

EQUALITY IMPACT ASSESSMENT

Review of Enablement Services

Reference: EIA000167

Date: 18/01/2024



EIA Form – About your EIA

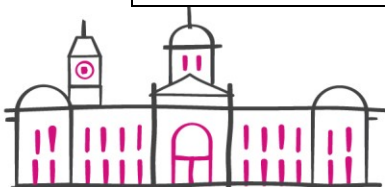
Reference number	EIA000167
Date Submitted	18/01/2024
Subject of the EIA	Review of Enablement Services
Brief description of the policy, service or function covered by the EIA	The ASC directorate's savings target is 21.9million for 2024/25. In order to make these required savings a possible review of the Specialist Enablement services currently being delivered is required. The Specialist Enablement Services within ASC are made up of Learning disability Enablement, Visual Impairment Rehabilitation and Hearing Impairment Rehabilitation. The Learning Disability Enablement service focuses on supporting citizen's with a Learning Disability to increase their independence against a jointly identified goal as assessed by an Occupational Therapist. Enablement assistants work to support citizen's to meet the citizen's chosen goals. In addition the service offers travel training support and facilitates Mental Health Hubs across the city. The Visual Impairment rehabilitation and Hearing Impairment Rehabilitation services provide assessment and support to citizen's who are impacted by a visual and or hearing impairment. The service provides support in the form of equipment and or techniques to maximise independence. A review of each service function is required to meet the identified savings targets.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-02-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Community and Operational Services
Service area	Community and Operational Services
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Atrin Conway
What is the accountable officer's email address?	Temitope Ademosu



Data Sources

Data sources	["Birmingham City Observatory data and insight", "Oracle"]
Data source details	Birmingham City Observatory data and insight, relevant reports/strategies, relevant research, Eclipse

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes																						
What age groups are impacted by your proposal?	["20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]																						
Please describe the impact to the age characteristic	<p>The data set for citizens currently accessing specialist enablement services is shown below:</p> <table> <thead> <tr> <th>Age</th> <th>Number of Citizens accessing service</th> </tr> </thead> <tbody> <tr><td>18-24</td><td>33</td></tr> <tr><td>25-35</td><td>37</td></tr> <tr><td>35-44</td><td>58</td></tr> <tr><td>45-54</td><td>65</td></tr> <tr><td>55-64</td><td>84</td></tr> <tr><td>65-74</td><td>75</td></tr> <tr><td>75-84</td><td>91</td></tr> <tr><td>85+</td><td>96</td></tr> <tr><td>NA</td><td>1</td></tr> <tr><td>Total</td><td>540</td></tr> </tbody> </table> <p>The data highlights that 49% of citizens currently accessing these services are aged over 65. Impact on age of citizens will be limited, however there is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>	Age	Number of Citizens accessing service	18-24	33	25-35	37	35-44	58	45-54	65	55-64	84	65-74	75	75-84	91	85+	96	NA	1	Total	540
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18-24	33																						
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75-84	91																						
85+	96																						
NA	1																						
Total	540																						



<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. Internal established services that offer aids and adaptations are also to be considered. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>
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Protected Characteristic – Disability

<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the disability characteristic</p>	<p>Type of disability Number of citizens currently accessing the service</p> <ul style="list-style-type: none"> Access and mobility only 1 Learning Disability Support 16 Mental Health Support 4 Personal care support 56 Support for Social Isolation or Other Support 3 Long Term Support with Memory and Cognition 0 Support with Dual Impairment 2 Support with Visual Impairment 47 Support with Hearing Impairment 2 Not Recorded 409 Total 540 <p>The data shows that 76% of citizen's disability has not been recorded. However in order to access these specialist services the criteria for referral includes having a Learning disability, Visual impairment and or hearing impairment. There is a possibility that without the specialist enablement services being delivered in house citizens may not</p>



<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. Internal established services that offer aids and adaptations are also to be considered. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>
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Protected Characteristic – Sex

<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>
<p>Please describe the impact to the sex characteristic</p>	<p>breakdown of the gender of citizens accessing specialist Enablement services is shown below Gender Number of citizens currently accessing the service Female 296 Male 244 total 540 This proposal should not impact citizens directly based on gender however it is important to note that the image of disability may be intensified by gender-for women a sense of intensified passivity and helplessness, for men a damaged masculinity generated by enforced dependence. Research highlights, women with disabilities have been described as being doubly marginalised on account of their disability and the gender. They may be more vulnerable to poverty and social exclusion, and often have limited social, political and economic opportunities and lack of access to basic services. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>



<p>How will you mitigate against any negative impact to the gender characteristic?</p>	<p>We will continue to educate our workforce in relation to concepts such as social exclusion, biased thinking and stereotypes through ongoing development and training. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed. Furthermore, we will signpost our citizens to community services and support groups with an expertise in the relevant areas. Community assets have the required expertise and provide similar services for citizen's accessing specialist enablement services. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services.</p>
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Protected Characteristic - Gender Reassignment

<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>Data in relation to gender reassignment for citizens is not currently available. Nonetheless, current estimates suggest that there are approximately 536,648 trans people in the UK and 9,124 trans people in Birmingham. There is a higher prevalence of mental health problems in young trans people aged 16-25 compared to trans adults and trans children. Trans people assigned female at birth are significantly more likely to experience mental health problems than trans people assigned male at birth. Trans people have higher rates of self-reported disability (33%) and poor health than LGB people (14%) There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>



<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>All citizens will have an individual assessment to ensure their needs are met within the legal framework of the Care Act, Mental Capacity Act and Mental Health Act. We will continue to educate our workforce in relation to the trans community. The directorate shall draw upon its links with NIHR and Birmingham University to continue to deepen its understanding of the experiences of the trans community in receipt of social care. Furthermore, we will signpost our citizens to community services and support groups with an expertise in gender reassignment and disability. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services.</p>
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Protected Characteristic - Marriage and Civil Partnership

<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>No</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>N/A</p>

Protected Characteristic - Pregnancy and Maternity

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
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<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>People with disabilities have a pregnancy rate roughly equivalent to those without disabilities. However disabled people have a higher proportion of health risk factors than those without disabilities. Studies have found that women with disabilities have a higher risk of pregnancy complications such as preterm birth, hypertensive disorders or pregnancy, gestational diabetes and caesarean delivery. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>It is imperative that we work closely with our NHS partners and create pathways that ensure adequate support is provided to pregnant citizens and those on maternity leave. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services.</p>

Protected Characteristic - Ethnicity and Race

<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What ethnic groups would be impacted by this proposal?</p>	<p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p>



<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>Birmingham is the first minority majority city with a diverse population.</p> <p>A breakdown of the ethnicity/race of citizen's accessing these services is detailed below:</p> <p>Asian/Asian British 131 Black/Black British/Caribbean or African 65 Mixed or Multiple Ethnic Groups 6 White 240 Refused 1 Other Ethnic Group 10 Not Recorded 87 Grand Total 540</p> <p>16% of citizens currently accessing specialist enablement services do not have their ethnicity recorded.</p> <p>People with a learning disability from Black, South Asian heritage and minority ethnic backgrounds face shorter life expectancy triggered by poorer healthcare access, experience and outcomes. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizens with Learning Disabilities, Visual Impairments and Hearing impairments. Citizens individual needs will be recognised through assessments which would be shared with relevant agencies and stakeholders. A thorough hand over would be given to highlight other potential factors i.e. language barriers, cultural and religious insensitivity. Communities who care for extended family members particularly those from an Asian background must be given equal support and guidance. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>

Protected Characteristic - Religion or Beliefs



Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["Christian","Buddhist","Hindu","Muslim","Sikh"]
Please describe the impact to the religion or beliefs characteristic	<p>Birmingham is the first minority majority city with a diverse population. A breakdown of the religions of citizen's accessing these services is detailed below:</p> <p>Religion Citizens currently accessing services</p> <p>Buddhist 0 Christian 98 Hindu 4 Jewish 1 Muslim 92 Sikh 10 No Religion 67 Other Religion 25 Refused 2 Not Recorded 241 Total 540</p> <p>The data held shows that 45% of the citizen's currently accessing specialist enablement services do not have their religious preferences recorded. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>



<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Citizens individual needs will be recognised through assessments which would be shared with relevant agencies and stakeholders.</p> <p>This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>
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Protected Characteristic - Sexual Orientation

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]</p>
<p>Please describe the impact to the sexual orientation characteristic</p>	<p>Citizens Research has found that many LGBTQ+ people with a disability face discrimination and abuse because of the sexuality or gender, including from those paid to support them. This can impact on their decisions of whether to disclose their sexuality to paid staff (School of Social Care Research)</p> <p>A breakdown of the sexual orientation of citizen's currently accessing those services is shown below:</p> <p>Sexual orientation Numbers of citizens currently accessing the service</p> <p>Gay or Lesbian 3 Heterosexual/Straight 110 Prefer not to say 15 Other 2 Not recorded 410 Total 540</p> <p>The total shows that 76% of citizens accessing these services does not have their sexual orientation recorded. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>



<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Signposting our citizens to community services and support groups with an expertise in LGBTQ= and disability.</p> <p>This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>
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Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Due to lack of recorded data in many areas of protected characteristics of citizens a review will be required to identify how recorded data in these areas can be improved. An equality impact log will be undertaken, it will highlight areas of responsibility and time frames to ensure mitigations are put in place and adverse impacts are dealt with accordingly.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Timsey Deb</p>

