



## Equality Impact Assessment (EQIA)

### Day Opportunities New Service Model

17<sup>th</sup> April 2024 Version 1

Completed by Sarah Frigot – Project Manager

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Use the [Hemingway app](#) to check the readability of your document, to do this, click the edit button on the top right of the Hemingway app screen, paste your text and the app will highlight if there are any problem areas.

Some key tips

- avoid tables and charts, if possible, please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something
- date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations, or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

#### 1. Initial information

Name of the policy, project, strategy, project or service being assessed:

## **New model of Day Opportunities delivery**

2. Is this a (please delete those not required):

Review of service

3. Is this (please delete those not required):

**Both internal and external**

4. Please provide a brief overview of its aims and objectives:

### **Aim**

To establish a new model of day opportunities that is based around a wide community offer, provides access to a diverse range of activities across multiple locations, rather than from a specific portfolio of buildings. Services should be available to support those of working age with learning disability, mental health conditions, physical and sensory disability, and older people with advanced frailty and dementia. The new model should offer greater choice and control to those in receipt of support services, promoting independence above all, as well as safe environments for those with higher levels of need.

### **Right Support**

We will improve purchase choices through personalised support made available through direct payments and individual service funds. We will build on what works well, harnessing the creativity of existing networks of providers, and community partnerships. This includes digital offers and opportunities initiated during the pandemic Opportunities that are available Incorporating the wider community, voluntary sector offers in each Locality. We will utilise assistive technology to promote daily independence, such as medication prompts, movement sensors, travel training – or in adapting or improving specialist settings.

### **Right Place**

Our biggest immediate intervention will be to develop a hub and spoke model of day opportunities, using some of our existing buildings. Hubs will offer complex care and support and a safe space. They will also provide an advice hub for all, including carers. Spokes will be community-grounded, forming a network of wider day opportunities in local areas.

This means we will review our use of buildings, and we expect to make substantial changes as we move from fixed locations to a greater diversity of options. We will also promote independence to access transport, with a proposed travel training programme, and work with community venues to improve accessibility, including widening provision of 'Changing Places'.

### **Right Time**

Information and advice should be clear and accessible to support people in making timely decisions about their care and support options, and we will build a new advice and resource directory, as well as supporting partners and providers to market their services.

### **Objectives**

#### Objective 1: understanding

To build on current draft commissioning intentions by building a compelling and shared picture of what data tells us about need, what people tell us about what works for them, and what constitutes good, modern day opportunity practice in the sector

- Data analysis
- Digested account of key messages from stakeholders
- Good practice analysis

#### Objective 2 :exploring with stakeholders

The scope, initiate and deliver a programme of engagement with those who use services, their careers and family, the provider market, and the wider community about how we can build a service offer that meets needs

- Engagement/co-production plan
- Market engagement plan
- Supporting materials

#### Phase 3: Designing the model

To draw up a draft service model for formal consultation that would meet the needs of people who currently access Day opportunities using a place based approached moving away from static buildings based provision. Alternatives to be included for any multi use buildings.

- Draft service model
- Consultation plan and documentation
- Draft implementation plan

As implied above, this project does not proceed to implementation in its current form, but a further implementation plan will be drawn up on the basis of the service model and consultation undertaken.

## 5. Please provide the background to this proposal?

In 2021 Better days launched which included a series of engagement sessions and services to inform the need for a new service model that better meets the needs of the people of Dorset, offering person centred opportunities with a place based approach.

From this research it was determined a new service model would need to be considered and a review of current provision and client accessibility requirements was undertaken 22-23.

2024 and beyond focusses on using information and data gathered to develop and implement a new service model.

By the end of the programme, we will:

- Have established a model of day opportunities for Dorset, which has been jointly produced with those who use services, their families and the wider community, the private day service sector, and a cross-section of staff within the Council and Care Dorset
- Have a clear set of activities required to further expand the take-up of direct payments and individual service funds in support of the new offer
- Have a clear market development plan for day opportunities to continue to expand the quantity and variety of day opportunity providers
- Have a clear development plan for the services operated by Care Dorset, signed off by both commissioners and the Care Dorset management team through their business planning process, to transform the current service offer
- Have an outline transport plan for how to approach the reconfiguration of transport operations implied by the changes in the new model
- Have a plan for the development of carer support services which can run in parallel with the day opportunities developments to support them in the transition to new options

## Evidence gathering and engagement

6. What sources of data, evidence or research has been used for this assessment? (e.g. national statistics, employee data):

- Client data from mosaic, information received from all stakeholder groups including those who are carers, those who use services provided by care Dorset and those who attend other provisions.
- Employee data including personal characteristics will be considered where appropriate.

7. What did this tell you?

- There are clients with an age range of 16 – 100,
- There are people with care act eligible needs,
- There are people with disabilities,
- There are people with other needs including cultural, spiritual and environmental

8. Who have you engaged and consulted with as part of this assessment?

**A substantial engagement process, over two years, with those using services and those who run them (detailed in the report appendices).**

9. Is further information needed to help inform decision making?

**The conversation will continue in local areas to ensure that the way forward is co-produced and people have the opportunity to influence our plans, building on the engagement already undertaken.**

Is an EQIA required?

**Yes**

Not every proposal will need an EqIA. The data and research should inform your decision whether to continue with this EqIA. If you decide that your proposal does not need an EqIA, please answer the following question:

This policy, strategy, project or service does not require an EqIA because (provide details):

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.
- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

Positive Impact	<ul style="list-style-type: none"> <li>• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.</li> </ul>
Negative Impact	<ul style="list-style-type: none"> <li>• protected characteristic group(s) could be disadvantaged or discriminated against</li> </ul>
Neutral Impact	<ul style="list-style-type: none"> <li>• no change/ no assessed significant impact of protected characteristic groups</li> </ul>
Unclear	<ul style="list-style-type: none"> <li>• not enough data/evidence has been collected to make an informed decision.</li> </ul>

Impacts on who or what?	Choose impact	How
Age	Positive Impact	More flexible and responsive support in local communities to access day activities; improved offer for those with Care Act eligible needs.

Impacts on who or what?	Choose impact	How
Disability	Positive Impact	Improved service provision for service users with mental health conditions or learning disability in the community. We will make reasonable adjustments for all stakeholders with a disability
Gender reassignment and Gender Identity	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for all stakeholders, employees or clients
Marriage or civil partnership	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for employees or clients
Pregnancy and maternity	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for clients  Any employee who is pregnant, on maternity leave or nursing mother will receive reasonable adjustments.
Race and Ethnicity	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for stakeholders, employees or clients
Religion and belief	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for stakeholders, employees or clients
Sex (consider men and women)	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups stakeholders, employees or clients
Sexual orientation	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for stakeholders, employees or clients
People with caring responsibilities	Positive Impact	clients assessments at a time more suitable for them, and flexibility of provisions across Dorset Council area.

Impacts on who or what?	Choose impact	How
Rural isolation	Positive Impact	Service users in rurally isolated areas will continue to receive full service provision as before. There may be more opportunities made available that suit peoples needs local to them or reduced transport or travel improving wellbeing.
Socio-economic deprivation	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for stakeholders, employees or clients
Armed forces communities	Neutral Impact	No change/ no assessed significant impact of protected characteristic groups for stakeholders, employees or clients

Please provide a summary of the impacts:

1. Have established a model of day opportunities for Dorset, which has been jointly produced with those who use services, their families and the wider community, the private day service sector, and a cross-section of staff within the Council and care Dorset
2. People in Dorset council area will receive Right support at the right time in the right place
3. People in Dorset council area will have more choice and control over their own provisions and will be empowered to meet their own personal needs.
4. A clear directory of service and support options available as well as suitable information advice and guidance.
5. A developed brokerage system for accessing day opportunities.
6. A wider partnership and robust offer from VCSE and other providers to create a hyper local hub and spoke approach.
7. Improved transport and travel options
8. Have a clear set of activities required to further expand the take-up of direct payments and individual service funds in support of the new offer.
9. Have a clear market development plan for day opportunities to continue to expand the quantity and variety of day opportunity providers.
10. Have a clear development plan for the services operated by Care Dorset, signed off by both commissioners and the Care Dorset management team through their business planning process, to transform the current service offer

11. Have an outline transport plan for how to approach the reconfiguration of transport operations implied by the changes in the new model.

Have a plan for the development of carer support services which can run in parallel with the day opportunities developments to support them in the transition to new options

## Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by

## Sign Off

Officer completing this EqIA:

Officers involved in completing the EqIA:

Date of completion:

Version Number:

EqIA review date:

Inclusion Champion Sign Off:

Equality Lead Sign Off:

Next Steps:

- the EqIA will be reviewed by Communications and Engagement and if in agreement, your EqIA will be signed off.
- if not, we will get in touch to chat further about the EqIA, to get a better understanding.
- EqIA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)