

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	27 January 2020
Subject:	Proposal Paper - Learning Disability Day Opportunities
Portfolio Holder(s):	Councillor Llinos Medi Huws
Head of Service / Director:	Alwyn R Jones Director of Social Services
Report Author: Tel: E-mail:	Sandra Thomas <u>sandrathomas@ynysmon.gov.uk</u>
Local Members:	<p>The proposal affects services specific to the following Members' Wards:</p> <p> Councillor Bob Parry Councillor Dylan Rees Councillor Nicola Roberts Councillor Lewis Davies Councillor Carwyn Jones Councillor Alun Roberts Councillor Glyn Haynes Councillor Robert Llewelyn Jones Councillor Shaun Redmond Councillor Trefor Lloyd Hughes Councillor John Arwel Roberts Councillor Dafydd Rhys Thomas </p> <p>The proposal also affects residents in all wards</p>

A –Recommendation/s and reason/s
<p>Reasons:</p> <p>This report looks at the various issues in relation to day opportunities on the island for people with a learning disability. It follows on from the adoption of the Day Opportunities Strategy in October 2019. Service users, families and carers were supported to engage on the draft Strategy during April and May 2019. Many of their comments and opinions are included in the report.</p> <p>Officers have considered reasonable alternatives for the learning disability day opportunities provision across Anglesey as a whole. Officers conclude the focus should be on enhancing community based services for people with a learning disability whilst ensuring that dedicated resources are in place to support those individuals with more complex physical and behavioural needs. We hope to stimulate creativity and innovation that will enable us to transform the way services are delivered and respond to the anticipated increase in demand for services within challenging financial constraints.</p>

It is recommended that the Executive:

1. Support in principle, subject to consultation, the proposal to “Develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.”
2. Authorise officers to conduct a formal consultation on the proposal.

B – What other options did you consider and why did you reject them and/or opt for this option?

A number of other options have been considered as part of this proposal paper. The proposal paper outlines fourteen alternative options which have been considered for the four in-house services.

All options have been considered against the key challenges identified for the services on the island which include:

- The suitability and accessibility of the current centres
- The distances that individuals currently travel to the day centres.
- The suitability and accessibility of the current centres
- The disparity in unit costs for the services.
- The expectation from many service users and their families for more flexible opportunities focussing on individual progression and achievement.
- Anticipated future demand including from those people with more complex needs.

As this proposal deals with the potential closure of current services (namely Morswyn, Blaen y Coed and Gerddi Haulfre), the proposal paper also outlines the impact such a proposal would have on:

- Opportunities for service users to undertake more outcome focussed activities which promote individual progression
- Accessibility of services for individual with mobility issues
- Suitability of services for individuals with more complex needs to ensure more choice of activities
- Impact on transport and travel time for service users

The proposal paper outlines the advantages and disadvantages of all the options and comes to the conclusion that the option proposed is the option which should be consulted upon as part of the future formal consultation process.

Implementing the proposal:

It is important to note that should the final proposal be agreed following the consultation then the plan could take up to three or four years to be fully implemented. During that time it would be necessary to:

- Further develop community services and review the contracting framework
- Design and build the extension at Gors Felen.
- Ensure alternatives are in place before closure of any service

- Support service users to explore creative opportunities that build on individual strengths and focussing on progression.

Note that no one would lose their entitlement to a service as a result of this proposal. What would change is where and how that service is provided.

C – Why is this a decision for the Executive?

The Executive has delegated authority for decision making in relation to social care

CH – Is this decision consistent with policy approved by the full Council?

This area of work is consistent with the expectation of the 2019/2020 Annual Delivery Document, and implements one of the aspects related to Objective 2 and is in keeping with the Day Opportunities Strategy referred to on Page 1.

D – Is this decision within the budget approved by the Council?

Yes

E – Impact on our Future Generations (if relevant)

1	How does this decision impact on our long term needs as an Island	The proposal would ensure the long term sustainability of learning disability day opportunities across the island and ensure that there would be sufficient capacity to meet the needs now and into the future. It would also ensure that the remaining building based service is fit for purpose.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority. If so, how:-	<p>The proposal would develop an extension to the existing building in Gors Felen which would be a state of the art facility with space for drop-in sessions for service users' activities.</p> <p>Service users should benefit from opportunities that focus on promoting independence and individual progression that will support them in all aspects of their lives. The new service would promote opportunities for people with a learning disability to lead fulfilling lives as valued members of society.</p> <p>The Council's investment would be via a capital funding.</p> <p>The proposal would eliminate backlog maintenance at the three sites identified for closure and contribute to revenue savings.</p>

3	<p>Have we been working collaboratively with other organisations to come to this decision, if so, please advise whom:</p>	<p>Extensive engagement on the draft Day Opportunities Strategy was undertaken during April and May 2019 with service users, their families, their carers and service providers. Information received from third sector organisations and stakeholders has formed part of this proposal.</p> <p>The following stakeholders would also be given an opportunity to contribute at the next consultation stage:</p> <ul style="list-style-type: none"> • Service users (people with a learning disability) and their representatives. • Families and carers • Day centre staff and trade unions. • External service providers and third sector organisations • Specialist community groups • Local Elected Members • Isle of Anglesey County Council Senior Officers
4	<p>Have Anglesey citizens played a part in drafting this way forward? Please explain how:-</p>	<p>Extensive engagement on the draft Day Opportunities Strategy was undertaken during April and May 2019 with service users, their families, their carers and service providers. Arrangements were made to ensure accessibility with “easy read” documentation, and independent advocacy support was available to ensure everyone who wanted to contribute could participate effectively.</p> <p>Stakeholder consultation:</p> <p>If agreement is given, a formal consultation would be undertaken with affected stakeholders. This consultation would follow a similar process that was undertaken during the engagement on the LD Day Opportunities Strategy in May and June 2019. The response to this engagement reflected the fact that resources were specifically targeted at service users and their families with appropriate support mechanisms in place to enable participation and understanding. In the planning of the consultation we would aim to:</p> <ul style="list-style-type: none"> • Reassure stakeholders of our intention to improve the current provision and increase choice for the service users. • Ensure that alternative proposals are explained clearly and quickly.

		<ul style="list-style-type: none"> • Enable a high response rate by affected stakeholders to the consultation, focusing specifically on the following groups of people: <ul style="list-style-type: none"> ➢ Staff at the affected centres ➢ Service users ➢ Families and carers ➢ Providers of day services and third sector partners ➢ Advocacy services <p>During this period, regular meetings will be held with the staff at all the centres to keep them informed of the process. This will be done with the support of the Human Resources Department and the unions.</p>
5	What impact, if any, does this decision have on the Equalities agenda and the Welsh language	<p>It is anticipated that these changes would generate new opportunities for people with disabilities and increase people's connection with their communities. Increased choice and control would mean people would be able to find opportunities that best achieve their outcomes. Due regard is given to linguistic needs and we ensure that service users are able to communicate with us in the language of their choice.</p> <p>There is already a requirement in place that all providers (in-house and external) provide a service in both Welsh and English and be culturally sensitive.</p>

DD – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Incorporated in this report.
2	Finance / Section 151 (mandatory)	Incorporated in this report.
3	Legal / Monitoring Officer (mandatory)	Incorporated in this report.
4	Human Resources (HR)	Incorporated in this report
5	Property	Incorporated in this report
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	Comments of the Corporate Scrutiny Committee held on 21 January 2020 to follow.
9	Local Members	

F - Appendices:

Proposal Paper Learning Disabilities Day Opportunities January 2020
Appendix A – Map of current services
Appendix B - Impact Assessment

FF - Background papers (please contact the author of the Report for any further information):

IOACC Learning Disabilities Day Opportunities Strategy 2019-2022

‘PROPOSAL PAPER’

Adults Social Care

Learning Disability Day Opportunities

January 2020

Proposal to:

Develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.

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EXECUTIVE SUMMARY

It is necessary to reshape and modernise the day opportunities services in order to:

- Develop sustainable opportunities for individuals.
- Further improve the delivery of the service in the most cost effective way.
- Respond to feedback from service users and their families as to what they would like day opportunities to look like in the future.
- Meet the current and future needs of the people we support.
- Meet the requirements of the Social Services Well-being (Wales) Act 2014.

The focus of the proposal is to enhance community based services for people with a learning disability whilst ensuring that dedicated resources are in place to support those individuals with more complex physical and behavioural needs.

We hope to stimulate creativity and innovation that would enable us to transform the way services are delivered and respond to the anticipated increase in demand for services within challenging financial constraints.

The proposal is to:

Develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.

The new service would provide flexible opportunities for people with a learning disability and would meet future demand including from those people with more complex needs. The proposal also addresses the issues in relation to:

- The disparity in unit costs for the services.
- The distances that individuals currently travel to the day centres.
- The suitability and accessibility of the current centres.
- The expectation from service users and their carers for more outcome based opportunities focussing on individual progression and achievement.

We intend to undertake a formal consultation on this proposal with the affected service users, their families and carers and the staff at the centres during February and March 2020. The final proposal will be presented to the Executive in May 2020.

1. PURPOSE OF THE REPORT

The purpose of this report is to present the proposal for the future of learning disability day opportunities on Anglesey. The paper will also present the reasonable alternatives considered for the service in particular in relation to the current-in-house services, and will take account of the engagement that was undertaken with service users in relation to day services during the summer of 2019.

This report will be used to seek the Executive Committee's approval to proceed with the consultation with stakeholders in relation to the proposal.

The process for writing this report has included:

- Under the direction of the Adults Services Transformation Board a series of visits to various day centres on the island were arranged with opportunities for all Elected Members to attend (July 2019).
- A data gathering exercise was undertaken in order to collate relevant facts and figures to aid comparison of centres (July 2019).

- Workshops were held to undertake the appraisal of the options put forward for the future of the day centres. Officers from Adult Services, Finance and the Transformation unit were in attendance. (August – November 2019).
- Drafting a new Strategy for Day Opportunities for People with a Learning Disability, adopted after intensive engagement with service users, their carers, their families and service providers (April – May 2019). Here are some examples of their feedback:

"I need some things to do, more day service, more jobs need to be available"

"I need to learn new things"

"I am working far from home - would like to be closer"

"I like to be out and about, meeting new people and doing different jobs outside"

"I would like to be supported to do voluntary work"

"I am doing the same things over and over again...I would like more choices of activities"

"I like more activities options out in the community"

"I would like to do more things with technology"

"Not all day opportunities have enough staff to help and I would like more cooking activities, new jigsaw, and colouring books and more day trips"

"I want to be more independent and I want to help other people"

"We need more things to do in Llangefni during the day"

(= quotes from service users in April and May 2019)

2. BACKGROUND AND INFORMATION

Anglesey County Council's Learning Disability Service currently supports adults with a range of physical and learning disabilities. The service currently supports approximately 330 people who are assessed as having care and support needs. Support is provided and commissioned in a number of ways including support to live at home with family, specialist supported living, domiciliary care, residential care, respite, social work intervention, specialist health interventions and direct 1:1 support.

What do we mean by the term *learning disability*?

The term *learning disability* is used to describe an individual who has:

- a significantly reduced ability to understand new or complex information, or to learn new skills; and / or
- a reduced ability to cope independently (impaired adaptive functioning) which started before adult-hood and has a lasting effect on development (Department of Health, 2001).

Please note, the term *learning disability* should not be confused with the term *learning difficulty*, which is used in education as a broader term which includes people with specific learning difficulties such as dyslexia (Emerson and Heslop, 2010). This paper is about people with learning disabilities.

What do we mean by the term *profound and multiple learning disabilities (PMLD)*?

The term *profound and multiple learning disabilities (PMLD)* is used to describe people with more than one impairment including a profound intellectual impairment (Doukas et al., 2017). It is a description rather than a clinical diagnosis of individuals who have great difficulty communicating and who often need those who know them well to interpret their responses and intent. The term refers to a diverse group of people who often have other conditions including physical and sensory impairments or complex health needs.

Adult Social Services is under continued pressure to reduce its £25m expenditure budget whilst also maintaining a high quality service provision.

The Council currently has a number of different day opportunities available to people with learning disabilities – some of these are in-house services run by the Council and some are commissioned externally.

- Approximately 190 individuals attend a day service each week.
- They can attend either on a full time or a part time basis dependent on individual needs.
- Some individuals attend more than one service during the week.
- These services currently cost the Council circa £1.5m per annum.

In-house provision:

- Morswyn, Holyhead
- Blaen y Coed, Llangoed
- Gerddi Haulfre, Llangoed
- Gors Felen, Llangejni

Canolfan Byron Workshop

The Canolfan Byron Workshop is excluded from this proposal because:

- The workshop was originally set up as a supported employment service for other disability groups but has been subsumed historically into the learning disability service.
- It provides supported employment opportunities for a number of individuals who wouldn't necessarily fall under social services' eligibility criteria for the provision of managed care and support, including day services and/or work opportunities.

The Canolfan Byron Workshop will therefore be reviewed under a separate work stream with a report to the Executive due in May 2020.

External provision:

We also currently contract with six external providers who are based in Anglesey and Gwynedd. Service users and their families have already told us that they value the innovative approach to service delivery from these providers. The contracting arrangements for the external services are in the process of being updated through a new framework which will be in place by December 2020. This framework will open up the market to potential new providers and will also ensure that both the in-house and external provision complement each other and reduce duplication. The new framework will do this by:

- a) Focussing on an outcome based approach – i.e. shift from paying for prescribed activities within a set timeframe to paying for results or outcomes which increase an individual's skills, well-being and confidence.
- b) Ensuring the same standards of service delivery across all services with both the in-house and external services focusing on ensuring progression and achieving outcomes for individual service users.
- c) Ensuring that resources are allocated fairly with the same assessment and access criteria for both in-house and external services.
- d) Ensuring that there is fair pricing for services reflecting the differing needs of the individuals attending. For example, it may be appropriate to pay a premium rate to support an individual with more profound or multiple learning disabilities or complex support needs.
- e) Providers will have greater freedom and flexibility to work with the people they support to design and co-produce the activities that will achieve those outcomes. Some of these activities may be delivered in partnership with other community groups and organisations.
- f) Encouraging service providers, both internal and external, to develop, adapt and change in response to this new way of working.
- g) Encouraging community based groups such as Men's Sheds to offer regular supported placements that can add to an individual's skills and ensure progression.

Refer to the map in **Appendix A** showing where the current services are based.

Future demand:

The service is undertaking these changes in order to reflect increase in demand and to ensure sustainability for the future. The number of people on Anglesey County Council's Learning Disability Register has increased over the last 14 years from 249 in 2005 to 322 in 2019 an increase of 29%. If the number on the register was to increase at a similar rate over the next 15 years there may be 415 on the Register by 2034. Positively, individuals with disabilities are also living longer and as a result, support is required to meet a range of complex needs that have not been identified previously. Current service provision has to change in order to meet future demand and differing expectations.

No of people on the LD Register:

Year	Age 18-65	Age over 65	Total
2005	235	14	249
2010	255	17	272
2015	271	32	303
2019	289	33	322

Future demand re Profound and Multiple Learning Disabilities (PMLD) and Autism:

Information taken from the population needs assessment indicates there will be an increase in demand for support for people with complex disabilities (Profound and Multiple Learning Disabilities (PMLD) and Autism). The service has identified 8 individuals leaving education over the next 3 years who will need a specialist provision.

KEY CHALLENGES FACED BY THE CURRENT IN-HOUSE DAY CENTRES

The key challenges faced by the centres are outlined as follows:

	Key challenges
3.1 Accessibility	<p>Currently only Gors Felen and Blaen y Coed are fully accessible to all service users with single level access throughout, ceiling track hoists and adequate toileting facilities.</p> <p>Morswyn is an old primary school building – some areas are inaccessible to wheelchair users and the toileting facilities are inadequate.</p> <p>Gerddi Haulfre is mainly an outside space not fully accessible to wheelchair users. Gerddi Haulfre uses the facilities in Blaen y Coed.</p>
3.2.Transport / travel time	Individuals currently travel distances of up to 60 miles per day to access the day centres using various modes of transport. Most people access services outside their ward and with many individuals having a commute of up to 3 hours per day.
3.3 Person centred planning	Current opportunities are restricted to activities within the day centres and whilst efforts are made to join up the centres for external activities, this comes at a cost.
3.4. Cost per day	The current unit costs per day do not reflect the varying needs and issues facing our service users. The most independent and able individuals currently have a higher unit cost than those with the most complex needs. Combine this with the fact that the independent sector has a lower cost per head per day (at least £35 less per day).
3.5 Buildings	There are significant costs associated with refurbishment, repairs and maintenance to all the existing buildings.
3.6 Expertise and management	The expertise of dedicated staff is currently split across the four sites with no centre of excellence. Furthermore, overall management of these services is undertaken on a separate site.

Before arriving at the proposal (Section 3) below, the Council has considered the following:

- Key drivers for change (Section 4)
- Key drivers for the in-house day services (Section 5)
- Reasonable alternatives for the in-house day services (Section 6)
- Financial information (Section 7)

3. THE PROPOSAL

The proposal is to:

Develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.

The new service would provide flexible opportunities for people with a learning disability and would meet future demand including from those people with more complex needs.

This would be done by:

1. Establishing a robust commissioning framework for external providers to offer person centred day opportunities.
2. Developing further opportunities for people with a learning disability to make use of existing resources and services within the community during the day e.g. in local hubs.
3. Extend the existing building in Gors Felen, Llangefni to provide a purpose built facility that can be flexible enough to provide varied activities for individuals with different needs particularly those who require the safety and security of a building based service. It would be a centre of excellence with up-skilled staff applying best practices and co-working with health. The centre would also be a drop-in base for all individuals who are participating in community based activities.
4. Also develop alternative options for people with complex needs to complement the centre of excellence/drop-in base at Gors Felen. Individuals with their own transport would be able to come and go during the day and undertake other activities.
5. As the above services are developed, gradually close the day services at Morswyn, Blaen y Coed and Gerddi Haulfre, ensuring that alternative provision is in place for all affected service users prior to closure.
6. Encouraging individuals to choose a direct payment in order to make their own arrangements for day opportunities. Some innovative solutions are beginning to take shape which see service users pooling their DP to facilitate more creative activities with a focus on achieving outcomes.
7. Supporting the innovative developments that have taken place locally over recent years by the third sector. Third sector organisations such as Mencap, Actif Woods and Leonard Cheshire are already coming up with creative solutions with a view to ensuring sustainable and practical options for individuals.
8. Setting up specific learning disability community facilitator posts – similar to Local Area Co-ordinators – who would engage with community partners and develop a range of community opportunities. These posts would also undertake a brokerage role to co-ordinate the external framework placements.

4. KEY DRIVERS FOR CHANGE

What are the national drivers for change?

- **The Social Services and Well-being (Wales) Act 2014** - The Act provides the legal framework for improving the well-being of people who need care and support, and carers who need support, and for transforming social services in Wales. The Act demands a change in culture to help individuals achieve their well-being outcomes - firstly by asking "what matters to you?" and secondly by maximising an individual's own support networks and access to community and voluntary resources.
- **The Well-being of Future Generations (Wales) Act 2015** – The Act requires public bodies to think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.

- **The Regulation and Inspection of Social Care (Wales) Act 2016** - The Act builds on the success of regulation in Wales and reflects the changing world of social care. It places service quality and improvement at the heart of the regulatory regime and strengthens protection for those who need it. Regulation will move beyond compliance with minimum standards, and focus more on the quality of services and the impact which they have on people receiving them.
- Consistent themes throughout these three legislative Acts are:
 - Promotion of greater community inclusion, participation and citizenship.
 - Provide people with more choice and control.
 - Further promote person centred approaches.
 - Develop services that focus on meeting individual outcomes.
 - Increased demand for individualised, high quality, care and support provision.
 - Increase in public expectation for high quality services and support.

What are the local drivers for change?

- **Anglesey County Council Strategy for Day Opportunities for People with a Learning Disability 2019-2022.** A new strategy for day opportunities has been adopted during 2019. This was the result of an extensive engagement exercise with service users, carers and service providers during May and June 2019. This engagement was designed to establish whether the strategy made sense to those people who are directly affected by these services (refer to direct quotes from service users on page 4). We need to create a greater range of high quality day opportunities for individuals in their local communities and the new offer to individuals should include the following key principles:
 - Work, volunteering or contributing towards the well-being of others;
 - Education, training and developing skills for independent living or employment;
 - Promote Direct Payments where appropriate, so that individuals have the opportunity for greater choice and control over how their support needs are met;
 - More community based provision and less demand for asset based services (i.e. services based within a specified building). The strategy also recognised that there continues to be a need for some asset-based (building based) provision for people with profound and multiple learning disabilities with more complex care and support needs.
- **The Council Plan for 2017-22** includes the following objectives which are directly relevant to these services:
 - Objective 1: To ensure that the people of Anglesey can thrive and realise their long-term potential.
 - Objective 2: To support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- **The Council Plan** also stated that we will continue to modernise and change delivery models to ensure high quality services are available in a cost effective manner. The plan will be realised by establishing robust arrangements to address the severe financial challenges, ensuring priority areas are protected whilst recognising that service transformation and innovative delivery will be integral to ensure the Council's long term viability. These factors are essential if we are to transform the learning Disability provision.

- **North Wales Learning Disability Strategy 2018-23** sets out the regional context and adopts the following principles; “People with Learning Disabilities will have a better quality of life; living locally where they feel ‘safe and well’, where they are valued and included in their communities and have access to effective personal support that promotes independence, choice and control.”
- In keeping with **the Welsh Government’s Supporting People Programme Grant Outcomes Framework**, utilise opportunities to enable and empower people with learning disabilities to realise their long term potential by :
 - Promoting personal and community safety
 - Promoting Independence and Control
 - Promoting Economic Progress and Financial Control
 - Promoting Health and Wellbeing
- To develop community based assets and improve community inclusion resulting in a better understanding of the needs of people with a learning disability.
- The need to make financial savings in response to budgetary pressures from National Government alongside a rising demand for Social Care.

The following section (5) applies these key drivers for change to the Learning Disability Day Service.

5. KEY DRIVERS FOR THE IN-HOUSE LD DAY SERVICES

The relevant key drivers for the Learning Disability Day Services, based on the key drivers noted in section 4, are noted below:-

5.1 Social Services and Well-being (Wales) Act 2014 and the Wellbeing of Future Generations (Wales) Act 2014 (= Outcomes)

The reshaping of the service must be made within the context of duties placed on local authorities under both these pieces of legislation which require different ways of supporting individuals to achieve their identified outcomes.

There is a requirement to improve standards in line with recent legislation to ensure people reach their full potential, promote person centred approaches and develop services that focus on meeting individual outcomes. Also to ensure people with learning disabilities have a positive role to play in the wider community and improve community inclusion resulting in a better understanding of the needs of people with a learning disability with an emphasis is on preventing the need for services.

The legislation has introduced new statutory duties for local Authorities and requires new approaches to improving individual well-being that builds on people’s strengths and abilities. Modernising Day Opportunities would enable the service to work with individuals to access a wider choice of placements within the community in a more outcome focussed way.

Demand for traditional day services as provided by the local authority is changing with more individuals:

- Accessing established community resources and opportunities arranged by the third sector to participate in different community based activities.
- Choosing a Direct Payment to purchase their own support to meet their outcomes.
- Preferring to have their outcomes met by their care and support provider (eg if they are in supported living settings).

5.2 LD Day Services Strategy

We worked with different user groups during 2019 to write a new strategy for LD Day Opportunities. Following a period of engagement with those service users and their carers, the strategy was formally adopted. The Strategy outlines the priorities for the service as follows:

- Work, volunteering or contributing towards the well-being of others;
- Education, training and developing skills for independent living or employment;
- Promote Direct Payments where appropriate, so that individuals have the opportunity for greater choice and control over how their support needs are met;
- More community based provision and less demand for asset based services (ie services based within a specified building);

The Strategy also outlined the principles that:

- People with a learning disability have the right to live an ordinary life in the community as equal citizens.
- Well-planned day opportunities would help people with a learning disability towards realising the ambition of living fulfilled lives.
- We need to create a greater range of high quality day opportunities for individuals in their local communities and the new offer to individuals should include the following key principles:
 - Work, volunteering or contributing towards the well-being of others;
 - Education, training and developing skills for independent living or employment;
 - Promote Direct Payments where appropriate, so that individuals have the opportunity for greater choice and control over how their support needs are met;
 - More community based provision and less demand for asset based services (i.e. services based within a specified building);
 - The strategy also recognised that there continues to be a need for some asset-based (building based) provision for people with multiple and more complex care and support needs.

The impact of the strategy and what this means for our current day service provision:

- From the feedback and responses to the strategy there is a mismatch between the current provision and what people want for their future provision.
- The current in-house provision is very much based within the confines of buildings with limitations on individual progression and achievement – almost a “one size fits all” service regardless of differences in ages, ambitions and interests.
- Recent developments in the in-house provision have demonstrated the value of more community based opportunities with a resulting increase in the wellbeing of individuals.
- The Council’s financial resources are funding the running costs of buildings and staff across the island and because our funds are tied up in those buildings, service users’ opportunities are limited to that environment.
- Our current day centres are by definition social care buildings which has created barriers to community participation and are only used by people who receive social care service.
- Spreading expertise and resources across three building based day centres means that service provision for people with complex needs is inconsistent and restrictive.

Refer to Page 4 for direct quotes from service users received during the engagement on the Strategy in April and May 2019.

5.3 Financial

- Ensuring that the variation in cost per placement is reduced,
- The revenue cost associated with running the in-house day services is reduced
- Backlog maintenance costs and accessibility issues are addressed.

5.3.1 The table below notes the current total cost per day of attendance at each day centre:

Unit cost per day	Morswyn	Gors Felen	Blaen y Coed	Gerddi Haulfre	External providers
Current cost @ Sept 19	£53.78	£59.80	£51.85	£84.21	£35 - £49 per day
Previous year @ July 18	£49.80	£55.09	£49.43	£82.29	£35 - £49 per day

The table above shows:

- There is a minimum difference of £35 per day between external and internal provision.
- External providers are providing similar services to Gerddi Haulfre at unit costs of between £35 and £49 per day (Compared to Gerddi Haulfre at £84.21 per day).
- Gerddi Haulfre has the highest cost per day at £84.21 which is inconsistent with the fact that the individuals attending this service are the most able and require the least support. The higher unit cost reflects the resources required to mitigate the risk factors associated with being outside in an unrestricted area using gardening tools and equipment.
- Furthermore, due to health and safety procedures in an external environment at Gerddi Haulfre, the service users that attend cannot be accompanied on site by their own 1:1 care worker.
- In this instance, external providers are providing services at a range of 41% to 58% of the cost of the in-house provider.
- Gors Felen has a higher unit cost at £59.80 per day than Morswyn (£53.78) and Blaen y Coed (£51.85) reflecting the fact that the individuals attending Gors Felen tend to have more complex needs and require a higher staff to client ratio.

5.3.2 The table below notes the current cost per day of attendance at each day centre separating staffing costs from the other costs including premises costs:

Unit cost per day	Morswyn	Gors Felen	Blaen y Coed	Gerddi Haulfre
Current total cost @ Sept 19	£53.78	£59.80	£51.85	£84.21
Staffing cost per day	£42.78	£47.45	£40.65	£70.98
% staffing costs	80%	79%	78%	84%
Other overheads including premises costs	£11.00	£12.35	£11.21	£13.23
% other costs	20%	21%	22%	16%

- Unit costs excluding staffing are in the range of £11 to £13.23 per day.
- Gerddi Haulfre is still the most expensive at £13.23 per day reflecting the additional technical and safety requirements of that service.
- The unit costs for Morswyn, Gors Felen and Blaen y Coed have staffing costs versus non-staffing costs ratios of circa 79% staffing to 21% premises costs. Gerddi Haulfre has a ratio of 84% staffing costs to 16% premises costs.
- Gerddi Haulfre is more expensive than the other three centres on both staffing and premises costs. This is difficult to justify given that more able individuals attend Gerddi Haulfre and that it is essentially an outdoor based activity.

5.4 Transport:

Ensure that people can access services that meet their needs that are reasonably close to where they live. Assisted transport to and from day services should be provided in the most cost-effective way that also promotes independence. If a person is already attending a service the impact of a person changing to a different service must be assessed.

Key issues to address with transport are:

- The independence and inclusion of people is promoted by encouraging and supporting a range of travel options including independent travel
- To reduce the distances travelled and commute times for most service users
- Efficient use of resources and avoid spending public money unreasonably
- The reduction in air pollution and encourage the use of sustainable resources by promoting the use of public and shared transport.

The service users' commute to and from day services should be considered when assessing the suitability and affordability of current locations. Information in relation to transport and distances travelled daily to day centres has been collated in the following tables which will help to assess the impact any changes would have on the users of each centre.

Please note:

- All data is as at September 2019
- Some individuals will appear in the stats for more than one centre – e.g. if they attend different centres in one week
- Those who travel to the day centres in their own car are doing so in their Mobility car driven by their 1:1 support worker. None of the service users have driving licences.*
- MCT = Môn Community Transport buses.

5.4.1 Mode of transport: How individuals get to the day centres at present:

Centre	Mobility car with driver (ref above *)	Public transport	MCT	Other (local walk, or lift from parent etc	Total attending per week (a)
Morswyn	4		15	2	21
Gors Felen	12		9	3	24
Blaen y Coed	9	1	12	2	24
Gerddi Haulfre		5	6		11
Total	25	6	42	7	80

- Morswyn – 21 people attend Morswyn on a regular basis, 4 (19%) of whom arrive in their own disability car with accompanying 1:1 driver, 15 (71%) of whom arrive via MCT bus.
- Gors Felen – 24 people attend Gors Felen on a regular basis, 12 (50%) of whom arrive in their own disability car with accompanying 1:1 driver, 9 (38%) of whom arrive via MCT bus.
- Blaen y Coed – 24 people attend Blaen y Coed on a regular basis, 9 (38%) of whom arrive in their own disability car with accompanying 1:1 driver, 12 (50%) of whom arrive via MCT bus, 1 (4%) arrives via public transport.
- Gerddi – 11 people attend Gerddi on a regular basis, none of whom arrive in their own disability car, 6 (55%) of whom arrive via MCT bus, 5 (45%) arrive via public transport.

5.4.2 Distance from home - Individuals who travel from outside the electoral ward:

Centre	No of individuals who attend the day centre on a weekly basis (a)	No of individuals who attend from outside the ward	% of individuals from outside the ward
Morswyn	21	11	52%
Gors Felen	24	11	46%
Blaen y Coed	24	22	92%
Gerddi Haulfre	11	11	100%

- Morswyn – 48% of attendees live within the ward and 52% come from outside the ward.
- Gors Felen – 54% of attendees live within the ward and 46% come from outside the ward.

- Blaen y Coed – 8% of attendees live within the ward and 92% come from outside the ward.
- Gerddi - 100% of attendees come from outside the ward.

5.4.3 Distance from home - Individuals who live more than 10 miles from the centre:

Centre	No of individuals who attend the day centre on a weekly basis (as above (a))	No of individuals who live more than 10 miles from the centre	% of individuals who live more than 10 miles from the centre
Morswyn	21	7	33%
Gors Felen	24	5	21%
Blaen y Coed	24	14	58%
Gerddi Haulfre	11	8	73%

- Morswyn – 33% live more than 10 miles away from the centre.
- Gors Felen – 21% live more than 10 miles away from the centre..
- Blaen y Coed – 58% live more than 10 miles away from the centre.
- Gerddi - 73% live more than 10 miles away from the centre.

5.4.4 Distance from home – Average distance from home to centre (miles one way):

Centre	No of individuals who attend the day centre on a weekly basis (a)	Total distance from home to centre for all (b)	Average distance from home to centre (b÷a)
Morswyn	21	124.5	5.9
Gors Felen	24	131.1	5.5
Blaen y Coed	24	305.7	12.7
Gerddi Haulfre	11	170.4	15.5

- Morswyn – the average distance from home to the centre is 5.9 miles (one way)
- Gors Felen – the average distance from home to the centre is 5.5 miles (one way)
- Blaen y Coed – the average distance from home to the centre is 12.7 miles (one way)
- Gerddi - the average distance from home to the centre is 15.5 miles (one way)

5.4.5 Distance from home – furthest distance travelled by one individual (daily return trip): i.e who travels the furthest to each centre.

Centre	Distance in miles (return trip)	Mode of transport
Morswyn	42 miles	Lift from relative
Gors Felen	34 miles	Own car driven by carer
Blaen y Coed	58 miles	Own car driven by carer
Gerddi Haulfre	60 miles	Public transport

- Morswyn – the furthest distance travelled daily by one individual is 42 miles – this equates to a journey from Llangefni to Rhyl each day.
- Gors Felen – the furthest distance travelled daily by one individual is 34 miles – this equates to a journey from Llangefni to Llandudno each day.
- Blaen y Coed – the furthest distance travelled daily by one individual is 58 miles – this equates to a journey from Llangefni to Queensferry each day.
- Gerddi Haulfre - the furthest distance travelled daily by one individual is 60 miles - this equates to a journey from Llangefni to Queensferry each day.

5.4.6 Travel time – for those who use Mon Community Transport to reach the centre Average travel time in minutes – return trip.

Centre	Number who arrive by MCT	Average daily travel time Return trip per person
Morswyn	15	50 minutes
Gors Felen	9	58 minutes
Blaen y Coed	12	1 hour 40 minutes

Gerddi Haulfre	6	1 hour 58 minutes
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- Morswyn – for those who reach the centre using MCT buses the average travel time is 25 minutes (one way) = an average daily commute of 50 minutes.
- Gors Felen – for those who reach the centre using MCT buses the average travel time is 29 minutes (one way) = an average daily commute of nearly 1 hour
- Blaen y Coed – for those who reach the centre using MCT buses the average travel time is 50 minutes (one way) = an average daily commute of 1 hour 40 minutes
- Gerddi Haulfre - for those who reach the centre using MCT buses the average travel time is 59 minutes (one way) = an average daily commute of nearly 2 hours.

5.4.7 Travel time – for those who use Mon Community Transport to reach the centre Longest travel time for one individual in minutes.

Centre	No of minutes on the bus For one individual one way	No of minutes on the bus for one individual return trip
Morswyn	1 hour 10 minutes	2 hours 20 minutes
Gors Felen	1 hour 5 minutes	2 hours 10 minutes
Blaen y Coed	1 hour 30 minutes	3 hours
Gerddi Haulfre	1 hour 30 minutes	3 hours

- Morswyn – from those who reach the centre using MCT buses the individual who is on the bus for the longest time is on the bus for 1 hour 10 minutes one way = a daily commute of 2 hours 20 minutes. This could equate to 13 hours of travel per week = almost 2 working days.
- Gors Felen – from those who reach the centre using MCT buses the individual who is on the bus for the longest time is on the bus for 1 hour 5 minutes one way = a daily commute of 2 hours 10 minutes. This could equate to nearly 11 hours of travel per week = 1.5 working days.
- Blaen y Coed – from those who reach the centre using MCT buses the individual who is on the bus for the longest time is on the bus for 1 hour 30 minutes one way = a daily commute of 3 hours. This could equate to 15 hours of travel per week = 2 working days.
- Gerddi - from those who reach the centre using MCT buses the individual who is on the bus for the longest time is on the bus for 1 hour 30 minutes one way = a daily commute of 3 hours. This could equate to 15 hours of travel per week = 2 working days.

5.4.8 Impact of going to alternative provision assuming the other three centres are closed (all service users).

i.e if Morswyn, Gors Felen and BYC are closed how far would everyone have to travel to Gerddi Haulfre etc. (Average miles travelled for all individuals - one way only from home address)

Alternative day centre → Current day centre ↓	Morswyn	Gors Felen	Blaen y Coed or Gerddi
Morswyn	n/a	14.4 miles	27.0 miles
Gors Felen	15.5 miles	n/a	16.6 miles
Blaen y Coed	19.2 miles	7.5 miles	n/a
Gerddi Haulfre	16.2 miles	6.8 miles	n/a
Average ALL	17.1 miles	9.9 miles	21.4 miles

- Closing Morswyn, Blaen y Coed and Gerddi Haulfre and keeping Gors Felen would have the most positive effect on average miles travelled – reduced to an average of 9.9 miles one way for all service users to go to Gors Felen.
- If Morswyn remained open whilst the other three were closed the average miles travelled would be 17.1 miles one way.
- If Blaen y Coed or Gerddi remained open whilst the other three were closed the average miles travelled would be 21.4 miles one way.

5.5 Building and physical environment

Ensure that the centres provide a safe and fully accessible 21st century environment that provides people with the opportunity to undertake various activities to achieve their potential.

Morswyn

Is an old building in need of renovation and modernising, and is not fully accessible to those with mobility issues due to its layout and steps up and down to different levels.

The building suffers from a leaking conservatory, which has proved difficult to repair, and there are areas of brickwork requiring repair and repointing. The kitchen will require refurbishing within the next 5 years in order to bring it up to modern standards and the building requires Legionella improvements. Identified backlog maintenance costs is currently £27k, which doesn't include above-mentioned works.

During the last 12 months, £1,293 was spent on dealing with reported day-to-day maintenance issues.

Gors Felen

Is a purpose built building constructed approximately 10 to 15 years ago which is considered to be in a good overall condition.

It requires redecorating internally, some repairs to the external fencing and renewing tarmac to some areas. It also requires some Legionella improvements and improving the ventilation to the toilet areas. The kitchen will also likely require upgrading within 5 years.

During the last 12 months, £3,388 was spent on dealing with reported day-to-day maintenance issues.

Blaen y Coed

Is a purpose built building constructed approximately 10 to 15 years ago which is considered to be in a good overall condition. However, there are some issues in relation to replacing and upgrading doors, windows and fire escape routes.

External paths are steep and uneven making it difficult for those with mobility issues to get around the rear and side of the building. The building also requires some Legionella improvements and kitchen will likely require upgrading within 5 years.

During the last 12 months, £3,045 was spent on dealing with reported day-to-day maintenance issues.

Gerddi Haulfre

The Gerddi Haulfre site is spread across a number of buildings and gardens, some are directly linked to the running of the day centre and some are used for storage. Men's Sheds have use of one of the buildings on the site –but there is no direct link between this activity and the work opportunities at Gerddi Haulfre. It is not foreseen that change to the use of Gerddi Haulfre as a day centre would affect the Men's Sheds project or other onsite activity.

Refurbishment of the toilets are required, there is no central heating system, and the shower only has cold water so is unusable. With the uneven paths and steps, it makes it difficult for those with mobility issues to move around the buildings.

During the last 12 months, £2,175 was spent on dealing with reported day-to-day maintenance issues.

5.6 Conclusions drawn from the assessment of the key drivers for the in-house day services

This proposal has been developed in the context of duties placed on local authorities under the Social Services and Well-being (Wales) Act (2014) and the Well-being and Future Generations (Wales) Act (2015) requiring different ways of supporting individuals to achieve their identified outcomes. Individuals would have opportunities to participate in their own communities, promoting choice, control and social inclusion. The emphasis is on preventing the need for services and developing more support in the community by the community.

The modernisation of day opportunities and investment in community based services for individuals with disabilities supports the Social Care reshaping agenda and responds to The Well-being of Future Generations (Wales) Act 2015 and the Social Services and Well-being (Wales) Act 2014. This legislation has introduced new statutory duties for Local Authorities and requires new approaches to improving individual's well-being that build on people's strengths and assets and build strong and supportive communities. This would also ensure the effective and efficient use of the Council's resources by focussing the in-house services on ensuring high quality provision for individuals with more complex needs. .

The engagement on the local LD Strategy for Day opportunities concluded that our current provision must change to meet both service user expectations and demand. Individuals have a higher expectation of what outcomes they would like and are eager to move away from a "one size fits all" provision. More innovative solutions are being provided in the external and third sectors that individuals are eager to participate in.

The varying costs of the current in-house provision do not ensure best use of financial resources. The unit costs of the services attended by the most able individuals are currently significantly higher than the services for those individuals with more complex support needs. This needs to be considered in the light of the availability of external placements in the community at much lower costs. These community services would be further strengthened during 2020 by the introduction of a framework to support sound outcome-based commissioning processes.

Transport to and from widely dispersed day services is costly and inefficient. Many service users are on buses for up to 3 hours each day. A more centrally located centre of excellence would enable a more user friendly and cost effective transport policy to be developed.

All the current buildings are in need of varying levels of refurbishment and modernisation. Whilst the two centres that were purpose built in the last 10-15 years are in good overall condition there are still maintenance issues that need to be addressed. All the buildings on the Haulfre site require investment in the future which would exceed current budgets.

Summary of the proposal: Retain and extend Gors Felen, close Morswyn, Blaen y Coed and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes	<ul style="list-style-type: none"> • Purpose built centre of excellence, centrally located on the island will provide a state of the art facility for all service users – particularly those with more complex needs. • More person centred approach to achieving individual outcomes. 	<ul style="list-style-type: none"> ▪ Requires careful and sensitive management of the change in services
2.Strategy	<ul style="list-style-type: none"> • Less building based services and more community based services • More outcome focussed commissioning of external services • More innovative person centred opportunities 	<ul style="list-style-type: none"> ▪
3.Financial	<ul style="list-style-type: none"> • Less duplication of services • Focussing resources on people with more complex needs • Financial savings from a reduction in staffing cohort 	<ul style="list-style-type: none"> ▪
4.Transport	<ul style="list-style-type: none"> • Centrally located centre will mean significant reductions in travel distances and daily commutes • Associated saving to transport costs with reduction in bus routes. 	<ul style="list-style-type: none"> ▪
5.Building and physical environment	<ul style="list-style-type: none"> • Cost of refurbishment of Gors Felen will be included in the capital bid for the on-site extension. • The new provision will be fully accessible for all service user needs. • Avoidance of funding repairs and maintenance to the existing buildings. 	<ul style="list-style-type: none"> ▪
6.General issues		<ul style="list-style-type: none"> ▪ Inevitable upheaval for service users

This paper continues to identify the reasonable alternatives for an area wide solution. It outlines how the Authority has arrived at its proposal for the in-house day services and presents a proposed solution for the future. It also assesses reasonable alternatives considered for all the current day centres.

6. REASONABLE ALTERNATIVES FOR THE IN-HOUSE DAY SERVICES

The following section identifies reasonable alternatives in an attempt to identify an Anglesey wide solution that addresses the key drivers as noted in section 4 above.

6.1 Maintain the Status Quo – No change to Morswyn, Gors Felen, Blaen y Coed and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2.Strategy		<ul style="list-style-type: none"> Does not respond to feedback from service users re wanting more community based services and more opportunities to pursue different interests. The service provision for people with complex needs is inconsistent and restrictive across the current centres.
3.Financial		<ul style="list-style-type: none"> Does not address the differences in the unit costs between the centres The more expensive services are serving the more able individuals Financial resources are currently tied up in running four separate building based services.
4.Transport		<ul style="list-style-type: none"> Does not address the distances that service users currently travel on a daily basis to get to the centres.
5.Building and physical environment		<ul style="list-style-type: none"> Does not address the fact that all the buildings are in need of varying levels of refurbishment and modernisation,
6.General issues	<ul style="list-style-type: none"> No change = no upheaval to service users and staff 	

6.2 Close all four centres – full provision to be delivered by external providers		
Driver	Advantages	Disadvantages
1.Outcomes	<ul style="list-style-type: none"> External providers have consistently shown ability to adapt to service users requirements Releasing the funding from the in-house provider would enable investment in more creative customer focussed community based options. The new service specification for the framework will be based on outcomes and person centred principles. 	
2.Strategy		<ul style="list-style-type: none"> The Council would need to invest in the expertise and resources required to provide services for people with complex needs. There would still need to be a fully accessible "drop-in hub" type provision centrally located on the island for all service users – currently not provided externally. Service users have indicated that they value the in-house services – and that the external services should complement the external service rather than replace them fully.
3.Financial	<ul style="list-style-type: none"> All the external providers currently have a lower unit cost than the in-house 	<ul style="list-style-type: none"> The external providers currently do not provide services to those individuals with the most

6.2 Close all four centres – full provision to be delivered by external providers

Driver	Advantages	Disadvantages
	centres (albeit for people with less complex needs). <ul style="list-style-type: none"> Financial saving from the closure of one centre Gain of capital receipt from disposal of sites 	complex needs. This would need to be commissioned specifically and significant investment would be required.
4.Transport		<ul style="list-style-type: none"> The logistics of coordinating a fully outsourced day provision could be beyond current resources.
5.Building and physical environment	<ul style="list-style-type: none"> The council could dispose of the current buildings and utilise the capital receipts to support the development of community based services. 	<ul style="list-style-type: none"> We would need certainty that all new external provision meets the needs of all service users.
6.General issues		<ul style="list-style-type: none"> Loss of highly qualified staff and expertise.

6.3 Retain three centres and close one = No change to Morswyn, Gors Felen or Blaen y Coed but close Gerddi Haulfre only

Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current “building based” services with limitations on individual achievement Does not free up resources to invest in more community based services
3.Financial	<ul style="list-style-type: none"> Closure of the most expensive centre at £84.21 per day The service users currently attending Gerddi Haulfre may choose to go to similar services provided by external providers at 41% to 58% of their current cost. The external providers already provide similar high quality outdoor based opportunities to that provided in Gerddi Haulfre for almost 60% of the cost. 	<ul style="list-style-type: none"> Financial resources are still tied up in running three separate services.
4.Transport	<ul style="list-style-type: none"> Less travel time for the individuals attending Gerddi Haulfre if they go to an alternative centre. 100% of current Gerddi attendees live outside the ward and travel either on public transport or on MCT buses (tables 4.4.1 and 4.4.2). 73% of Gerddi attendees live more than 10 miles from the centre (table 4.4.3). Gerddi attendees have the longest average daily return trip of almost 2 hours each (table 4.4.6). They can be supported to travel to an alternative provision which is likely to involve a shorter travel time. If Gerddi closed and all its service users went to Gors Felen the new average distance from home would be 6.8 miles 	<ul style="list-style-type: none"> The bulk of the cost of transport would remain for the other three centres.

6.3 Retain three centres and close one = No change to Morswyn, Gors Felen or Blaen y Coed but close Gerddi Haulfre only

Driver	Advantages	Disadvantages
	compared to the current average distance of 15.5 miles to Gerddi (table 4.4.8). However it is envisaged that the individuals who currently attend Gerddi would prefer to go to a more community based service than Gors Felen.	
5. Building and physical environment		<ul style="list-style-type: none"> Does not address the cost of refurbishing and maintaining the other three centres.
6. General issues		

6.4 Retain three centres and close one = No change to Morswyn, Gors Felen or Gerddi Haulfre but close Blaen y Coed only

Driver	Advantages	Disadvantages
1. Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2. Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement Does not free up resources to invest in more community based services
3. Financial	<ul style="list-style-type: none"> Financial saving from the closure of one centre Possible gain of capital receipt from disposal of site 	<ul style="list-style-type: none"> Financial resources are tied up in running three separate services. From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement
4. Transport	<ul style="list-style-type: none"> 92% of current BYC attendees live outside the ward and most of whom either travel in their own car or on MCT buses (tables 4.4.1 and 4.4.2) 58% of BYC attendees live more than 10 miles from the centre (table 4.4.3). BYC attendees have the 2nd longest average daily return trip of almost 1 hour 40 minutes each (table 4.4.6). They can be supported to travel to an alternative provision which is likely to involve a shorter travel time. If BYC closed and all its service users went to Gors Felen the new average distance from home would be 7.5 miles compared to the current average distance of 12.7 miles to Blaen y Coed (table 4.4.8). 	<ul style="list-style-type: none"> The bulk of the cost of transport would remain for the other three centres
5. Building and physical environment	<ul style="list-style-type: none"> Some capital receipt may be generated from the disposal of the building. 	<ul style="list-style-type: none"> Does not address the cost of refurbishing and maintaining the other centres.

6.4 Retain three centres and close one = No change to Morswyn, Gors Felen or Gerddi Haulfre but close Blaen y Coed only

Driver	Advantages	Disadvantages
		<ul style="list-style-type: none"> Does not address the physical interdependencies between Gerddi Haulfre and Blaen y Coed – service users in Gerddi Haulfre use the Blaen y Coed building for essential facilities.
6.General issues		

6.5 Retain three centres and close one = No change to Morswyn, Blaen y Coed or Gerddi Haulfre but close Gors Felen only

Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes. Puts individuals with the most complex needs at risk of personal outcomes not being met whilst people with less complex needs remain in a building based service.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current “building based” services with limitations on individual achievement Does not free up resources to invest in more community based services
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of one centre Gain of capital receipt from disposal of site 	<ul style="list-style-type: none"> Financial resources are tied up in running three separate services. The additional cost of providing a service to individuals with more complex needs would need to be factored in if Gors Felen was closed.
4.Transport		<ul style="list-style-type: none"> The bulk of the cost of transport would remain for the other three centres The majority of current Gors Felen attendees (54%) live within the ward and most of whom either travel in their own car or on MCT buses (tables 4.4.1 and 4.4.2). 79% of Gors Felen attendees live within 10 miles of the centre (table 4.4.3).. Gors Felen attendees have the 2nd lowest average daily return trip of almost 1 hour each (table 4.4.6).
5.Building and physical environment		<ul style="list-style-type: none"> The Gors Felen building is the most fit for purpose of the existing resources and has the potential for expansion or enhancement.
6.General issues	<ul style="list-style-type: none"> Releases the full site for use by the Council 	

6.6 Retain three centres and close one = No change to Gors Felen, Blaen y Coed or Gerddi Haulfre but close Morswyn only

Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities.

6.6 Retain three centres and close one = No change to Gors Felen, Blaen y Coed or Gerddi Haulfre but close Morswyn only		
Driver	Advantages	Disadvantages
		<ul style="list-style-type: none"> Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement Does not free up resources to invest in more community based services
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of one centre Gain of capital receipt from disposal of site 	<ul style="list-style-type: none"> Financial resources are tied up in running three separate services.
4.Transport	<ul style="list-style-type: none"> 52% of current Morswyn attendees live outside the ward and most of whom either travel in their own car or on MCT buses (tables 4.4.1 and 4.4.2) 	<ul style="list-style-type: none"> Only 33% of Morswyn attendees live more than 10 miles from the centre (table 4.4.3). Morswyn attendees currently have the lowest average daily return trip of 50 minutes (table 4.4.6). They can be supported to travel to an alternative external provision which is likely to involve a similar travel time. If Morswyn closed and all its service users went to Gors Felen the new average distance from home would be 14 miles compared to the current average distance of 6 miles to Morswyn (table 4.4.8).
5.Building and physical environment	<ul style="list-style-type: none"> The Morswyn building is the least fit for purpose of the centres and needs significant investment 	<ul style="list-style-type: none"> Keeping the other centres as they are means investment is required for maintenance and refurbishment. The remaining services do not have the capacity to absorb those individuals with more complex needs that currently attend Morswyn.
6.General issues		

6.7 Retain two centres and close two = No change to Morswyn and Blaen y Coed but close Gors Felen and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes. Puts individuals with the most complex needs at risk of personal outcomes not being met whilst people with less complex needs remain in a building based service.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement Frees up limited resources to invest in more community based services

6.7 Retain two centres and close two = No change to Morswyn and Blaen y Coed but close Gors Felen and Gerddi Haulfre		
Driver	Advantages	Disadvantages
3.Financial		<ul style="list-style-type: none"> Financial resources are still tied up in running two separate services.
4.Transport	<ul style="list-style-type: none"> Financial saving from the closure of two centres Possible gain of capital receipt from disposal of other sites 	<ul style="list-style-type: none"> The in-house services would be polarised at either end of the island with the possibility that many service users' daily journey is even longer than what it is at present.
5.Building and physical environment		<ul style="list-style-type: none"> Keeping the other centres as they are means investment is required for maintenance and refurbishment. Gors Felen is the most accessible and best resourced of the current buildings – it would be perverse to close such a resource and invest in replicating it elsewhere. The remaining services do not have the capacity to absorb those individuals with more complex needs that currently attend Morswyn
6.General issues		

6.8 Retain two centres and close two = No change to Morswyn and Gerddi Haulfre but close Blaen y Coed and Gors Felen		
Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address changes in legislation or promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes. Puts individuals with the most complex needs at risk of personal outcomes not being met whilst people with less complex needs remain in a building based service.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement Frees up limited resources to invest in more community based services
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of two centres Possible gain of capital receipt from disposal of other sites 	<ul style="list-style-type: none"> Financial resources are still tied up in running two separate services.
4.Transport		<ul style="list-style-type: none"> The in-house services would be polarised at either end of the island with the possibility that many service users' daily journey is even longer than it is at present.
5.Building and physical environment		<ul style="list-style-type: none"> The Morswyn building is the least fit for purpose of the current buildings – there is no scope for expansion and it would require significant investment to meet the needs of all our service users. Gerddi Haulfre users would still need accessible facilities on site which would be a significant investment.
6.General issues		

6.9 Retain two centres and close two = No change to Morswyn and Gors Felen but close Blaen y Coed and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes	<ul style="list-style-type: none"> Keeping the Gors Felen centre ensures that the needs of the people with the most complex needs are addressed. 	<ul style="list-style-type: none"> Does not address fully the changes in legislation or fully promote a more person centred approach. Does not fully offer a wider choice of opportunities. Does not fully promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement Frees up limited resources to invest in more community based services Does not enable a centre of excellence to be developed to support people with more complex needs – expertise spread across two sites.
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of two centres Possible gain of capital receipt from disposal of other sites 	<ul style="list-style-type: none"> Financial resources are still tied up in running two separate services.
4.Transport	<ul style="list-style-type: none"> Closing Blaen y Coed and Gerddi Haulfre would mean that the people who attend those centres would be have their needs met closer to home thus reducing the daily travel time. 	
5.Building and physical environment	<ul style="list-style-type: none"> Keeping the Gors Felen centre ensures that the most fit for purpose building is retained. 	<ul style="list-style-type: none"> Retaining the least fit for purpose building in Morswyn – requires significant investment to refurbish and maintain.
6.General issues		

6.10 Retain two centres and close two = No change to Gors Felen and Blaen y Coed but close Morswyn and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes	<ul style="list-style-type: none"> Keeping the Gors Felen centre ensures that the needs of the people with the most complex needs are addressed. 	<ul style="list-style-type: none"> Does not address fully the changes in legislation or fully promote a more person centred approach. Does not fully offer a wider choice of opportunities. Does not fully promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current "building based" services with limitations on individual achievement Frees up limited resources to invest in more community based services
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of two centres Gain of capital receipt from disposal of other sites 	<ul style="list-style-type: none"> Financial resources are still tied up in running two separate services.

6.10 Retain two centres and close two = No change to Gors Felen and Blaen y Coed but close Morswyn and Gerddi Haulfre		
Driver	Advantages	Disadvantages
4.Transport		<ul style="list-style-type: none"> Still keeping Blaen y Coed centre open when 92% of the current service users live outside the ward.
5.Building and physical environment	<ul style="list-style-type: none"> The Morswyn building is the least fit for purpose of the centres and needs significant investment 	<ul style="list-style-type: none"> Still requires investment in Blaen y Coed to refurbish and maintain.
6.General issues		

6.11 Retain two centres and close two = No change to Blaen y Coed and Gerddi Haulfre but close Morswyn and Gors Felen		
Driver	Advantages	Disadvantages
1.Outcomes	<ul style="list-style-type: none"> Both on one site – they could offer a wide range of internal and external activities – but this would still require significant investment. 	<ul style="list-style-type: none"> Maintains some duplication of services between external providers and the gardening services at Gerddi Haulfre
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Maintains the current “building based” services with limitations on individual achievement Frees up limited resources to invest in more community based services The Llangoed site would be unsuitable as a “drop in” hub for individuals undertaking community based activities due its distance from other services across the island.
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of two centres Gain of capital receipt from disposal of other sites 	<ul style="list-style-type: none"> Financial resources are still tied up in running two separate services.
4.Transport		<ul style="list-style-type: none"> The Haulfre site is the furthest distance for most of the service users to travel daily – cost of transport would increase substantially.
5.Building and physical environment		<ul style="list-style-type: none"> Gerddi needs substantial investment Parking and transport are an issue – limited through the site. Accessibility to the site – not easy through the village Gors Felen is a purpose built facility with outside space to expand.
6.General issues		<ul style="list-style-type: none"> Future of site for social care purposes – the on-site residential home is due to close when extra care is developed in the Seiriol area.

6.12 Retain one centre and close three = Retain Morswyn but close Gors Felen, Blaen y Coed and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address the changes in legislation or fully promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.

6.12 Retain one centre and close three = Retain Morswyn but close Gors Felen, Blaen y Coed and Gerddi Haulfre		
Driver	Advantages	Disadvantages
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Morswyn is the least accessible building for individuals – especially those with mobility issues – opportunities would be severely restricted.
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of three centres Gain of capital receipt from disposal of sites 	<ul style="list-style-type: none"> The additional cost of providing a service to individuals with more complex needs would need to be factored in if Gors Felen was closed
4.Transport		<ul style="list-style-type: none"> Transporting everyone to Holyhead would increase travel time and distances from home. The environmental impact on the locality of an increase in the number of minibuses attending at least twice daily.
5.Building and physical environment		<ul style="list-style-type: none"> The Morswyn building is the least fit for purpose of the centres and needs significant investment Not able to take the more complex needs from other centres No room for future expansion Limited outside space
6.General issues		

6.13 Retain one centre and close three = Retain Blaen y Coed but close Morswyn, Gors Felen and Gerddi Haulfre		
Driver	Advantages	Disadvantages
1.Outcomes		<ul style="list-style-type: none"> Does not address the changes in legislation or fully promote a more person centred approach. Does not offer a wider choice of opportunities. Does not promote more community focussed solutions. Does not deliver a service with a clear focus on meeting individual outcomes.
2.Strategy		<ul style="list-style-type: none"> From the feedback to the strategy there would still be a mismatch between the current provision and what people want for the future. Blaen y Coed is the furthest distance to travel for most individuals. Opportunities would be more restricted for people with complex needs. Blaen y Coed does not offer community based activities and would be unsuitable as a “drop in” hub.
3.Financial	<ul style="list-style-type: none"> Financial saving from the closure of three centres Gain of capital receipt from disposal of sites 	<ul style="list-style-type: none"> The additional cost of providing a service to individuals with more complex needs would need to be factored in if Gors Felen was closed
4.Transport		<ul style="list-style-type: none"> Transporting everyone to Llangoed would increase travel time and distances from home.

6.13 Retain one centre and close three = Retain Blaen y Coed but close Morswyn, Gors Felen and Gerddi Haulfre		
Driver	Advantages	Disadvantages
		<ul style="list-style-type: none"> ▪ The environmental impact on the locality of an increase in the number of minibuses attending at least twice daily.
5. Building and physical environment		<ul style="list-style-type: none"> ▪ Blaen y Coed would require significant investment in order to be able to meet people's needs.
6. General issues		

6.14 Retain one centre and close three = Retain Gerddi Haulfre but close Morswyn, Gors Felen and Blaen y Coed		
Driver	Advantages	Disadvantages
1. Outcomes		<ul style="list-style-type: none"> ▪ Does not address the changes in legislation or fully promote a more person centred approach. ▪ Does not offer a wider choice of opportunities. ▪ Does not promote more community focussed solutions. ▪ Does not deliver a service with a clear focus on meeting individual outcomes.
2. Strategy		<ul style="list-style-type: none"> ▪ Gerddi Haulfre being an outdoor gardening based service cannot offer the broad range of opportunities that service users require. ▪ The facilities at Gerddi Haulfre are unsuitable for all weather activities ▪ The facilities at Gerddi Haulfre are unsuitable for people with complex needs and or mobility issues.
3. Financial	<ul style="list-style-type: none"> ▪ Financial saving from the closure of three centres ▪ Gain of capital receipt from disposal of sites 	<ul style="list-style-type: none"> ▪ The additional cost of providing a service to individuals with more complex needs would need to be factored in if Gors Felen was closed ▪ Gerddi Haulfre is currently the most expensive service with the lowest number of places.
4. Transport		<ul style="list-style-type: none"> ▪ Transporting everyone to Llangoed would increase travel time and distances from home. ▪ The environmental impact on the locality of an increase in the number of minibuses attending at least twice daily.
5. Building and physical environment		<ul style="list-style-type: none"> ▪ In order to keep the Gerddi Haulfre service, the Blaen y Coed building would also need to be retained.
6. General issues	<ul style="list-style-type: none"> ▪ Would retain a service that is well regarded locally 	

The reasonable alternatives considered above, therefore do not sufficiently address the key drivers (discussed in section 5) faced by in-house day services and as a result the proposal to: **“Develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre”** is the proposal presented by the Council.

7. OTHER FINANCIAL INFORMATION

7.1 Day Centre Budgets

The financial evaluation below details the budgets and outturns for the centres in 2018/19:

	Morswyn	Gors Felen	Blaen y Coed	Gerddi Haulfre	Total
2018/19 Net Budget	£201k	£256k	£196k	£180k	£833k
2018/19 Actual net outturn	196k	£260k	£185k	£192k	£833k
(Underspend) / Overspend	(£5k)	£4k	(£11k)	£12k	-

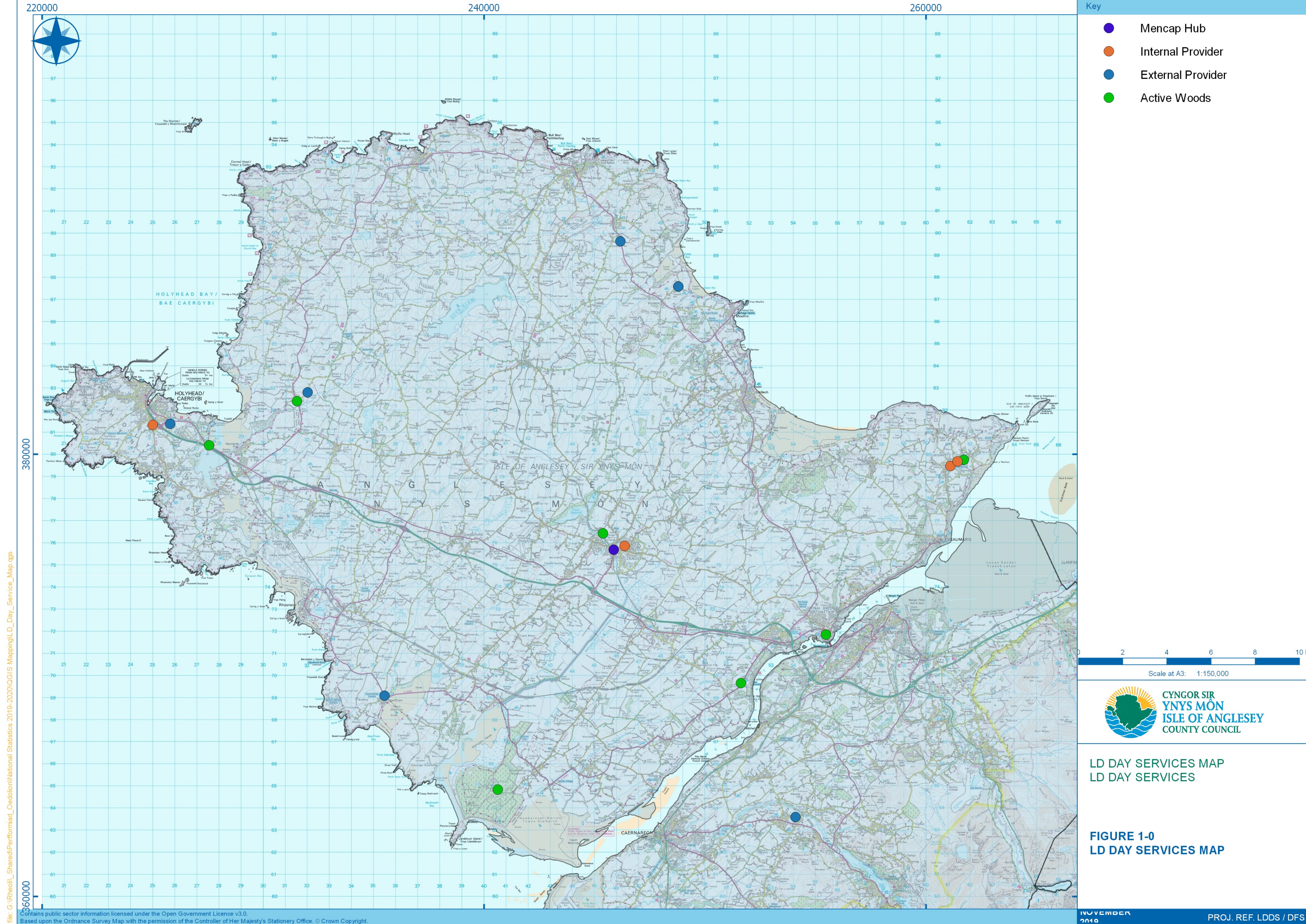
7.2 Transport Costs

Mon Community Transport currently provide transport to and from the day centres for over 50% of the attendees. The cost of transport is not included in the above figures or included in the unit costs detailed in Section 5.3 (Financial). It is safe to assume that where an individual does require transport to a day centre the actual costs of the service would be higher. Having a centralised hub will inevitably reduce the cost associated with transport.

8. CONCLUSION

Reviewing and redesigning day opportunities and making decisions on future provision will ensure that services are arranged and delivered in a way that meets individual outcomes, promotes individual well-being and independence, avoids duplication of support and makes best use of council resources.

End



APPENDIX B



A proposal to:

“Develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.”

EQUALITY IMPACT ASSESSMENT

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.

Assessment start date	11 November 2019
The officer responsible for the assessment	Sandra Thomas – Programme Manager
Date of review	This is a working document and will be revised on a regular basis. Any additional impacts arising as a result of consultation will be reflected in an amended version which will be published as part of the Consultation Report in due course.

Draft V2

Equality Impact Assessment (EIA)

Part A – Initial Equality Impact Assessment

Start Date: 11/11/19

Completion Date: ~~31/12/19~~ 08/01/20**PART A - Step 1: Preparation**

1.	What are you assessing?	<p>All learning disability day services / day opportunities:</p> <ol style="list-style-type: none"> 1. The in-house day services for people with learning disabilities: <ul style="list-style-type: none"> • Morswyn, Holyhead • Gors Felen, Llangefni • Blaen y Coed, Llangoed • Gerddi Haulfre, Llangoed 2. External day services
2.	Is this a new or existing policy?	New policy.
3.	What are the aims and purpose of this policy?	<p>The proposal is to develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.</p> <p>It is envisaged that all external providers will eventually move to a framework agreement where choice and control of placements is given to service users with the clear guidelines on progression and active inclusion of individuals. Moving to a framework agreement will also ensure that other providers have access to a regulated market for the provision of day opportunities.</p> <p>As far as the service users are concerned no service user will lose their entitlement to a day service from this change. Once an individual is assessed as being eligible for and</p>

		needing a day service, it is the duty of the council to ensure that need is met. The Local Authority has a statutory responsibility to ensure that services commissioned for the citizens of Anglesey are of a high quality. If this were not the case then the Authority would support the provider to improve standards and quality of care or find alternative placement which meets the needs of the individuals.
4.	Who is responsible for the policy/work you are assessing?	Alwyn Rhys Jones – Director of Social Services
5.	Who is the Lead Officer for this EIA?	Sandra Thomas, Programme Manager
6.	Who else is involved in undertaking this EIA?	Service Manager LD & MH Adult Social Care Corporate Programme, Business and Performance Manager Business Manager Provider Unit Service Manager Day Services –Provider Unit Team Leader LD - Adult Social Care Business Manager Social Care
7.	Is the policy related to other policies/areas of work?	<ul style="list-style-type: none"> • Social Services and Wellbeing Act 2014 • Well-being of Future Generations (Wales) Act 2015. • The Council Plan 2017-2022. • The Welsh Government's Statement on Policy and Practice for Adults with Learning Disability 2007. • Practice guidance and commissioning strategy for people with a learning disability (2011) Welsh Assembly Government. • Mental Capacity Act
8.	Who are the key stakeholders?	<ul style="list-style-type: none"> • Adults with a learning disability who attend in-house day services • Their families and carers • In-house services managers and staff • External providers of day opportunities • Third sector organisations • Anglesey Council Adult Social Care staff

		<ul style="list-style-type: none"> Local Elected members
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9 - Is the policy relevant to how the Authority complies with the public sector general duty relating to people who are protected due to age; disability; gender; gender reassignment; pregnancy and maternity; race, ethnicity or nationality; religion or belief and sexual orientation?	Yes	No
The elimination of discrimination and harassment	✓	
The advancement of equality of opportunity	✓	
The fostering of good relations	✓	
The protection and promotion of human rights	✓	

PART A - Step 2: Information Gathering

10 - Does this policy / area of work ensure equality for the Welsh and English languages in accordance with the Council's Language Scheme?	The Council is committed to providing a fully bilingual service in Welsh and English across all its services. We promote a proactive approach to making a service offer in the Welsh language in accordance with the Welsh Government Strategy Framework 'Mwy Na Geiriau' (More than Words). We ensure that we comply with the Council's Welsh Language Scheme in organising and delivering social care services.
11 - Is there an opportunity through this policy / area of work to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?	A high number of service users will be first language Welsh-speakers. Due regard will be given to linguistic needs and we ensure that service users are able to communicate with us in the language of their choice. There is already a requirement in place that all providers (in-house and external) will provide a service in both Welsh and English and be culturally sensitive.
12 - What potential contribution does this policy / area of work make towards ensuring that the Island's historical and contemporary culture flourishes and prospers?	During the engagement with service users undertaken in 2019, many expressed an interest in helping out in their communities and making a positive contribution to society. It is envisaged that implementing this proposal will ensure that more such opportunities can be provided.
13 - Are there any Human Rights issues? If so, what are they? (The 16 basic rights in the Human Rights Act are listed at Appendix 1).	Changing the way day services are delivered could have an impact on an individual's human rights in respect of: Article 11: Freedom of assembly and association – in that service users may no longer be able to access that service and may have to be re-located to alternative services away from their friends and associates. Article 2 of Protocol 1: Right to education – in that the service has an educational aspect to it.
14 - What has been done to date in terms of involvement and consultation with regard to this policy?	Managers and staff at the various units are aware that a review of the services is underway. Service users, their families and the staff had opportunities to review and comment on the draft of the new Day Opportunities Strategy in April and May 2019 – the results of this engagement influenced the final Strategy and prompted this proposal.

PART A - Step 3: Considering the potential impact

*For each protected characteristic, please detail in the column on the right in the table below:

- (1) Any reports, statistics, websites, links etc that are relevant to your document / proposal and have been used to inform your assessment, and/or
- (2) Any information gathered during engagement with service users or staff; and/or
- (3) Any other information that has informed your assessment of potential impact

**For determining potential impact, please choose from the following:

High negative; Medium negative; Low negative; Neutral; Low positive; Medium positive; High positive; No impact/Not applicable

Protected group	**Potential Impact	*Details	Mitigating impact
Age	No impact		
Disability	Medium positive	<p>Change to the services currently being offered to people with disabilities. These changes should generate new opportunities and increase people's connection with their communities. Increased choice and control will mean people will be able to find opportunities that best achieve their outcomes.</p> <p>There is a risk with any change that people will view and experience change negatively.</p>	<p>Continued engagement and sharing of information with affected individuals. People will be supported to look at alternative opportunities with support from the staff who know them well. Individuals currently in the in-house services are currently being supported to identify their personal outcomes and how they could be met.</p> <p>Dealing with change is an important life skill and the service has experience of supporting individuals to adapt.</p>
Gender	No impact		
Gender Reassignment	No impact		
Pregnancy &	No impact		

Protected group	**Potential Impact	*Details	Mitigating impact
Maternity			
Race / Ethnicity / Nationality	No impact		
Religion or Belief	No impact		
Sexual Orientation	No impact		
Welsh language	Low positive	The changes should generate new opportunities and increase people's connection to their communities, Welsh language and culture.	
Human Rights	Low positive	<p>Article 11: Freedom of assembly and association –service users may no longer be able to access that service and may have to be re-located to alternative services away from their friends and associates.</p> <p>Article 2 of Protocol 1: Right to education – in that the service has an educational aspect to it.</p>	<p>People with similar interests and friendships will have opportunities to shape their support plans together.</p> <p>Many opportunities will have a training/education element to them – particularly those linked to progression and increasing skills</p>

Part A – Step 4: Outcome of Initial EIA

Is the outcome of the Initial assessment to proceed to full Equality Impact Assessment?	Yes
	Record Reasons for Decision: The proposal under consideration would affect people with various disabilities and a full EIA will ensure that any negative consequences are either minimised or mitigated as reasonably as possible
If no, are there any issues to be addressed?	
	Record Details:

If you have decided that **a full Equality Impact Assessment is required**, please proceed to **Part B**.

If your decision is **not to proceed to a Full Equality Impact Assessment**, please delete Part B from this template and proceed to **Part C - Outcome Report**.

Equality Impact Assessment (EIA)
Part B - To be used only for full Equality Impact Assessment

PART B – Step 1: Examine the information gathered so far

1.	Do you have adequate information? Refer to Part A, Step 2 : Information Gathering for assistance	Yes – prior to consultation stage
2.	Can you proceed with the Policy during EIA?	No – full impact to be assessed following consultation
3.	Does the information collected relate to all protected groups?	Yes
4.	What additional information (if any) is required?	Any information that is gathered during consultation
5.	How are you going to collect any additional information needed? State which representative bodies or other organisations or individuals you will be liaising or engaging with in order to achieve this	Service users Families Carers Support Workers Staff at the centres External providers Third sector partners Elected members

PART B – Step 2: Judge/assess the potential impact

Give details below of the impact you have identified: This section will be completed after the consultation with stakeholders is complete			
Protected Group	Negative	Positive	Describe here what evidence or other information (eg contributions from stakeholders) you have used in order to determine the nature and scale of any potential impact
Age			No impact
Disability		✓	Positive.
Gender			No impact
Gender Reassignment			No impact
Pregnancy & Maternity			No impact
Race			No impact
Religion/Belief			No impact
Sexual Orientation			No impact
Welsh Language		✓	Positive.
Human Rights		✓	Positive.

PART B – Step 3: Consider alternatives

<p>Consider any alternatives to the policy which will reduce, eliminate or mitigate any adverse impact (as identified in Step 2) This section will be completed after the consultation with stakeholders is complete</p>		
1.	Describe any mitigating actions taken to reduce negative/adverse impact	
2.	Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?	
3.	Describe any actions taken to maximise the opportunity to promote equality, ie: changes to the policy, regulation, guidance, communication, monitoring or review	
4.	What changes to the Policy have been made as a result of conducting this EIA?	

Please proceed to **Part C - Outcome Report**.

Equality Impact Assessment (EIA) – OUTCOME

PART C – Step 1: Outcome Report

Organisation:	Isle of Anglesey County Council
What is being assessed: (copy from Part A – step 1)	<p>All learning disability day services / day opportunities:</p> <ol style="list-style-type: none"> 1. The in-house day services for people with learning disabilities: <ul style="list-style-type: none"> • Morswyn, Holyhead • Gors Felen, Llangefni • Blaen y Coed, Llangoed • Gerddi Haulfre, Llangoed 2. External day services
Brief Aims and Objectives: (copy from Part A – step 1)	<p>The proposal is to develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Haulfre.</p> <p>It is envisaged that all external providers will eventually move to a framework agreement where choice and control of placements is given to service users with the clear guidelines on progression and active inclusion of individuals. Moving to a framework agreement will also ensure that other providers have access to a regulated market for the provision of day opportunities.</p> <p>As far as the service users are concerned no service user will lose their entitlement to a day service from this change. Once an individual is assessed as being eligible for and needing a day service, it is the duty of the council to ensure that need is met. The Local Authority has a statutory responsibility to ensure that services commissioned for the</p>

	citizens of Anglesey are of a high quality. If this were not the case then the Authority would support the provider to improve standards and quality of care or find alternative placement which meets the needs of the individuals.
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Did the Initial assessment proceed to full Equality Impact Assessment? (PART A – Step 4)	Yes / No
	Record reasons for decision
If no, are there any issues to be addressed?	
If yes, what was the outcome of the full EIA?	TO BE DETERMINED AFTER CONSULTATION ON THE PROPOSAL

Will the Policy be adopted / forwarded for approval? Who will be the decision-maker?	TO BE DETERMINED AFTER CONSULTATION ON THE PROPOSAL
	If no, please record the reason and any further action required:

Are monitoring arrangements in place? What are they?	
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Who is the Lead Officer?	Name:	Sandra Thomas
	Title:	Programme manager
	Department:	Transformation

Review date of policy and EIA:	
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Names of all parties involved in undertaking this assessment	Name	Title
Please Note: An Action Plan should be attached to this Outcome Report prior to completion		

PART C - Step 2: Action Plan

Please detail any actions that are planned following completion of your EIA. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty