality Impact Assessment. Your views are very important to us and we welcome your comments in a variety of means e.g. using the questionnaire, by writing to us, emailing, telephoning, faxing. (This list is not intended to be exhaustive).

The Trust has developed a detailed consultation plan and will engage with local stakeholders on the proposals for change within Day Services for people with Learning Disabilities provided by Belfast Trust.

**Deadline for comments will be: 26th November 2015.**

Following consultation a summary report will be made available.

## 2. Statutory Context:

Three important areas of law are considered relevant to this EQIA:

- Section 75 Northern Ireland (NI) Act 1998
- Disability Discrimination Act 1995 (as amended): Disability Duties
- Human Rights.

These are now considered in detail:

## 2.1 Section 75 NI Act 1998

Section 75 of the NI Act 1998 requires each public authority, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote **equality of opportunity** between nine categories of persons, namely:

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Between men and women generally
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without.

Without prejudice to its obligations above, the public authority must also have regard to the desirability of promoting **good relations** between persons of different religious belief, political opinion or racial group.

Belfast Health and Social Care Trust submitted its revised Equality Scheme to the Equality Commission for Northern Ireland (ECNI) on 1<sup>st</sup> May 2011. The Scheme outlines how the Trust proposes to fulfil its statutory duties under Section 75 and will duly implement the requirements of the Revised Guidance for Public Authorities on Implementation of Section 75. The Trust's Scheme was formally approved in October 2011 and henceforth, policies are screened to assess impact on the promotion of equality of opportunity or the duty to promote good relations using the following criteria:

- What is the likely impact on equality of opportunity for those affected by this Policy? (major / minor / none).
- Are there opportunities to better promote equality of opportunity?
- To what extent is the Policy likely to impact on good relations?
- Are there opportunities to better promote good relations?

Further, the Trust gave a commitment to apply the above screening methodology to all policies and where necessary and appropriate to subject policies to further Equality Impact Assessment (EQIA).

## 2.2 Disability Discrimination Act 1995 (as amended)

Under section 49A of the Disability Discrimination Act 1995 (the 'DDA 1995'), (as amended by Article 5 of the Disability Discrimination

(Northern Ireland) Order 2006), Belfast Trust, when carrying out its functions must have due regard to the need to:

- Promote positive attitudes towards disabled people **and**
- Encourage participation by disabled people in public life.

These 'Disability Duties' are a recognition of disabled people not having the same opportunities or choices as non-disabled people. Such limitations are often due to the attitudinal and environmental factors (such as the way in which services are designed or delivered), rather than limitations arising from the person's disability.

### 2.3 Human Rights

The Trust is committed to the safeguarding and promotion of Human Rights in all aspects of its work. The Human Rights Act 1998 gives effect in UK Law to the European Convention on Human Rights and requires legislation to be integrated so far as possible in a way that is compatible with the Convention rights. It also makes it unlawful for a public body to act incompatibly with the convention rights. Where a public authority has assumed responsibility for the welfare and safety of individuals, there is a particular duty to guarantee human rights.

The Trust will make every effort to ensure that respect for human rights, is part of its day to day work and is incorporated and reflected as an integral part of its actions and decision making process. The Trust will keep human rights considerations and relevant legislation and previous judicial reviews at the core of any decisions or considerations.

The Trust is committed to upholding the principles of the UN Convention on the Rights of Persons with Disability (UNCRPD) which seeks to promote, protect and ensure full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and to promote respect for their inherent dignity.

The Trust is also mindful of the need to comply with international human rights instruments:

- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Elimination of All Forms of Discrimination against Women
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment.

In addition to these, there are European-level treaties including:



- European Convention on Human Rights
- European Social Charter
- Charter of Fundamental Rights of the European Union.

### 3. The Equality Impact Assessment Process

An Equality Impact Assessment (EQIA) is a thorough and systematic analysis of a policy, whether that policy is written or unwritten, formal or informal and is carried out in accordance with the Equality Commission’s Guidance for Implementing Section 75 of the NI Act 1998 and its Practical Guidance on Equality Impact Assessment.

Whilst an EQIA must address all 9 Section 75 categories, it does not need to afford equal emphasis to each throughout the process – rather the EQIA must be responsive to emerging issues and concentrate on priorities accordingly.

An EQIA should determine the extent of differential impact upon the relevant groups and in turn establish if the impact is adverse. If so, then the public authority must consider alternative policies to better achieve equality of opportunity or measures to mitigate the adverse impact.

This current EQIA shall follow seven separate elements as outlined in the Equality Commission’s guide to Statutory Duties:

The Trust believes it is appropriate in this instance to conduct a full EQIA in order to fully assess the equality and human rights implications of this proposal. In so doing the Trust has adhered to the ECNI guidelines in conducting this EQIA. Key Stage 1 of ‘defining the policy’ is covered in detail in the consultation document. This EQIA goes on to cover stages 2 to 5. Stages 6 and 7 will be completed at the end of the consultative process.

**Table 1: ECNI Guidelines in conducting an EQIA**

Key Stage	Description
Key Stage 1	Defining the aims of the policy
Key Stage 2	Consideration of available data and research
Key Stage 3	Assessment of impacts
Key Stage 4	Consideration of measures that might mitigate any adverse impact and alternative policies which might better achieve the promotion of equality of opportunity
Key Stage 5	Consultation
Key Stage 6	Decision/recommendation by the Public Authority and publication of report on Results of Equality Impact Assessment
Key Stage 7	Monitoring for adverse impact in the future and publication of the results of such monitoring

### 3.1 Background to the Proposal

The Belfast Health and Social Care Trust (The Trust) currently provides approximately 700 day care places across eight day centres, of various sizes, for adults with a learning disability in the Belfast area. The day centre based services are complemented by two day service schemes, five clubs and a range of community based services/activities.

The current proposal asserts that, through the availability and promotion of a more inclusive day services model, the requirement for traditional buildings based day care places will be reduced, thereby providing the opportunity to merge traditional buildings based services.

Specifically, the Trust proposes that services in West Belfast will be delivered via Mica Drive and Suffolk centres and complemented by satellite provision in Whiterock Leisure Centre and via a Focus Club (satellites) such that services will no longer be delivered from the Fallswater centre.

This EQIA therefore will consider the equality impact of the Trust's proposal to merge day centres in West Belfast for people with Learning Disabilities.

It is important to note that the more inclusive day opportunities model is the outcome of the shared vision reflected in the Regional Model for Day Opportunities developed by the Health & Social Care Board and Public Health Agency, following a review of Learning Disability Day Opportunities 2012 - 2014. The review was extensively consulted upon as part of a full public consultation exercise. There is therefore general public awareness about the on-going modernisation of Learning Disability day opportunities service.

The Trust is fully committed to the promotion and safeguarding of Equality and Human Rights and will ensure that the Equality and Human Rights implications are fully considered, assessed and incorporated as an integral part of this proposal and decision taken.

## 4. Consideration of available data and research

In keeping with the Equality Commission (NI) Guide to the Statutory Duties and EQIA Guidelines, quantitative and qualitative data has been drawn from a number of sources. The following data sources were used to inform this Equality Impact Assessment:

### 4.1 Strategic Data Sources

1. The 'Bamford Vision' & 'Equal Lives Review'(2007)
2. Community-based day activities and supports for people with learning disabilities: How we can help people to "have a good day"? (2007) Social Care Institute for Excellence
3. Person centred support: What service users and practitioners say; Joseph Rowntree Trust (2008)
4. 'My Day, My Way What I do during the day What people with a learning disability said' (2011) Patient Client Council
5. 'Transforming Your Care: A Review of Health & Social Care in Northern Ireland' (2011) DHSSPS
6. 'Regional Review of Day Opportunities for Adults with a Learning Disability' (2014) HSCB/PHA
7. Service Framework for Learning Disability (2015) DHSSPS
8. Northern Ireland Statistics and Research Agency(NISRA) 2011 Census of Population (Northern Ireland)
9. Statement of Key Inequalities, Equality Commission for Northern Ireland
10. DHSSPSNI Budget 2015/16
11. DHSS - Change or Withdrawal of Services : Revised Guidance on Roles and Responsibilities – DHSSPSNI – November 2014
12. ECNI Guide on Section 75 and Budgets – December 2014
13. ECNI Guidance on the Disability Duties: Promoting Positive Attitudes and Encouraging the Participation of Disabled people in public life 2007.

An overview of the **key** strategic documents is provided below:

#### 4.1.1 The 'Bamford Review and Vision' & 'Equal Lives Report' 2007

In October 2002 the Department of Health, Social Services and Public Safety (DHSSPS) commissioned an independent review of law, policy and service provision

affecting people with mental health needs or learning disability in Northern Ireland. This became known as the Bamford Review/Equal Lives.

The Bamford Review provided the vision to re-focus on meeting the needs of people with a learning disability. One of the distinct strands of the Bamford Review was a review of policy and service provision for people with a learning disability. The subsequent Equal Lives Report was based on 5 core values which it stated must underpin future developments of service delivery for all people with a learning disability irrespective of age, gender, severity of disability or complexity of needs.

The 5 core values included:

**Citizenship:** People with a learning disability are individuals first and foremost and each has a right to be treated as an equal citizen.

**Social Inclusion:** People with a learning disability are valued citizens and must be enabled to use mainstream services and be fully included in the life of the community.

- a. Inclusion recognises both people's need for individual support and the necessity to remove barriers to inclusion that create disadvantage and discrimination. Inclusion is only possible on the basis of equality of opportunity to access and to participate in.
- b. Education, employment, leisure and other aspects of community life. Inclusion is more likely to be achieved if people's connections are maintained at a local level through involvement in local schools, housing, employment, etc.

**Empowerment:** People with a learning disability must be enabled to actively participate in decisions affecting their lives.

**Working Together:** Conditions must be created where people with a learning disability, families and organisations work well together in order to meet the needs and aspirations of people with a learning disability.

**Individual Support:** People with a learning disability should be supported in ways that take account of their individual needs and help them to be as independent as possible. In addition, service systems that are based on group approaches need to be remodelled to more fully recognise people's individual strengths and needs.

These values were/are a challenge to policy and practice which emphasise/d separation and dependency.

The Equal Lives report proposed 12 core Objectives to be incorporated into future policy for improving the lives of people with a learning disability. For this consultation Objective 4 and Objective 9 are relevant:

**Objective 4:** To enable people with a learning disability to lead full and meaningful lives in their neighbourhoods, have access to a wide range of social, work and leisure opportunities and form and maintain friendships and relationships.

**Objective 9:** To enable people with a learning disability to have as much control as possible over their lives through developing person centred approaches in all services and ensuring wider access to advocacy and Direct Payments.

*“Twenty-first century services will need to attune to a changed perception of what it means to have a learning disability. Many people with this disability are capable of doing more themselves. Their needs and aspirations cannot be met solely by Health and Social Services – they need support from education, housing, leisure, employment agencies and others.” (Equal Lives; 1.16)*

*(We Must Ensure) “...that men and women with a learning disability are able to actively participate in their communities and (are) afforded opportunities to meet their aspirations for meaningful day-time activities, friendships, employment, education and leisure...” (Equal Lives; 5.1)*

#### **4.1.2 Community-based day activities and supports for people with learning disabilities: How we can help people to “have a good day”? (2007)**

The Social Care Institute for Excellence developed a Best Practice Guide for Commissioners and Service Providers wishing to develop measurable objectives in the area of activities and supports for people with learning disabilities. The report recommended that in order for a person with a learning disability to ‘Have a good day’ they should be:

- Undertaking activities that have a purpose
- Be in ordinary places, doing things that most members of the community would be doing
- Doing things that are right for them personally
- Receive support that meets their individual and specific requirements and overcome inequalities
- Meet local people, develop friendships, connections and a sense of belonging.

#### **4.1.3 ‘My Day, My Way’ - What I do during the day. What people with a learning disability said’ Patient Client Council (2011)**

The document was produced following the Bamford Monitoring Group discussions with 1190 people with learning disabilities, parents, carers and family members regarding day services in each Health and Social Care Trust area. The overwhelming conclusion was that ‘day opportunities’ offer people with a learning disability greater choice, flexibility and independence. The report stated that people really value having a variety of activities to do and places to go each day, and those

who mixed their week had the most positive experiences. The report also concluded that day opportunities and alternatives to traditional day care provision are increasingly important to people with a learning disability.

#### **4.1.4 Person centred support: What service users and practitioners say; Joseph Rowntree (2008)**

This study examined person centred support, a key new concern in public services. It does this by bringing together for the first time the views, ideas and experience of service users, face to face practitioners and managers. Government is committed to 'personalisation', 'self-directed support' and 'individual budgets' in social care, aiming for increased choice and control for the people who use services. This is a move away from traditional, 'one-size-fits-all' approaches.

#### **4.1.5 Transforming Your Care (TYC): A Review of Health & Social Care in Northern Ireland**

In 2011, DHSSPS published 'Transforming Your Care (TYC): A Review of Health & Social Care in Northern Ireland. TYC set out an agenda across the whole Health and Social Care sector. TYC was endorsed by the Assembly and confirmed the direction of day care provision in line with Bamford's vision.

#### **4.1.6 Regional Review of Day Opportunities for Adults with a Learning Disability**

In August 2012 the HSCB / PHA instigated a review of day opportunities for adults with a learning disability and subsequently consulted widely on a **Regional Learning Disability Day Opportunities Model**. The publication of the post-consultation report in April 2014 outlined a model of service delivery such that traditional day centre based care would support individuals with complex needs with an increasing emphasis on offering appropriate day opportunities to service users of all abilities.

The HSC/PHA model endorsed the Bamford ethos and had two critical elements to it.

- **Day care for people with complex needs** - The model stated that the need to provide an individualised service for the most vulnerable in our society remains an absolute priority for any modernised or reforming day service. HSC Trusts must therefore consider and adjust service criteria to ensure buildings-based services remains available to those with complex physical and healthcare needs or behaviour support needs. (pg6)
- **Day Opportunities** - The regional model recommended an inclusive approach to the development of day opportunities for all service users no matter what their ability. The model stipulated that it was essential to include carers, users and professionals in the planning and provision of services to ensure that users are both safe in their environments but are also engaging in meaningful and enjoyable activities. (pg6)

### 4.1.7 Service Framework for Learning Disability 2015 DHSSPS

Service Frameworks set out the standards of care that service users, their carers and wider family can expect to receive. The aim of the Service Framework for Learning Disability is to improve the health and wellbeing of people with a learning disability, their carers and their families by promoting social inclusion, reducing inequalities in health and social wellbeing, and improving the quality of care. Of particular note is **Standard 17** which states that: ‘All adults with a severe or profound learning disability should be able to take part in a range of meaningful day activities that suits their needs’.

## 4.2 Local Data Sources

This document is also shaped by a number of Trust documents as follows:

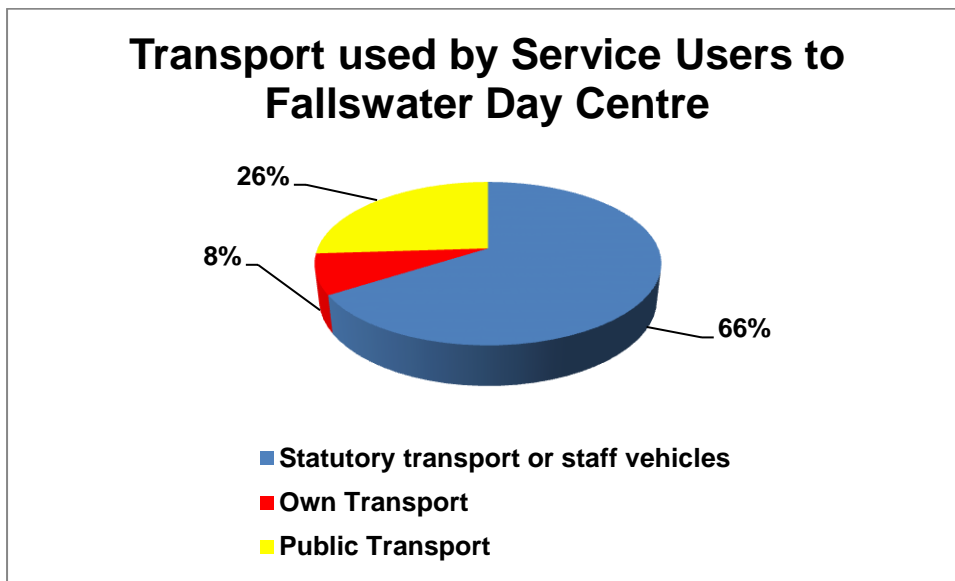
1. “The Belfast Way”: A vision of excellence in Health and Social Care.
2. “New Directions”: A conversation on the future delivery of Health and Social Care Services for Belfast.
3. Emerging Themes – Section 75 Inequalities Audit.
4. Framework on the Management of Staff affected by Organisational Change and the Staff Redeployment Protocol.
5. Framework on the Employment of People with Disabilities.  
[‘Excellence and Choice-A consultation on the future provision of Learning Disability Services in Belfast’ 2010](#)
6. Corporate Plan 2013-2016  
[http://www.belfasttrust.hscni.net/pdf/Corporate\\_Management\\_Plan\\_2013\\_to\\_2016.pdf](http://www.belfasttrust.hscni.net/pdf/Corporate_Management_Plan_2013_to_2016.pdf)
7. Belfast Trust’s Equality Scheme which incorporates the Trusts Human Rights obligations and disability duties.
8. Available data in respect of each of the Section 75 groupings for service users and staff.

## 4.3 Learning Disability Day Service Provision

### 4.3.1 Profile of Fallswater Day Centre Service Users

Fallswater Day Centre has 26 registered service users. 19 attend full time and 7 attend part time. 96% of users live within the catchment area of BHSCT. All service users have a learning disability which means that a service user can experience one or more of the following: sensory needs, communication needs, mental ill health, challenging behaviour needs.

**Figure 1: Transport used by Service Users to Fallswater Day Centre:**



#### **4.3.2 Travelling Distance between Fallswater and Mica / Suffolk Day Centres**

Fallswater Day Centre is one of three centres based in West Belfast. The others are Mica Day Centre and Suffolk Day Centre. Fallswater is approximately 0.4 miles away from Mica Day Centre and 3 – 4.7 miles (depending on route taken) from Suffolk Day Centre involving a 3 minute or 11-14 minute drive respectively. Refer to Figures 2 and 3.



Figure 2: Distance map of Mica and Fallwater Day Centres<sup>12</sup>:

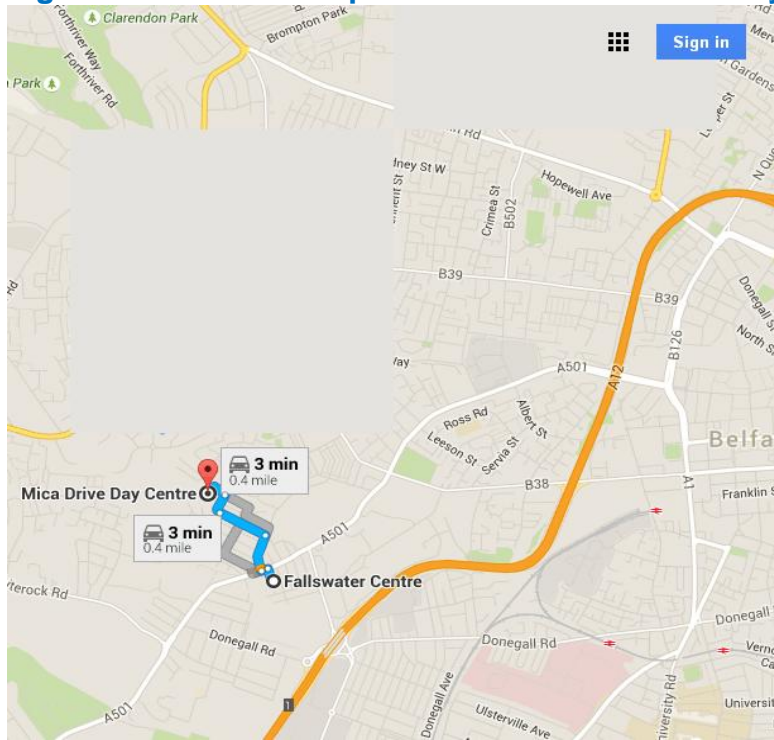
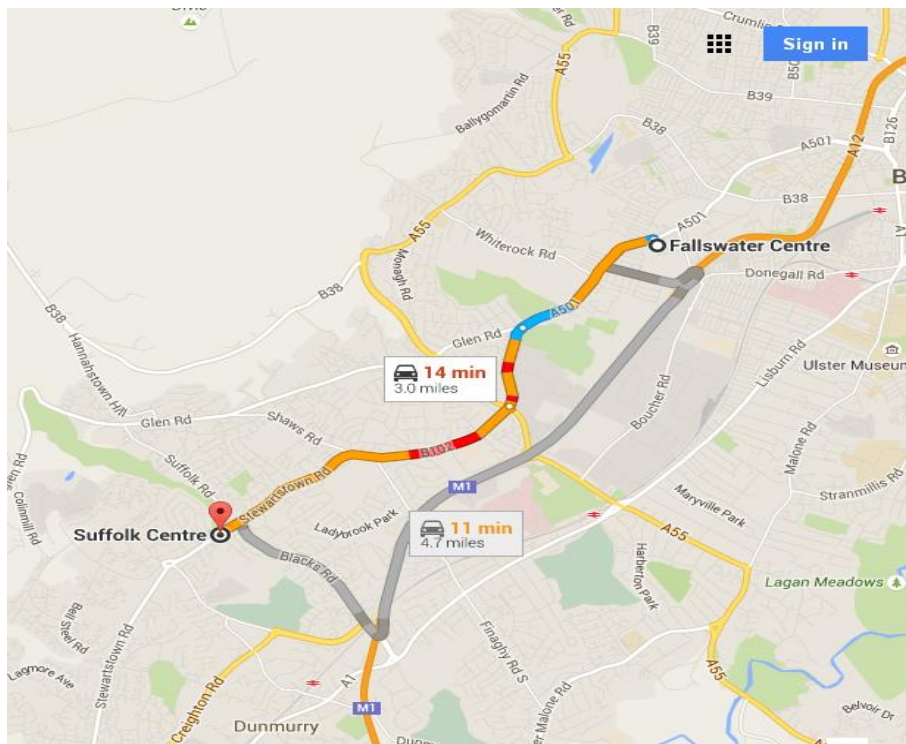


Figure 3: Distance map of Fallwater and Suffolk Day Centres:



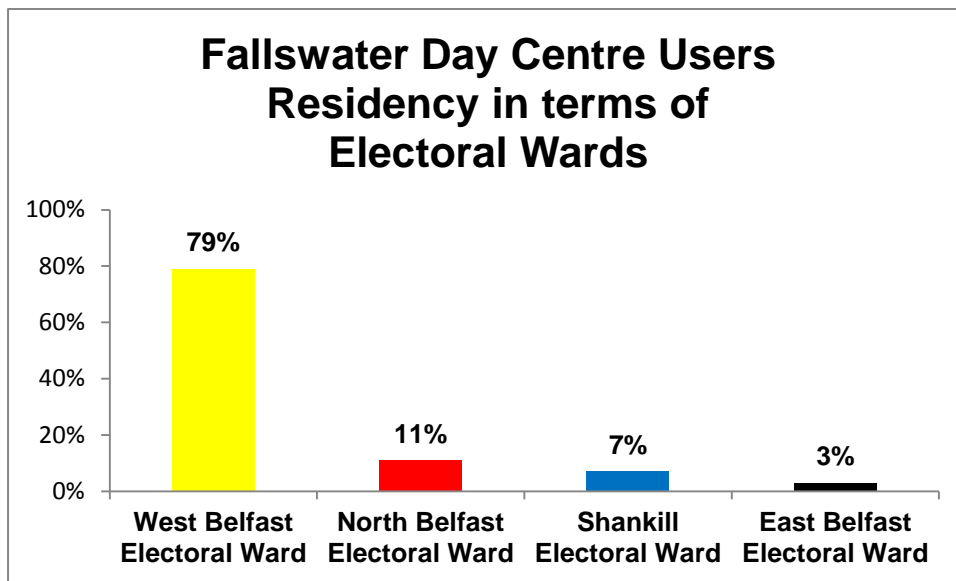
<sup>12</sup> <https://www.google.co.uk/maps>

<sup>13</sup> <https://www.google.co.uk/maps>

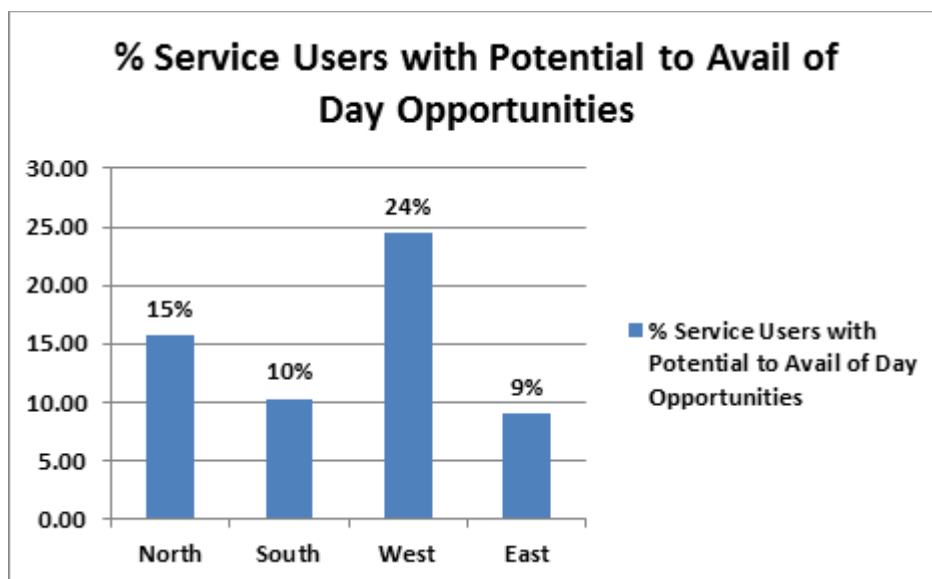
**Table 2: Fallswater Day Centre : Service User Profile**

<b>Section 75 Groups</b>	<b>Category</b>	<b>% in Fallswater Day Centre</b>
Gender	Female	59%
	Male	41%
Age	< 18	0
	18-24	0
	25-44	3%
	45-64	85%
	65+	12%
Religion	Roman Catholic	88%
	Protestant	12%
	Not Known	0
Racial Group	White	100%
	Not Known	
Disability	With level of disability	100%
Marital Status	Single	This information has not been published to protect anonymity but has been included in the assessment.
	Married	
	Other	
	Not Known	
Political Opinion	Broadly Unionist	Not Known
	Broadly Nationalist	
	Other	
	Not Known	
Sexual Orientation	Opposite Sex	Not Known
	Same Sex	
	Not Known	

**Figure 4: Fallswater Day Centre Users Residency in terms of Electoral Wards:**



**Figure 5: Service Users with potential to avail of day opportunities:**

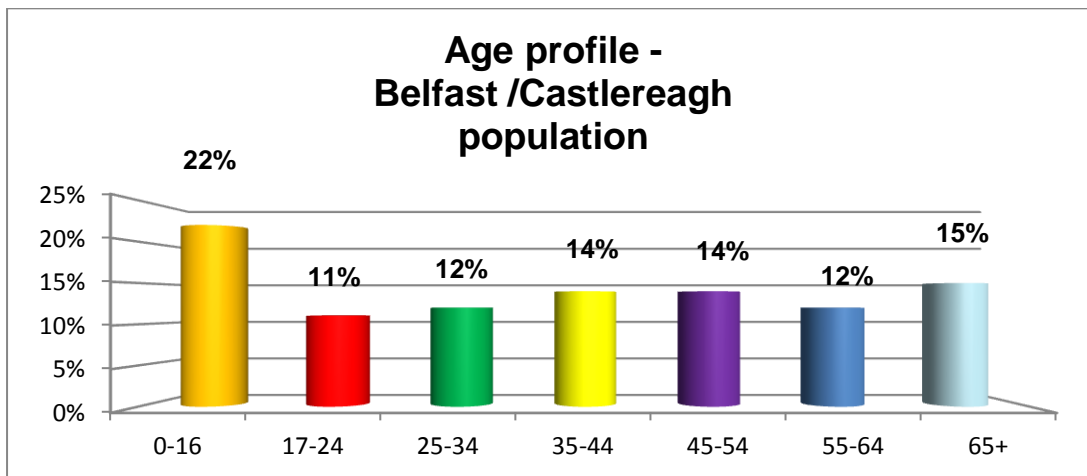


#### **4.4 Profile of Belfast Health and Social Care Trust Population**

Belfast Health and Social Care Trust provides health and social care to the populations of Belfast City Council and Lisburn and Castlereagh City Council. Unless otherwise stated, the following analysis is based on 2011 census data. Source: Northern Ireland Statistics website: [www.nisra.gov.uk](http://www.nisra.gov.uk). Crown copyright material is reproduced with the permission of the Controller of HMSO.

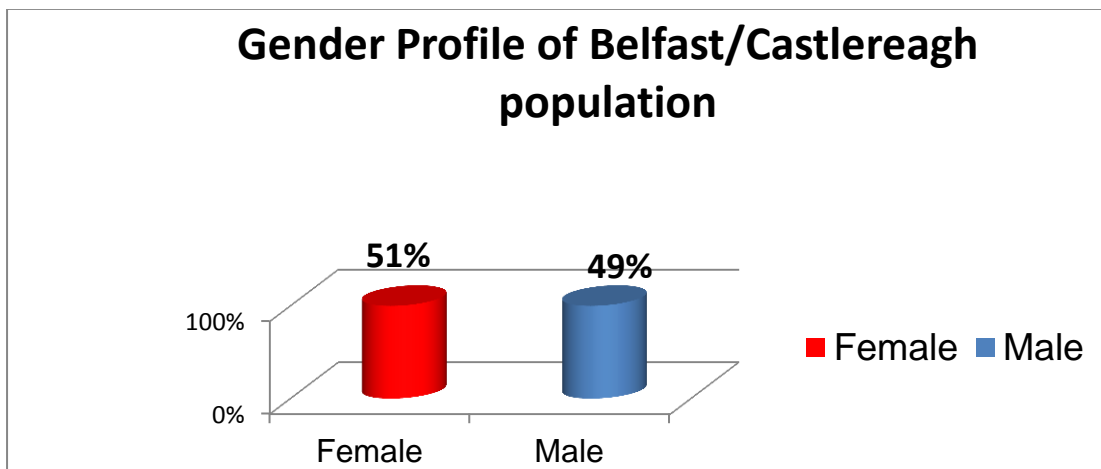
#### 4.4.1 Age

Figure 6: Age profile – Belfast Trust area population by age



#### 4.4.2 Gender

Figure 7: Gender Profile of Belfast Trust Population:



#### 4.4.3 Religion

The Census 2011 figures show that the religious composition of Belfast is 41% Roman Catholic and 42% of the population are from the Protestant faith (Presbyterian, Church of Ireland, Methodist or Other Christian). 17% of the population have identified as either a Buddhist, Hindu, Jewish, Muslim, Sikh, Other or none.

#### 4.4.4 Dependant Status

It is estimated that 12% of the Belfast Trust population provide unpaid care to family, friends, neighbours or others – nonetheless this figure decreases with age and increased prevalence of disability.

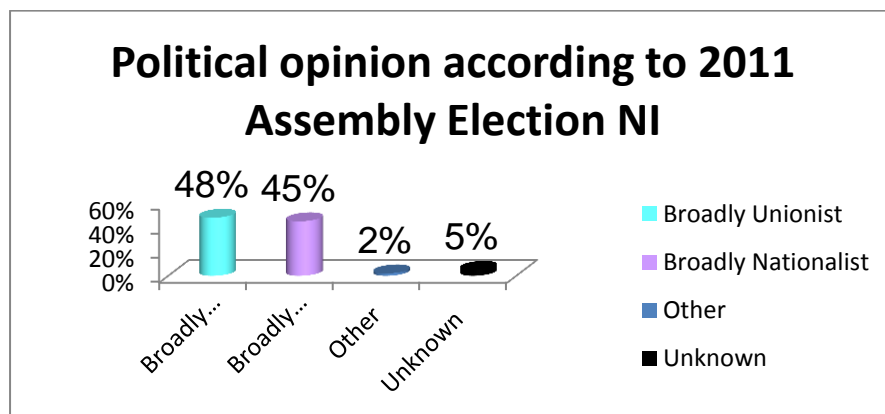
#### 4.4.5 Ethnicity

On Census Day 2011, 1.8 per cent (32,400) of the resident population of Northern Ireland belonged to minority ethnic groups, more than double the proportion in 2001 (0.8 per cent). This change was largely as a result of inward migration by people born in the 12 EU accession countries, who accounted for 2.0 per cent (35,700) of people usually resident in Northern Ireland.

#### 4.4.6 Political opinion

Political opinion of service users is not routinely gathered. Historically there tended to be a correlation between religious belief and political opinion – however it can be viewed as a relatively tenuous association. In the absence of the political opinion of service users, the Trust has considered the Assembly Election 2011 figures as a proxy.

**Figure 8: Political opinion NI Assembly Election 2011:**



#### 4.4.7 Sexual Orientation

The sexual orientation of service users is not routinely gathered. The 2011 census did not gather data on sexual orientation. A report commissioned by the Office of the First Minister and Deputy First Minister suggested that: “It is feasible to operate on the assumption that a certain proportion of the population (up to 10%) is LGBT (lesbian, gay, bisexual, and transgender), and to formulate policies accordingly.” An estimated 10% of the NI population is 181,086 and for the Belfast Trust area this equates to approximately 36,500 service users.

#### 4.4.8 Disability

The Disability Discrimination Act 1995 defines a disabled person as a person with “physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities. It is estimated that between 17-21% of the NI population have a disability affecting almost 37% of households. All services users of learning disability services have a degree of disability.

#### 4.4.9 Marital Status

The 2011 Census shows that a relatively high percentage of Belfast population are single at 46.60% compared with the NI average of 36.14%. Conversely there are fewer married people at 34.21% compared with the NI average of 47.56 %.

#### 4.4.10 Health and Social Inequalities

The Trust is mindful that we provide services for users from some of the most deprived areas in Northern Ireland:

- Belfast is the most deprived out of the 26 Local Government Districts (LGDs).
- Belfast has the highest concentration of disadvantage with 7 out of the worst 10 wards (3 North, 3 West, 1 Shankill) and 12 out of the worst 20 wards on the NI Multiple Deprivation Measure<sup>2</sup> (NIMDM) 2010 (also known as Noble Measure).
- Belfast has 9 of the 10 worst wards in the region in relation to health deprivation.
- The most widespread disadvantage and deprivation exists in north and west Belfast.

### 5. Belfast Health & Social Care Trust: Staff Profile

#### 5.1 Trust Workforce

The Trust values and recognises that it is through our staff that the organisation delivers high quality care. The Trust is fully committed to engaging and consulting fully with staff and supporting staff through periods of change.

The staff affected by this proposal will be redeployed within the Trust’s learning disability services. The Trust in partnership with Trade Union side will consider how it will minimise any adverse impact on the workforce resulting from this.

#### 5.2 How the Trust will manage the process of change

The process will be managed in accordance with the Trust’s agreed **Framework on the Management of Staff affected by Organisational Change and the Staff Redeployment Protocol**. The Trust will ensure staff are fully supported throughout

the process of change and will put in place a range of support mechanisms including, as appropriate, individual staff support, induction, training and re-skilling.

The Trust proposes to merge the Fallswater Day Centre with the Suffolk and Mica Centres. This will impact on 9 staff. This pool of staff is predominantly female with an older workforce profile. There is limited data available within some of the other equality groups.

The Trust recognises that the options proposed impact upon a predominantly female workforce and recognises the correlation between gender and caring responsibilities. The Trust will give consideration to the provision of different working patterns and/or arrangements to facilitate individual circumstances wherever possible whilst ensuring efficient and effective service delivery. In addition any requirements for reasonable adjustments for staff with disabilities will be facilitated in line with the Trust's Framework on the Employment of People with Disabilities.

### 5.3 Equality Data

Due to the small numbers of staff a detailed breakdown of equality data is not provided.

The profile of the staff providing the service has been compared below to the profile of all Trust employees to identify any adverse impact.

**Table 3: Staff Profile**

Equality Group		Overall Trust Workforce @ January 2015	Fallswater Day Centre Staff
<b>1. Age</b>	<25	4%	Broadly in line with Trust profile.
	25-34	24%	
	35-44	26%	
	45-54	29%	
	55-64	15%	
	65+	2%	
<b>2. Dependant Status</b>	Dependants	22%	Limited data available.
	No Dependants	21%	
	Not known	57%	
<b>3. Disability</b>	Yes	2%	Broadly in line with overall Trust profile.
	No	68%	
	Not known	30%	

<b>4. Gender</b>	Female Male	78% 22%	In line with Trust profile - the majority of staff are female.
<b>5. Marital Status</b>	Married/ Civil P'ship Single Other/Not known	55%  33%  12%	Broadly in line with Trust profile.
<b>6. Race</b>	BME	4%	Broadly in line with Trust profile.
a) Ethnicity	White Not Known	80% 16%	
b) Nationality	GB Irish Northern Irish Other Not known	15% 8% 2% 1% 74%	Limited data available.
<b>7. Religion</b>	Protestant Roman Catholic Neither	44% 50% 6%	Higher proportion of employees in the Neither grouping.
a) Community Background	Christian Other No religious belief Not known	26% 1% 7% 66%	Limited data available.
b) Religious Belief			
<b>8. Political Opinion</b>	Broadly Nationalist Broadly Unionist Other Do not wish to answer/ Unknown	6%  7%  8%  79%	Limited data available.
<i>* 2011 Assembly election</i>			
<b>9. Sexual Orientation</b>	Opposite sex Same sex or both sexes Do not wish to answer /Not known	39%  1%  60%	Limited data available.



## **6. Consideration of Adverse Impacts**

### **6.1 Scope**

The scope of this assessment focuses on the Equality Impact of the Trust's proposal to merge Day Services in West Belfast such that buildings based provision is available in Mica and Suffolk Day Centres (complemented with satellite provision in Whiterock Leisure Centre and via the Focus Club) and that provision is no longer available in Fallswater Day Centre. The scope of the impact of this consultation is therefore related to:

1. Current users of Fallswater
2. Staff

For the purposes of this consultation we will focus on the merging of the day services in West Belfast and not the service delivery model which was previously consulted on and agreed in the regional review.

Potential users of Fallswater are not within the scope of this EQIA as the support for people with Learning Disabilities will still remain. It is envisaged that potential service users will not be impacted as service provision will still be available.

### **6.2 Equality Screening Outcome**

The proposal to re-shape the delivery of Day Services for people with a learning disability in West Belfast was screened in for a full Equality Impact Assessment.

The screening determination was based on the following factors:

- Potential adverse impact on disabled people
- Potential adverse impact on older people
- Potential equality impacts that are unknown with further assessment deemed a valuable way to explore evidence
- Proposal is a strategically significant option.

### **6.3 Assessment of impact on Section 75 Groups –Service Users**

In the following section, the Trust has assessed the impact of the proposal on the current service users.

#### **6.3.1 Gender**

59% of current service users in Fallswater are female. This would accord broadly with Census 2011 figures (51% female) and with the fact that women tend to live

longer than men. The average life expectancy for a woman in Northern Ireland is currently 81 years and for a man is 76 years.

There is no differential impact and nothing to indicate that this proposal would have any adverse impact in terms of gender.

### **6.3.2 Age**

Within the general population in the Belfast Trust area, 26% of people are in the 45 – 64 age category whereas the corresponding figure for service users attending Fallswater is 85%. Service users across Belfast total 36% in this age category.

Such data indicates that the proposal will have a differential impact on people within this age group. Changing established routine and location is challenging for most of the population particularly for those that are older.

The proposal will consider the potential for differential impact on grounds of age. Implementation of the proposal will consider the potential for differential impact on grounds of age cognisant of the mitigating factors outlined in this EQIA.

### **6.3.3 Religious Belief**

The overwhelming majority of the service users are Roman Catholic and according to Census 2011 statistics this would be in keeping with the majority of those who live in the surrounding wards.

There is nothing to suggest that the impact would be adverse or negative in terms of users religious beliefs by moving to a day centre either 0.4 miles or 3 miles away within the same electoral ward.

### **6.3.4 Dependant Status**

None of the service users of Fallswater have caring responsibilities and as such there is no evidence to indicate that the proposal would have any adverse impact on them.

It would however be remiss not to address the perceived challenges that carers of service users may envisage due to the changes in the delivery of day services.

For service users with complex needs receiving primarily buildings based / day centre based services it is proposed that Day Services will be provided either at Mica Day Centre which is 0.4 miles from Fallswater or at Suffolk which is 3miles away. 79% of current service users live in the West Belfast electoral ward where both Mica Day Centre and Suffolk Day centres are located. The Trust is not withdrawing services for people with Learning Disabilities and any changes will be person centred.

### **6.3.5 Ethnicity**

All service users are white. Whilst there has been a marked increase in migration to Northern Ireland since the accession to the European Union of the 12 States, it would appear that they tend to be economically active people. According to health card registration data, most of these migrants have come to Northern Ireland for work or education.<sup>14</sup>

There is nothing to indicate that the proposal will have any adverse impact in terms of ethnic background.

### **6.3.6 Marital Status**

The vast majority of service users attending Fallswater are single. This is at variance with the trend in the Belfast Trust population where 46% are single.

Maintaining a person centred approach will ensure that any future proposals will pay due regard to this fact.

There is nothing to indicate, on the basis of the evidence available, that this proposal would impact adversely in a major way on people as a result of their marital status.

### **6.3.7 Disability**

All service users across Belfast and in Fallswater have a disability which is reasonable to expect given the nature of services provided. The level of disability varies from person to person and will often co-exist with a physical, sensory or mental ill health disability. This is at variance with the regional figure of 17-21%.

The proposal will, due to the services being delivered, impact differentially on service users on grounds of disability.

Implementation of the proposal will consider the potential for differential impact on grounds of disability cognisant of the mitigating factors outlined in this EQIA.

### **6.3.8 Sexual Orientation**

Whilst no direct information is gathered on sexual orientation, population trends estimate that 6-10% of the population are from the gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestites) (LGBT) community.

There is no information available to indicate that the proposal will have an adverse impact in terms of sexual orientation.

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<sup>14</sup> <http://www.migrationni.org/DataEditorUploads/Demographics%20Report%205.pdf>

### **6.3.9 Multiple Identity**

The Trust recognises that people - service users or staff - do not neatly fit into one Section 75 category – no individual is the same. Therefore pure statistical information does not capture these multi-faceted complexities and the Trust will work with individuals and their families to ensure that the proposal does not impact adversely on them.

### **6.3.10 Assessment of Impact on Good Relations: Service Users**

The Trust's overall purpose is to 'improve health and well-being and reduce health inequalities'. As a public authority we have a legal responsibility under Section 75 of the Northern Ireland Act 1998 to promote good relations between persons of different religious belief, racial group and political opinion. It is acknowledged that there is a direct link between good relations and the reduction of health inequalities, therefore, as an organisation, it is important that we are openly committed to promoting Good Relations and challenging / not tolerating sectarianism and racism.

There is nothing to suggest that this proposal will have any adverse impact in the promotion of good relations. The Trust has a clear, well defined good relations strategy [Healthy Relations for A Healthy Future](#) whereby the corporate commitment to good relations is underlined. The Trust will ensure that all services and all facilities will be welcoming of all service users regardless of their religious affiliation, political opinion and / or racial group.

## **6.4 Assessment of Impact on Human Rights: Service Users**

The Trust is committed to its statutory responsibilities to safeguard and promote the human rights of both service users and staff.

### **6.4.1 United Nations Convention on Rights with People of Disabilities**

The Trust has taken cognisance of the UN Convention of Rights of Persons with Disabilities (UNCRPD) and that the precept that disabled people have the same rights as everyone else to freedom, respect, equality and dignity.

The Trust would deem this proposal as engendering a significant enhancement in terms of the UNCRPD for current and indeed future service users given that the model is based on one which will yield the following benefits:

- Promotion of Independent living in the Community
- Enhanced Self Determination & Empowerment
- Greater Social Inclusion & Citizenship
- Improved Community Integration

## 6.4.2 Human Rights Act

The Trust acknowledges its responsibilities under the Human Rights Act 1998 and also other international legislative instruments such as the International Convention on Economic, Social and Cultural Rights and the United Nation's Convention on the Rights of People with Disabilities.

The Trust will pay particular attention to the following commitments and advocate that a re-modelling of Day Services for people with learning disabilities will uphold and promote these rights for all service users regardless of how their day opportunities are being delivered i.e. buildings-based or in partnership with other sectors and agencies.

### Respect for privacy and family life

The concept of private life also covers one's right to develop their personality and to develop friendships and other relationships. This includes a right to participate in essential economic, social, cultural and recreational activities of the community.

#### Article 1<sup>15</sup>

Right of self-determination. By virtue of this right everyone can freely determine their political status and freely pursue their economic, social and cultural development.

#### Article 12<sup>16</sup>

Right of everyone to the enjoyment of the highest attainable standard of physical and mental health.

#### Article 13<sup>17</sup>

Right of everyone to education. Education shall be directed to the full development of the human personality and the sense of its dignity, and shall strengthen the respect for human rights and fundamental freedoms.

The United Nations Convention on the Rights of People with Disabilities (UNCRPD) recognises that everyone is equal and that disabled people have the same rights as everyone else to freedom, respect, equality and dignity. The UNCRPD was created because often the human rights of disabled people have not been respected and there are barriers to their inclusion in society.

Within the UNCRPD, **Article 19** upholds the right for people to live independently and be included in the community. This means that there must be an equal right for all persons with disabilities to live in the community, with choices equal to others, and that effective and appropriate measures will be taken to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community, including by ensuring that:

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<sup>15</sup> International Covenant on Economic, Social and Cultural Rights

<sup>16</sup> Ibid

<sup>17</sup> Ibid

- Persons with disabilities have access to a range of in-home, residential and other community support services, including personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community;
- Community services and facilities for the general population are available on an equal basis to persons with disabilities and are responsive to their needs.

Article 25 of the UNCRPD recognises that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability.

The Trust would advocate that this proposal and the subsequent plans for consultation, implementation and evaluation contained therein enhance service user's human rights.

## **6.5 Assessment of Impact on Disability Duties: Service Users**

The Trust interprets this proposal as positive in terms of its current disability duties to promote positive attitudes and to encourage full participation of disabled people in public life. The proposed re-shaping of Day Services in West Belfast is borne out of a commitment to no longer apply a 'one size fits all' approach to Day Services. By applying the agreed regional model the Trust is working towards a Belfast where people with a learning disability are more visible, more integrated and have more choice to engage in meaningful day activities which can only improve attitudes to people with a Learning Disability and enhance their opportunities to participate in public life.

## **6.6 Assessment of Impact on Section 75 Groups: Staff**

### **6.6.1 Summary Analysis**

The pool of staff is broadly reflective of the Trust's overall workforce profile however, there is a higher proportion of staff indicating their community background as neither Protestant or Roman Catholic and limited data available in a number of other equality categories.

### **6.6.2 Gender**

A significant majority of staff affected are female. The Trust recognises the correlation between gender and caring responsibilities and has in place a range of flexible working opportunities for staff.

### **6.6.3 Age**

An older workforce profile is evidenced. There is nothing to suggest an adverse impact on grounds of age.

#### **6.6.4 Religion**

Limited data available. There is nothing to suggest an adverse impact on grounds of religious belief or community background.

#### **6.6.5 Political Opinion**

Limited data available. There is nothing to suggest an adverse impact on grounds of political opinion.

#### **6.6.6 Marital Status**

Broadly in line with Trust profile. There is nothing to suggest an adverse impact on grounds of marital status.

#### **6.6.7 Caring Responsibilities**

Limited data available. The Trust has in place a range of flexible working opportunities for staff to support staff balance work and caring responsibilities.

#### **6.6.8 Disability**

The workforce composition is broadly in line with the overall workforce profile. The Trust is committed to ensuring that reasonable adjustments will be facilitated according to any individual needs identified in accordance with the Trust's Framework on the Employment of People with Disabilities.

#### **6.6.9 Ethnicity**

The workforce composition is broadly in line with the overall workforce profile. There is nothing to suggest an adverse impact on grounds of ethnicity.

#### **6.6.10 Sexual Orientation**

Limited data available. There is nothing to suggest an adverse impact on grounds of sexual orientation.

### **7. Consideration of mitigating measures**

In line with the Equality Commission's practical guidance on equality impact assessment this EQIA has considered mitigating factors which minimise the potential adverse equality impact on those that come within the scope of this assessment i.e. current service users and staff. The mitigating measures outlined will also address the Trusts Disability Duties and Human Rights obligations.

The Trust has produced this Equality Impact Assessment paper on the basis of the information available at present.

The Trust has and will engage directly with representative groups as part of the consultation process to discuss and gather information to inform a comprehensive assessment of impact. The Trust is committed to taking account of all the information, views and opinions from all stakeholders to assist in the decision making process.

The Trust is committed to the further development of services which support people with a learning disability to enjoy and live full lives within their local communities and to promote independence through the provision of a range of family, carer, voluntary and statutory support services.

## **7.1 Implementation of the Regional Strategic Model of Day Services**

The current re-shaping of the delivery of services proposes that, through the promotion of a more inclusive and less segregated day activities model and subject to individual needs assessments the requirement for traditional buildings-based day care places will be reduced. This then provides an opportunity to merge traditional buildings-based services.

The agreed regional model recommended modernisation of the traditional institutional/buildings -based day centre services to one, which promotes a wider range of day opportunities. This will enable people with learning disabilities to live more full and meaningful lives in their local communities. The model aims to facilitate greater social inclusion for service users, greater choice, flexibility and autonomy in the enhanced range of day opportunity choices available to service users, more personalised services and a more efficient use of limited resources with an emphasis on value for money.

This change in service delivery is an outcome of the shared vision reflected in the Regional Model for Day Opportunities developed by the Health & Social Care Board (HSCB) and Public Health Agency (PHA) following a review of Learning Disability Day Opportunities 2012 - 2014. The review was extensively consulted upon as part of a full public consultation exercise.

The vision for the new model envisaged an opportunity to redesign, innovate and diversify learning disability day services, whilst also recognising there will always be a place for day centres to provide care and support for people with more complex health and support needs.

Traditionally we have provided day care to people with a learning disability mostly within Trust learning disability day centres. As recommended by Bamford and included in the HSCB recommendations we are moving to increase the day opportunities we provide outside of our day centres and within local communities involving the voluntary and private sector as well as other departments and agencies such as Department of Employment, Department of Education, Department of Social Development and the Belfast City Council. This is a regional approach led by the Department of Health, Social Services and Public Safety: the Health and Social Care Board (HSCB) and the Public Health Agency.



HSCB recommendations for future day services in Northern Ireland give clear direction to increase the amount of day opportunities provided by the voluntary, statutory and private sectors which will result in a reduced number of adults with a learning disability attending Trust day centre buildings.

As per the Regional strategy we are therefore working to increase day opportunities for service users, alongside other sectors. In addition, we aim to build sustainable services which can meet the needs of the service users today and in the future. It is notable that West Belfast services envisage the smallest demand on their buildings based services from young people transitioning to adult services (18%) in the next two years. In addition, West Belfast has been identified as having most service users with potential to avail of day opportunities outside of traditional buildings based provision (24%).

To progress the Regional model of service delivery will naturally produce capacity within the buildings based day centre

It is important to note that the Regional directive has been developed in recognition of the need to enhance equality of opportunity and human rights for service users. In addition, given in NI there are approximately 16,500 people with a learning disability which McConkey and others (2006) predict will increase by 20.5% by 2021 a sustainable, efficient service is also required.

## **7.2 Person Centred Approach**

The Trust accepts that re-shaping of service provision can be daunting for staff and service users whether that involves re-locating to another day centre or availing of more day opportunities.

The Trust is committed to delivering person centred, person led services. The Trust wishes to reiterate that this commitment will remain throughout the transition and delivery of a more socially inclusive model of Day Services for people with learning disabilities in Belfast particularly for users and staff at Fallswater in West Belfast.

This will happen through the assessment of each service user's needs in a person centred manner through staff availing of the Trusts range of policies when modernising services. An example of this approach for service users is the Trust's commitment to a trial period and review and indeed the provision of transport when an individual's support changes following an assessment of individual need.

The Trust will continue to support and monitor the same numbers of service users who receive Day Services - however this will involve an increase in the use of other sectors and a more socially integrated experience for service users as appropriate.

The provision of Day Services which are person centred and not reliant exclusively on segregated Trust buildings-based services is likely to have a positive impact on service users in terms of greater social inclusion, improved civic opportunities, employability, access to leisure opportunities, greater opportunities to make friends and to relationships.

Maintaining a person centred approach will ensure that those with complex needs receiving a specialist service mainly within our day centres will continue to do so whilst those who can avail of a wide range of community services via other agencies such as the voluntary, private sector and other statutory bodies will do so.

The key priority is to ensure all of our service users have the option and opportunity to receive day opportunities that meet their individualised assessed needs within their local communities.

Building on the person centred approach to the re-modelling of the Day Services for day centres the Trust is mindful of the recommendations contained in the Joseph Rowntree Trust's Research entitled 'Person centred support: What service users and practitioners say'. In general the research commends the 'person centred' approach and indicates that for this approach to continue working certain principles need to be adhered to. Principles including:- information is needed for the service user, person centred does not mean the service user being alone, the service user should be involved in evaluating if the approach is working, more work needs to be done with carers to develop a more positive role in this approach and that it is critical to the success of the approach if all stakeholders regularly meet, share and discuss ideas.

### **7.3 Strengthening current provision**

To complement the provision of Day Services, West Belfast Day Centres have already developed partnerships with 36 other statutory bodies and the community / voluntary and private sectors. Currently, across Belfast approximately 800 day opportunity placements are delivered by the independent and third sectors. Indeed the existing profile of service provision and service users has identified the opportunity to immediately enhance service provision through satellite provision in West Belfast. This will certainly facilitate the strategic direction of services in West Belfast to a more inclusive model and importantly facilitate the availability of options to deliver person centred services. The new model of service delivery will be closely monitored by Trust staff. For service users who are disabled and older, the opportunity to benefit from day opportunities with sectors already established in the provision will invariably help reduce any potential adverse impact related to changing where and how services are delivered.

### **7.4 Consultation**

In line with the regional review recommendations the Trust established a multi-disciplinary project group to support its day care service review and the re-modelling of day opportunities. The terms of reference for the group were drawn from the regional recommendations.

The proposal to merge Day Services in West Belfast emanated from the implementation of the Regional model of service delivery and placement profiling by staff for service users in each Day Centre facility. The review clearly indicated potential capacity and future demand. Any planning will remain mindful of the person centred approach to change and so any potential adverse impacts will be mitigated.

The Trust will engage directly with service users and representative groups as part of the formal consultation process to discuss and gather information to inform a comprehensive assessment of impact.

The Trust is committed to taking account of all the information, views and opinions from all stakeholders to assist in the decision making process. The Trust's consultation strategy proactively targets key stakeholders using a variety of consultation tools such as facilitated discussions, easy to read documents, briefings, workshops and public meetings. The Trust will use a variety of existing forums e.g. the Trust's carer's reference group and each of the day centre's carers group and service user's forum - to ensure that the views of key stakeholders such as disabled and older service users and their carers are heard.

The Trust will ensure that any agreed changes to Day Services for individual users with a learning disability will be appropriately communicated. Accessible communication including the use of advocates will be a cornerstone of the implementation of the decision agreed.

## **7.5 Management of Transition**

The Trust acknowledges that any change in service delivery can be daunting but particularly so for people with learning disabilities. The Trust wishes to reiterate that it is committed to supporting service users. If a service user requires buildings based services, these will still be provided. Following an individual assessment which is person centred, the range of opportunities available may be enhanced by offering meaningful activities in the community. The location of the support may change if buildings based support is deemed most appropriate. This will happen in partnership with the service user and his/her carers / family as appropriate.

The Trust is committed to basing changes on individual needs and recognises that the changes may require an incremental approach. Indeed the Regional Review of Day Opportunities indicated that the move to the new model of day opportunities could take 3-5 years to fully implement.

The Trust is committed to facilitating trial periods for service users wishing to change how they spend their day but who are not totally confident to do so, to undertake regular reviews of service user needs and to continue to provide transport as assessed.

In the Trusts [Corporate Plan 2013-2016](#) the Trust is committed to the further development of services which support people with a learning disability to enjoy and live full lives within their local communities and to promote independence through the provision of a range of family, carer, voluntary and statutory support services.

In line with the Equality Commission's guidance and the Trust's commitment to continuously improve, the Trust is committed to monitoring for any future adverse impacts in relation to this proposal.

## 7.6 Consideration of Mitigation for Staff

In dealing with any reorganisation proposal the Trust is committed to ensuring that the process is characterised by openness, transparency, involvement, recognition and engagement with its staff and Trade Union Side colleagues. It will comply with all relevant employment and equal opportunities legislation when implementing any proposed changes.

The Trust has developed a Good Practice Guide on Consultation and Communication in relation to its Strategic Reform and Modernisation Programme. This guidance sets out the consultation and communication framework for the Trust, the essentials of public consultation and details the staff and equality considerations to be undertaken by Managers. It will be applied to this process and the general principles are:

- Staff will be kept fully informed and will be supported during this process
- The principles of fairness, dignity and equity of treatment will be applied in the management of people undergoing these changes
- Training and retraining opportunities will be provided to assist staff who move to new roles and responsibilities.

In relation to this proposal, if approved, the Trust will ensure that staff are fully supported throughout the process of change and will put in place a range of support mechanisms which can be tailored to the specific needs of individual staff. These will include, as appropriate, individual staff support, induction, training and re-skilling, application and interview preparation if required, and advice and guidance on Human Resource policies and procedures.

## 7.7 Staff Relocation / Redeployment

The Trust in partnership with Trade Union side will consider how it will minimise any adverse impact on the workforce resulting from this. This will be dealt with in accordance with the Trust's agreed Framework on the Management of Staff affected by Organisational Change and the Staff Redeployment Protocol. The Trust is committed to engaging and consulting fully with staff throughout the consultation process and thereafter.

The Trust recognises that the predominantly female workforce may have caring responsibilities and particular needs. It will give consideration to the provision of different work patterns and/or arrangements to facilitate employees' personal circumstances, wherever possible, whilst ensuring efficient and effective service delivery. This will be facilitated through the Trust's range of work/life balance policies and flexible working arrangements developed in partnership with Trade Union Side.

Any requirements for reasonable adjustments for staff with disabilities will be facilitated in line with the Trust's Framework on the Employment of People with Disabilities.

## 7.8 On-going Monitoring and Review

The Trust is committed to ensuring that all of the reorganisation requirements and outcomes associated with this proposal will be closely monitored to ensure that individual staff are fully supported and effectively integrated as appropriate into any new structures, working arrangements or new job roles.

## 7.9 Partnership Approach

The Trust will ensure the effective management, implementation and review of the process at every stage. It will ensure a partnership approach with Trade Union side to achieve an effective transition to the new arrangements in line with the appropriate Frameworks referred to above.

## 8. Formal consultation, publication and monitoring

The public formal consultation on the proposal will commence for 12 weeks on **3rd September and be completed by 26<sup>th</sup> November 2015**. Any group or individual wishing to participate is invited to obtain a copy of the consultation document from the Trust website, <http://www.belfasttrust.hscni.net/> or from the Trust's Equality Department.

Responses to the Consultation paper and this EQIA can be made using the questionnaire found in this document on page 56. Before you submit your response, please read information regarding the Freedom of Information Act 2000 and the confidentiality of responses to public consultation exercises on page 58.

In the interests of accessibility this document can be made available in a range of alternative formats. For further information regarding the EQIA please contact:

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Belfast BT9 8JB

Tel: 028 9504 6567  
Text Phone: 028 90637406

E-mail: [orla.barron@belfasttrust.hscni.net](mailto:orla.barron@belfasttrust.hscni.net)

## 8.1 Formal Consultation

The Trust wishes to consult as widely as possible on the findings included in this Equality Impact Assessment. With this in mind the Trust proposes to take the following actions:

- A letter will be issued to relevant Consultees listed in the Trust's Equality Scheme
- A copy of this report will be posted on the website
- A public meeting will be convened for interested stakeholders
- Use of advocates
- The report will be made available, on request, in alternative formats including easy read, Braille, disk and audio-cassette and in minority languages for those who are not fluent in English.

**The closing date for responses is: 26<sup>th</sup> November 2015**

## 8.2 Publication

The outcomes of this EQIA will be posted on the Trust's website and/or made available on request. The Trust will issue the outcome of this EQIA to those who have submitted to its consultation on this issue.

## 8.3 Decision of the Public Authority

The Trust will take into account the consultation carried out in relation to this EQIA before a final decision is made. This is in keeping with the Trust's Equality Scheme ... "In making any decision with respect to a policy adopted or proposed to be adopted, we take into account any assessment and consultation carried out in relation to the policy." (Paragraph 3.2.11 refers).

When the formal consultation process is concluded, all feedback will be considered and submitted to Trust Board in the form of a consultation outcome report. This will inform any decision making or recommendation of the Trust Board.

## 8.4 Monitoring

In keeping with the Equality Commission's guidelines governing EQIA, the Trust will put in place a monitoring strategy to monitor the impact of the Proposal for this service on the relevant groups and sub-groups within the equality categories. The Trust will publish the results of this monitoring and include same in its annual progress report to the Equality Commission for Northern Ireland.

If the monitoring and analysis of results over a three year period show that the impact of the change results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the Trust will ensure that measures are taken to achieve better outcomes for the relevant equality groups.

## How to have your say

The Trust intends to consult as widely as possible with all interested persons during the 12 week formal consultation period. To facilitate comments please complete the consultation questionnaire attached. However the Trust will accept comments in any format.

The closing date for this consultation is on 26<sup>th</sup> November 2015 and we need to receive your completed questionnaire or response on or before that date.

Responses **in writing** should be sent to:

Chief Executive  
Belfast Health and Social Services Trust  
C/o Corporate Communications  
Nore Villa  
Knockbracken Healthcare Park  
Saintfield Road  
Belfast, BT8 8BH or

**Email** your response to: [Stakeholdercomms@belfasttrust.hscni.net](mailto:Stakeholdercomms@belfasttrust.hscni.net)

**Before** you submit your response, please read page 58 regarding the Freedom of Information Act 2000 and the confidentiality of responses to public consultation exercises.

In order that we can acknowledge receipt of your comments please fill in your name and address or that of your organisation, if relevant. You may withhold this information if you wish but we will not then be able to acknowledge receipt of your comments.

Name:  
Position:  
Organisation:  
Address:

I am responding:

- as an individual
- on behalf of an organisation (please tick)

In the interests of accessibility this document can be made available in a range of alternative formats.

## Consultation Questions

The **Regional Learning Disability Day Opportunities Model** published in April 2014 came about following widespread consultation.

Belfast Trust has proposed to merge **Day Centres** in West Belfast as its preferred proposal to re-shape the delivery of **Day Centre** services in order to implement the **Regional Learning Disability Day Opportunities Model** for people with a learning disability.

- 1(a) Do you consider Belfast Trust's proposals will help commence the implementation of the **Regional Learning Disability Day Opportunities Model**

- (b) Do you support the preferred proposal to merge **Day Centres** in West Belfast?

- (c) If you do not agree, please tell us your reasons why you do not support the proposal?

2. Is there any additional relevant evidence or information which the Trust should consider in assessing impacts of these proposals?



3. Are there any potential adverse impacts which might occur as a result of these proposals being implemented? If so please provide some supporting evidence?

4. Can you suggest any other mitigating measures the Trust could take to remove or minimise any potential adverse impact on service users/carers or staff?

5. Are there any Human Rights implications that the Trust should take into consideration?

## **Freedom of Information Act (2000) – Confidentiality of Consultations**

Belfast Trust will publish an anonymised summary of responses following completion of the consultation process; however your response, and all other responses to the consultation, may be disclosed on request. We can only refuse to disclose information in limited circumstances. Before you submit your response, please read the paragraphs below on the confidentiality of consultations and they will give you guidance on the legal position about any information given by you in response to this consultation.

The Freedom of Information Act gives the public a general right of access to any information held by a public authority, namely, Belfast Trust in this case. This right of access to information includes information provided in response to a consultation. We cannot automatically consider information supplied to us in response to a consultation as information that can be withheld from disclosure. However, we do have the responsibility to decide whether any information provided by you in response to this consultation, including information about your identity, should be made public or withheld.

Any information provided by you in response to this consultation is, if requested, likely to be released. Only in limited circumstances would information of this type be withheld.

## **Appendix 1**

### **The Health and Social Care Commissioning Plan Direction (Northern Ireland) 2015 (No.1)**

Requirements of the Commissioning Plan Direction stated within sections 3 (a), (b) & (c);

- To improve and protect population health and wellbeing and reduce health inequalities
- To promote the health and wellbeing of local populations
- To work collaboratively with communities and partner organisations to address the determinants of health
- To deliver high quality, safe and effective care in the most appropriate setting
- To facilitate people to live as independently as possible in the community
- To improve the patient and client experience
- To ensure that services are resilient and provide value for money in terms of outcomes achieved and costs incurred
- To act as a driver for improvements in quality, productivity, efficiency, effectiveness and patient and client outcomes
- To commission services in a cost effective manner

### **The Health and Social Care Board and Public Health Agency – Commissioning Plan 2014/2015 (Draft 26<sup>th</sup> January 2015)**

*Learning Disability Commissioning Priorities to be taken forward by Local Commissioning Groups during 2014/2015 include:*

- Delivery of Day Services in line with the **Regional Day Opportunities Model** (TYC Recommendation 67).  
(Pages 110 – 111)

### **The Learning Disability Service Framework – Full Document (Revised Jan 15), HSCB**

**Standards 14, 16 and 17:**

- **Standard 14**

Young people with a Learning Disability should have a transition plan in place before their 15th birthday and arrangements made for their transition to adulthood by their 18th birthday.

**Service User Perspective:**

*“I will have a transition plan in place before my 15th birthday.”*

*“I will know the arrangements that are in place for when I leave school before my 18th birthday.”*

- **Standard 16:**

Adults with a Learning Disability should be able to access support in order that they can achieve and maintain employment opportunities in productive work.

**Service User Perspective:**

*“I will be able to get support to help me find and keep a job.”*

- **Standard 17:**

All adults with a severe or profound Learning Disability should be able to access a range of meaningful **Day Opportunities** appropriate to their needs.

**Service User Perspective:**

*“I will be supported to take part in a range of activities during the day.”*

