

Impact Assessment



Assessment of:

Any changes to Devon County Councils Adult Day Services

Learning Disability Day and Older Peoples Day Services in scope of this consideration.

Learning Disability Services

Lyric, Okehampton
Newholme, Honiton
Rosalind House, Tiverton
Silverhill, Barnstaple
Tumbly Hill, Kingsbridge

Older Persons Services

Tumbly Hill, Kingsbridge

Head of Service: Keri Storey

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1.0 Description of project / service / activity / policy under review

Day services provide a social and stimulating environment to people. As with other services they aim to increase a person's independence and ultimately to reduce and delay the need for current or future services.

Day services also provide a replacement care function for a carer, with this type of eligible need. The main reason for accessing a day service is often a balance between these two, that is providing a social and stimulating environment and fulfilling a need for replacement care.

Currently, Devon County Council runs ten-day care services over eight sites. Six of these services currently have no people or one person accessing the service. All services, which have more than one person using that service, currently operate five days a week.

This service provides daytime replacement care for people with moderate to severe learning disabilities and associated physical/sensory disabilities. Activities within the service will seek to enhance the independence of those attending and may include the introduction of technology and equipment.

Any person, or their carer, is free to privately purchase day opportunities from the independent market. Access to Devon County Council commissioned and in-house day opportunities is only available following a Care Act assessment, and where the support plan identifies the requirement of a day service.

Provision will be mainly buildings based with activity planned and provided to engage a range of interests.

All Devon County Council in-house day services buildings are compliant with legal requirements for facilities for disabled people. Full physical descriptions of the five centres can be found in section 2.2 of the Public Consultation document.

Transport is not provided by the service. Eligibility for funded transport is considered as part of any support plan. Where required, transport will be provided in the most cost-efficient way to ensure travel to and from the service.

2.0 Reason for change / review

There are several drivers which led the service to consider its current day care service provision. The full rationale for considering any service changes is included within the consultation documentation.

2.1 Needs assessment and future demand for day services (see needs assessment data in Section 4)

It has been raised that young people with a learning disability transitioning from Children's services, may need day services in the future.

The Council has recently undertaken a needs assessment and supply mapping of day services in Devon and the findings indicate that the number of people with autism, and emotional and mental health needs, and needs associated with their speech and language will increase.

The future requirement for day services for people (18 - 64 years) with a learning disability has been calculated using activity data from the recent past. It shows that approximately 204 to 246 individuals with a learning disability are likely to require day opportunities support in the next few years.

When reviewing young people with an Education Health and Care Plan (EHCP), those people with the area of need of severe or profound learning disability is predicted to remain consistent over future years. There is greater growth in the moderate learning disability area of need. This area encompasses a broad spectrum of needs.

When tracking young people with an Education Health and Care Plan (EHCP) for moderate learning disability (MLD) into adult day services, we found few individuals' needed day services. Specifically, in 2016, of 47 people with a moderate learning disability, 2 people went on to receive a day service. In 2023, of the 152 with a moderate learning disability, 8 people went on to receive a day service from adult social care. Therefore, historically, most young people within this Education Health and Care Plan area of need have not required a day service on transitioning from children's into adult's services. This data suggests that the numbers of people with a learning disability who require a day service are not likely to increase significantly.

The PANSI (Predicting Adult Needs and Service Information system) methodology for predicting population growth suggests that the number of individuals with a moderate to severe learning disability in Devon will increase from a baseline of 2499 in 2020, to 2567 in 2025, and up to 2674 in 2040 (age range 18 to 64 years).

2.2 Current Day services provision

The Council's in-house day services currently support a small number of people with profound and complex learning disabilities within each setting. A table showing the current occupancy at these centres can be found in Section 2.1 of the Consultation document.

The number of eligible people accessing the Councils in-house learning disability day services days has reduced in the last 8 years. From 116 in 2015, to 85 in 2020. Current attendance is now at 13 people, these 13 people are accessing 4 services (Abbey Rise, Nichols, Rosalind House, and Rushbrook), albeit the individual accessing Rosalind House is currently accessing another service.

Some of the reasons for the reduction include:

- People moving into supported living
- People moving to alternative day opportunities, where peer groups are more suited to the individual
- People accessing a Personal Assistant / Direct Payment
- People moving into paid / voluntary employment
- Deterioration in people's health
- People moving out of Devon
- People dying
- People seeking alternatives to day services e.g., enabling

The following narrative contains views put forward by people who are in favour of retaining these services.

Some people have suggested that the reduced number of users is due;

- to the service not being promoted widely
- operational practice of sourcing care and support in the independent sector

They may also conclude that the reduction in use of in-house day care has been engineered by the Council.

Feedback received suggests that some people have sought alternative day opportunity as they were not satisfied with the stimulation provided at the Devon County Council services.

People may also be worried the Council is relying on too great an extent on the independent market to provide the required day care, rather than Council owned and run services.

Without a range of day services in various locations, people may be concerned they have to travel further to access a day service.

Further related text can be found in section 2.1 of the Public Consultation document.

Devon County Council has six services across five sites that are currently not operating due to having no service-users, although the reasons for that may be open to debate. The learning disability service in Tiverton, Rosalind House has one current service user, this one individual has temporarily moved to an alternative provision with consent from the family whilst there are no other people accessing the service in Tiverton.

The Council understands that support to disabled and older people is important. In recent years, the support to disabled people has expanded with the Council's Reaching for Independence offer, which promotes and enables more community inclusion, through access to everyday community resources and employment opportunities.

The Council commissions 81 independent sector providers, to deliver day services in Devon, and 53 of these services support individuals with a Learning Disability.

The table below shows the Devon County Council commissioned independent providers within an approximate 30-minute drive of the Devon County Council centres within the scope of this consultation. Source: Devon County Council Commissioning Data

Name	Number of day care services within an approx 30-minute drive time <i>NB: providers could be included in more than one drive time zone</i>
Lyric, Okehampton	10 (plus 2 Services for people with other needs)
Newholme, Honiton	12 (plus 8 Services for people with other needs)
Rosalind House, Tiverton	11 (plus 3 Services for people with other needs)
Silverhill, Barnstaple	8 (plus 4 Service for people with other needs)
Tumbly Hill, Kingsbridge (Older people and LD services)	5 Learning disability services No service for people with other needs

The consultation document provides maps which show locations of all commissioned and in-house day services in Devon.

2.3 Financial Considerations and Best Value Duty

This is a time of significant change and opportunity for English local government. Despite the government increasing funding for councils over recent years, a combination of high inflation and rising demand has left local authorities facing some of their toughest budgetary decisions to date.

Growing demand, increasing complexity of need and higher than anticipated inflationary pressures have created much uncertainty and risk within the public sector. This is resulting in an unprecedented and increasing number of Local authorities facing deep financial distress resulting in ‘bankruptcy notices’, referred to as a section 114 notice, being considered.

Devon County Council has a best value duty; the requirement is set out in the Local Government Act 1999 to “secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.”.

One aspect of best value is the price the Council pays for its services. In reviewing the average costs of day services, and those day services within this consultation, the costs of providing the service in-house is 35% more than the independent and voluntary sector. A Council’s terms and conditions, for example provision of a local government pension scheme, is one reason behind the higher cost for services, which any Council provides.

3.0 Aims / objectives, limitations and options going forwards

To reach a position where the Council can decide on the future of its Devon County Council in-house day services listed below;

Learning Disability Services

Lyric, Okehampton
Newholme, Honiton
Rosalind House, Tiverton
Silverhill, Barnstaple
Tumbly Hill, Kingsbridge

Older Persons Services

Tumbly Hill, Kingsbridge

A full consultation will take place in November 2023. Full details about this consultation including any supporting documents are available at www.devon.gov.uk/haveyoursay/categories/social-care/

The options being considered are:

Option	Description
1	To continue to operate all six in-house day services in five locations for five days per week.
2	To continue to operate all six in-house day services in five locations, and operate some, or all units, on a reduced number of days.
3	To continue to operate some of the six in-house day services in five locations for five days per week and cease providing services from the other units.
4	To continue to operate some of the six in-house day services in five locations and cease providing services from the others. Those that remain open, to operate some, or all units on a reduced number of days.
5	To cease providing day services from all six of the in-house day services in the five locations.

There may be additional options that the Council should consider, if you feel there are alternative options, please give your views on these alternative options in your response to the consultation.

Whichever option is finally chosen, the Council will continue to comply with its obligation to meet a person's eligible outcomes, following a Care Act assessment.

4.0 People affected, diversity profile and equality data

4.1 People affected

The proposed changes will impact on the following groups of people:

- People with an established eligible need under the Care Act and their carers who are looking for care and support from a day service now or in the future.
- Individuals and carers who currently receive day services at these 5 centres (1 family is likely to be directly impacted if any changes are agreed)
- Individuals and carers who currently receive day services at other in-house and independent sector day services.
- Devon County Council In-house day services staff
- Independent day care providers
- Partners eg: NHS
- Care management staff
- Devon County Council and Health Commissioners

4.2 Population and Equality data

- There are approximately **1.5 million** people with a learning disability in the **UK**.
- The population of Devon is 814,440 according to mid-2021 population figures published by The Office of National Statistics.
- Devon's population growth rate between mid-2020 and mid-2021 was 1.0% per year.
- Devon covers an area of 6,564 square kilometres (2,535 square miles) and has a population density of 124 people per square kilometre (km²), based on the latest population estimates taken in mid-2021.
- Of 100 adults in Devon 3 have a learning disability, 11 have a physical disability and 18 have a mental health condition based on national prevalence
- Of 100 adults in Devon with a learning disability receiving adult social care services 7 are in employment compared to 5 nationally.
- According to the latest 2021 census, the population in Devon is predominantly white (96%), with non-white minorities representing the remaining 4% of the population.
- The median average age in Devon in 2021 was 48.0, with over 18's representing 85.3% of the population.
- The gender ratio was 94.5 males to every 100 females.
- The largest religious group in Devon is Others who account for 52% of the population.

- English is spoken as the main language by 97.3% of people in Devon and spoken either well or very well by 2% of the population. 0.3% reported having poor English language skills.
- 68% of Carers in Devon are aged 50 or over, which is higher than the average in England at 60%. Those who provide the most intense care (over 20 hours per week) are in the over 65 age category (17%), followed by those 50 to 64 years of age (15%).
- According to the 2021 Census 49% of Carers reported being “Economically active: in employment” and 29% of Carers reported being “Economically inactive: Retired”.
- According to the 2021 Census in Devon 60% of Carers are female.
- Looking at age groups,
 - the highest percentage of female Carers were in both the 25 to 49 and 50 to 64 groups at 63% of the carer population

Source: ONS

4.3 Day services in Devon

- There are currently approximately 527 people receiving a day service in Devon (In-house and commissioned services).
- Commissioned and in-house day services are provided across all age groups: 14% of people accessing these services are 18 – 24 years, 49% are aged between 25-64 years, and 37% are aged 65+.
- The highest percentage people using commissioned and in-house day services are those in working age groups.

5.0 Stakeholders, their interest and potential impacts

Please give details of Positive, Negative Impacts and any mitigations being proposed if there are changes to the current service delivery.

Stakeholder and their interest	Positive and neutral Impacts	Negative Impacts	Mitigations
People with an assessed eligible need under the Care Act and their carers who are looking for care and support from a day service now or in the future.	<p>Alternatives could be more socially stimulating and of a different model of day activity and better meet their needs.</p> <p>The independent and voluntary sector market will be able to develop around current and future service users’ needs and service expectations, this includes operating different models of support, to</p>	<p>Individuals may be concerned about the availability and quality of alternative provision.</p> <p>Some or all these in-house services under consideration may not be available to people with eligible need in the future depending on what option is agreed.</p> <p>Individuals not eligible for transport as part of their assessed needs may need to use</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation. Target potential future users and anyone who currently attends a day centre and their carers.</p> <p>Modelling future demand for day services based on population and need. Market assessment to understand whether independent day services</p>

	<p>include those people with the most complex needs.</p>	<p>other means of transport, e.g. Motability transport.</p> <p>Individuals may have to travel greater distances to access a day service. This will mean spending longer in a vehicle than they might otherwise have had to do.</p> <p>There is a greater reliance on the independent day care market, these companies may not be as resilient as the Council services. If these services close, people with eligible needs may struggle to find alternative day services.</p> <p>Some people may believe that the complex needs of this client group are not always best matched by Personal Assistants</p>	<p>market is able to respond to any current and future demand..</p> <p>Support with transport will be offered if it features within the individuals' eligible needs.</p> <p>For some individual's vehicle travel is not problematic. For those where it is problematic individual work and support will be needed but may not mitigate all the issues associated with travelling.</p> <p>Markets Management and Commissioning teams would work with providers to look at their sustainability.</p> <p>DCC has undertaken a survey of the independent and voluntary Day Service market across the county which has indicated that facilities, capacity and skills are available to support people with complex needs.</p>
<p>Individuals and carers who currently receiving Day services at these centres (1 family could be directly</p>	<p>Alternatives could be more socially stimulating and better meet their needs.</p>	<p>One individual will be affected by any change to their service and may need to travel from their own community to access</p>	<p>One person and their carers could be directly impacted, this person currently uses an alternative service with the family's agreement.</p>

<p>affected by any changes)</p>		<p>alternative in house or independent day services further away.</p> <p>The carers of the person using one of the services, will be affected if there is a change to that service. They will need to get the person ready to travel away from own community to access alternative in house day service further away</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Due to eligibility a DCC funded taxi might be required to take the person to alternative an alternative provision.</p>
<p>Individuals and carers who currently receive Day services at other In-house and independent sector day services.</p>	<p>Occupancy may increase at the other in-house and independent sector services if any changes are made to the services in-scope, offering a more stimulating environment to service users at the remaining centres. It might provide opportunities to expand individuals friendship and social group.</p> <p>Other in-house services will become more viable for DCC to continue to run.</p>	<p>New people joining the service may disrupt established friendship groups or cause anxiety and potential increases in behaviour that challenges.</p>	<p>Changes for individuals both joining and new to a service will need to be introduced and managed sensitivity informed by a person centred and tailored transition plan.</p> <p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p>
<p>In-house Day Services Staff</p>	<p>Future position will be defined and with a clear way ahead.</p>	<p>Currently staff are uncertain about the future.</p> <p>It may require a redeployment process into roles and settings with more people attending in them.</p> <p>Potential increased travel to revised work bases</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Staff Consultation on any future changes following the public consultation and a decision relating to the future of these services.</p>

		There could be a risk of redundancy for some individuals	The application of the appendix E policy for affected staff to support with travel and time implications.
Independent and voluntary Day Care providers	<p>There are some vacancies in the independent sector for people looking for a day service in Devon, these could be filled supporting the viability of these services. (see consultation document for further details)</p> <p>There is a potential opportunity to develop/expand replacement care services for people with eligible need in the areas potentially affected.</p> <p>The independent and voluntary sector market will be able to develop around current and future service users' needs and service expectations, this includes operating different models of support, to include those people with the most complex needs.</p>	<p>There may be an increased pressure on the independent day care market, and they may be unable to meet the increased demand.</p> <p>People may be concerned that the independent sector cannot meet the needs for people with complex disabilities.</p>	<p>Social care staff will have access to any service vacancy information that has been obtained – this will support referrals into a day service where eligible need have been identified</p> <p>Include independent sector services in the consultation on the future of these services, to seek their views.</p> <p>Market assessment to understand whether independent day services market is able to respond to any current and future demand. Some Providers have expressed a willingness to develop/expand replacement care services</p> <p>Markets Management and Commissioning teams would work with providers and the market to shape and develop services both current and into the future to meet a wide range of needs.</p> <p>DCC has undertaken a survey of the independent and voluntary Day Service market across the county which has indicated that facilities, capacity and skills are available to support people with complex needs.</p>

Partners e.g: NHS		There could be an impact on Health partners needing to work with patients whilst receiving replacement care for example Physio, IATT, SALT may need to travel to other locations which may sit outside their normal catchment area.	Health service staff currently operate across all of Devon. DCC would work with them to minimise any risk if any changes were agreed to these services.
Care management staff		<p>Access to In-house day services could cease to be available as an option in these locations. This could make it difficult for staff to find a suitable service following a care act assessment.</p> <p>May need to explore alternative services in area for people who are eligible for replacement care.</p> <p>If in house provision is the preferred option for replacement care the person with eligible needs may need to consider travel arrangements outside their own community. Staff will need to ensure all options and preferences are explored in full.</p>	<p>Market assessment to understand whether independent day services market is able to respond to any current and future demand.</p> <p>Social care staff will have access to any service vacancy information that has been obtained – this will support referrals into a day service where eligible need have been identified</p>
DCC and Health Commissioners	Potential release of building stock for alternative services or uses.	<p>Access to In-house day services could cease to be available as an option in these locations.</p> <p>Markets Management and Commissioning may need to plan for future service in localities if there is unmet need for replacement care for people with eligible needs for day services.</p> <p>The Market Management and</p>	<p>Market assessment to understand whether independent day services market can respond to any current and future demand.</p> <p>Markets Management and Commissioning teams would work with providers and the market to shape and develop services both current and into the future.</p>

		Commissioning teams will consider in its future commissioning what positive impacts that can be brought about as a result of change, for the protected groups.	
All Residents	<p>A differently commissioned service may be better value to the Council and therefore to all residents.</p> <p>Potential release of building stock for alternative services or uses may give rise benefits upon the whole community.</p>	<p>Any reduction or cessation of these services could be perceived as a negative impact on some local communities in Devon.</p> <p>These day services are provided to older people and people with a learning disability who are eligible for social care support, options which reduce in house services may reduce the overall level of support available. This could increase pressures in other parts of the system.</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Market assessment to understand whether independent day services market is able to respond to any current and future demand.</p> <p>Other providers exist and can enter the market within Devon.</p> <p>DCC has undertaken a survey of the independent and voluntary Day Service market across the county which has indicated that facilities, capacity and skills are available to support people with complex needs.</p> <p>Modelling future demand for day services based on population and need.</p>

6.0 Consultation and Engagement to date

6.1 Council's previous consultation and engagement

The following views were taken from the Council's previous consultation (February/ March 2023), with people who use the day services and their carers.

Through the period the public consultation was live, the service obtained ideas and valuable feedback on the initial proposals. The public consultation was halted whilst the service reconsidered any future proposals in relation to our in-house services. These views helped to inform this consultation and identify the options listed in section 1.2 of the Public Consultation Document.

- 'There has been limited promotion of the in-house day services'
- 'Carers are critical to the wellbeing of the person they care for and make a significant contribution to the sustainability of the health and social care system. These services are important to them'
- 'Concerns over current usage within in-house services. Why are people not accessing these day services?'
- 'The importance of consistency and quality of service'
- Transport is important to people
- 'Confidence in an alternative offer' 'An ability for any future provider to meet the care needs of individuals'.
- 'A need for a suitable transition plan for individuals if there were changes'
- What about people who need to access day services in the future, this needs consideration

The responses summarised below were identified following a series of engagement events, focusing on services for people with a learning disability in 2017/18.

- For us to be in a safe environment, with people who understand us
- To have purpose in activities we take part in
- To have consistency and familiarity in what we do, who we are with, and where we are too.
- Change is difficult for some of us, so it needs to be taken at the right pace.
- Skilled staff who have the right training to be able to give us the best chance to thrive, whatever our level of need
- If possible, we would like to access help and support locally, so we can reduce the time spent travelling and be closer to our families
- Most of us consider our friendships with people we spend time with during day and overnight as very important. These relationships are with our family and loved ones as well as with carers and other people who use services which have taken a long time to build

6.2 Market Feedback

Recent market feedback suggests that the external day care market has the capacity to take on additional individuals, as either a day care or for replacement care.

Summary of Information collated from Day Service providers – July 2023

- 38 providers of the 53 respondents, deliver services to individuals with a learning disability and 27 of these had vacancies.
- Of the 15 providers who deliver services to older people, people with a physical disability and people with other needs, 4 had vacancies.
- 68% of the 53 respondents said they would consider expanding in the future.
 - 5 services that support older people and people with a physical disability.
 - 31 learning disability day services.
- 15 providers support older people, people with a physical disability and people with other needs.
- 30 learning disability providers have full wheelchair access in communal areas
- 19 learning disability providers have assisted bathrooms.
- 25 learning disability providers have communal spaces and spaces to enable individuals to have quiet time.
- 12 learning disability providers have hoist/tracking
- 55% of respondents offer replacement care/respite for carers. 23 learning disability providers and 6 providers who support other needs offer replacement care/ respite for carers.

7.0 Equality analysis

Giving Due Regard to Equality and Human Rights

All of Devon County Council practices, processes and procedures give due regard to the Human Rights Act 1998, the Mental Capacity Act 2005, the Care Act 2014 and the Equality Act 2010. The following assessment is predicated on changes to the current service delivery.

Characteristics	Negative Impact	Mitigations	Neutral or Positive Impact
Age	<p>These services are provided to adults with a learning disability or older people who are eligible for support. Any reduction in service will reduce future options.</p> <p>Local Authority provision in the buildings identified may be reduced or not available to people of working or older age with eligible needs in the future and</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Market assessment to understand whether an independent day services market is able to respond to any current and future demand.</p>	<p>All support for people who are eligible will continue to be provided on the basis of assessed social care needs/outcomes, so the impact of any change should be neutral. Although this reduces choice, sufficient alternatives are available.</p> <p>There may be other types of day opportunity in the area rather than a traditional day service model. These</p>

Characteristics	Negative Impact	Mitigations	Neutral or Positive Impact
	<p>thus there could be a reduced spectrum of offer.</p> <p>DCC or other traditional day care provision might not be available to older people with eligible need in that specific locality. Meaning older people will need to travel or use alternatives.</p> <p>Increased demand on independent sector services, this could result in a reduction in quality of experience and in the amount and range of stimulating activities for people accessing day services.</p>	<p>Modelling future demand for day services based on population and need.</p>	<p>opportunities are based in the 'leaders' home and are based around smaller groups of people.</p>
<p>Disability (incl. sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people</p>	<p>Change may be difficult for people who have a disability, any transition would need to be sensitively managed.</p> <p>People may lose friendship groups and support networks if one or more of the centres close.</p> <p>Reduced choice and availability of support.</p> <p>Provision in the buildings identified may not be available to people with eligible needs in the future.</p> <p>If DCC in house provision is the preferred option for the carer(s), people with eligible need may need to travel out of</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Market assessment to understand whether independent day services market is able to respond to any current and future demand.</p> <p>Modelling future demand for day services based on population and need.</p> <p>Support with transport where it features within the individuals' eligible needs.</p> <p>Where people move services as a result</p>	<p>DCC and independent sector providers will continue to meet the needs of all Care Act eligible people with a learning disability, so the impact of any change should be neutral.</p> <p>Alternative ways of meeting eligible needs could provide a more social and/or personalised experience for individuals and their carers.</p>

Characteristics	Negative Impact	Mitigations	Neutral or Positive Impact
	<p>their own community to access the service.</p> <p>Any reduction or cessation of services identified may result in people of working age with an eligible need for replacement care not being able to access DCC provision in those areas.</p> <p>Any potential increased in demand on the independent sector services could result in a reduction in quality and in the amount and range of stimulating activities for people with a disability.</p> <p>Service users may need to travel further to access alternative support, this could lead to negative emotions and behaviours for the person travelling and add to the pressures of the carer and could increase costs.</p> <p>People may be anxious the independent sector cannot manage complex levels of need.</p>	<p>of change their transition will be supported through the application of a person centred and tailored transition plan.</p> <p>Independent services are likely to want to retain their quality and will manage increases accordingly. The quality of services is monitored through Devon County Councils Quality Improvement team.</p> <p>Markets Management and Commissioning teams would work with providers and the market to shape and develop services both current and into the future to meet a wide range of needs.</p> <p>For those where it is problematic individual work and support will be needed but may not mitigate all the issues associated with travelling.</p>	
<p>Culture and ethnicity: nationality/national origin, ethnic origin/race, skin colour, religion, and belief</p>	<p>There is no specific ethnic or cultural group impacted by the proposed changes.</p> <p>There is a minimal risk that alternative day services may not take into consideration individuals cultural, and ethnicity needs such as particular foods</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation. Market assessment to understand whether the independent day services market is able to respond to any current and future demand.</p>	<p>The culture and ethnicity of individuals being served through DCC is respected in a person-centred way. DCC undertook a race audit in 2021 which has led to a greater focus on these issues particularly on addressing inequalities and racism</p>

Characteristics	Negative Impact or practices.	Mitigations	Neutral or Positive Impact
		<p>Modelling future demand for day services based on population and need.</p> <p>Capturing individuals needs in the support planning process and sourcing care that is focused on respecting individual preferences arising from race, ethnicity and belief.</p>	<p>from the assessment process and meeting outcomes.</p> <p>The service continues to meet the needs of referred individuals to the remaining building-based services in a person-centred way which respects individual preferences arising from race, ethnicity and belief.</p> <p>DCC have equality clauses embedded in our contractual terms when commissioning services from the independent sector.</p>
<p>Sex, gender and gender identity (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed)</p>	<p>Most informal carers are female. Changes to the service may impact on the opportunity for replacement care. Any impacts may subsequently affect females disproportionately.</p>	<p>Market assessment to understand whether independent day services market is able to respond to any current and future demand.</p> <p>Modelling future demand for day services based on population and need.</p> <p>Capturing individuals needs in the support planning process and sourcing care that is focused on respecting individual preferences arising from their Sex, gender and gender identity.</p> <p>The sex, gender and gender identity of individuals being served through DCC should always be respected in a person-centred way.</p>	

Characteristics	Negative Impact	Mitigations	Neutral or Positive Impact
		<p>DCC have equality clauses embedded in our contractual terms when commissioning services from the independent sector.</p>	
<p>Sexual orientation and marriage/civil partnership</p>		<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Market assessment to understand whether independent day services market is able to respond to any current and future demand.</p> <p>Modelling future demand for day services based on population and need.</p> <p>Capturing individuals needs in the support planning process and sourcing care that is focused on respecting an individual's sexual orientation and marriage/civil partnership</p>	<p>We have no reason to believe that people with different sexual orientation will be specially impacted.</p>
<p>Other relevant socio-economic factors such as family size/single people/lone parents, income/deprivation, housing, education and skills, literacy, sub-cultures, 'digital exclusion', access to transport options, rural/urban</p>	<p>There is a potential negative impact for people of working age who have eligible needs for replacement care and choose a DCC in house provision in the locations where services may reduce or close and may not be able to access a DCC day care provision and an independent sector provision may be required.</p> <p>There is a potential negative impact for older people in Kingsbridge where services may reduce or close who have</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Market assessment to understand whether independent day services market is able to respond to any current and future demand.</p> <p>Capturing individuals needs in the support planning process and sourcing care that is</p>	<p>Any review could look at how alternative support can be sourced within peoples own communities, which should result in a positive impact.</p> <p>Alternative ways of meeting eligible needs could provide a more social and/or personalised experience for individuals.</p>

Characteristics	Negative Impact	Mitigations	Neutral or Positive Impact
	<p>eligible needs for day care and may not be able to access a DCC day care provision and an independent sector provision may be required.</p> <p>Current Day Care services have supported people in specific locations which are sometimes outside of their own communities.</p>	<p>focused on respecting individuals' other relevant socio-economic factors.</p>	
<p>Unpaid Carers</p>	<p>Carers may struggle to find time to do shopping or to have a rest.</p> <p>Carers may lose friendship groups and support networks if one or more of the centres close.</p> <p>If there is additional travel time, carers who transport their person will have less respite time available to them.</p>	<p>Public consultation on a series of options and any additional options identified by participants during the consultation.</p> <p>Target unpaid carers of people who attend day services or are likely to require a day service in the future.</p> <p>Local alternatives and other forms of transport will be considered in the first instance.</p> <p>Carers can receive their own assessment of need.</p>	<p>The service alongside the independent sector providers will continue to meet the needs of all Care Act eligible people and their carers. The service will continue to offer replacement care in centres it continues to operate,</p> <p>The impact of any change should be neutral.</p>

8.0 Human rights considerations:

Provision of adult social care support is a way of upholding human rights, and this will continue to be the case in community-based as well as buildings-based offers.

9.0 Supporting independence, wellbeing and resilience. Give consideration to the groups listed above and how they may have different needs:

9.1 In what way can you support and create opportunities for people and communities (of place and interest) to be independent, empowered and resourceful?

Replacement care is designed to support wellbeing but more effective support is possible in terms of supporting independence and resilience when services are commissioned from communities, rather than being buildings-based.

The option of direct payments is available for eligible people, and they can seek their own bespoke support to meet their identified needs.

9.2 In what way can you help people to be safe, protected from harm, and with good health and wellbeing?

Devon County Council’s assessment and support planning process is designed for people to stay safe and promote health and wellbeing.

Our assessment process and support we commission is designed for people to stay safe and promote health and wellbeing. Within the Council is a team which supports providers with their quality of service.

9.3 In what way can you help people to be connected, and involved in community activities?

The replacement care provision helps carers to maintain their caring role, which prevents people needing to move from their community due to carer breakdown.

10.0 Environmental analysis

Devon County Council’s Environmental Review Process		
Planning Permission		
Environmental Impact Assessment		
Strategic Environmental Assessment		
	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Reduce, reuse, recycle and compost:	N/A	

Conserve and enhance wildlife:	N/A	
Safeguard the distinctive characteristics, features and special qualities of Devon's landscape:	N/A	
Conserve and enhance Devon's cultural and historic heritage:	N/A	
Minimise greenhouse gas emissions:	N/A	
Minimise pollution (including air, land, water, light and noise):	N/A	
Contribute to reducing water consumption:	N/A	
Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level):	N/A	
Other (please state below):	N/A	

11.0 Economic analysis

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Impact on knowledge and skills:	N/A	
Impact on employment levels:	Some staff could be placed at risk of redundancy. Staff affected would be supported to use the Devon County Council redundancy process to initially seek alternative employment in other roles within the Council. Following this process some individuals may be made redundant	The impact would be neutral for displaced staff who will be redeployed into new roles. Any staff made redundant may be required to seek alternative employment from the wider job market.
Impact on local business:	N/A	

12.0 Describe and linkages or conflicts between social, environmental and economic impacts (Combined Impacts):

There is a link between the potential increase in community-based support for people with a learning disability arising from this review and the development of new independent community provision.