



**CYNGOR BWRDEISTREF SIROL
RHONDDA CYNON TAF
COUNTY BOROUGH COUNCIL**

COMMITTEE SUMMONS

C.Hanagan
Service Director of Democratic Services & Communication
Rhondda Cynon Taf County Borough Council
The Pavilions
Cambrian Park
Clydach Vale CF40 2XX

Meeting Contact: Jess Daniel - Democratic Services Officer (07385401877)

YOU ARE SUMMONED to a hybrid meeting of the **COMMUNITY SERVICES SCRUTINY COMMITTEE** to be held on **MONDAY, 24TH APRIL, 2023** at **4.00 PM**.

Non Committee Members and Members of the public may request the facility to address the Committee at their meetings on the business listed although facilitation of this request is at the discretion of the Chair. It is kindly asked that such notification is made to Democratic Services by Thursday, 20 April 2023 on the contact details listed above, including stipulating whether the address will be in Welsh or English.

It is the intention to live stream this meeting, details of which can be accessed [here](#)

AGENDA

**Page
No's**

SCRUTINY RESEARCH

A scrutiny research facility is available within the Council Business Unit to support Members' scrutiny responsibilities and their roles as Elected Members. Such research strengthens Scrutiny Committee work programmes to ensure outcome-based topics are identified. For any scrutiny research requirements please contact scrutiny@rctcbc.gov.uk

1. DECLARATION OF INTEREST

To receive disclosures of personal interest from Members in accordance with the Code of Conduct

Note:

1. Members are requested to identify the item number and subject matter that their interest relates to and signify the nature of the personal interest: and
2. Where Members withdraw from a meeting as a consequence of

the disclosure of a prejudicial interest they must notify the Chairman when they leave.

2. MINUTES

To approve as an accurate record the minutes of the hybrid meeting of the Community Services Scrutiny Committee held on the 20th March 2023.

5 - 10

3. CONSULTATION LINKS

Information is provided in respect of relevant [consultations](#) for consideration by the Committee.

REPORTS OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES AND COMMUNICATIONS

4. LEARNING DISABILITY DAY SERVICES OFFER

Pre-Scrutiny – For Committee members to scrutinise and make any recommendations to the report before presenting to Cabinet.

11 - 52

5. CHAIR'S REVIEW AND CLOSE

To reflect on the meeting and actions to be taken forward.

6. URGENT BUSINESS

To consider any items, which the Chairman, by reason of special circumstances, is of the opinion should be considered at the meeting as a matter of urgency.

**Service Director of Democratic Services & Communication
Circulation:-**

The Chair and Vice-Chair of the Community Services Scrutiny Committee (County Borough Councillor J Bonetto and County Borough Councillor G E Williams respectively)

County Borough Councillors:

Councillor S Bradwick, Councillor R Davis, Councillor A J Ellis, Councillor D Evans, Councillor A Fox, Councillor H Gronow, Councillor N H Morgan, Councillor D Owen-Jones, Councillor D Parkin, Councillor A Roberts, Councillor G Stacey and Councillor T Williams



RHONDDA CYNON TAF COUNCIL COMMUNITY SERVICES SCRUTINY COMMITTEE

Minutes of the hybrid meeting of the Community Services Scrutiny Committee held on Monday, 20 March 2023 at 5.00 pm

This meeting was live streamed, details of which can be accessed [here](#)

County Borough Councillors – The following Community Services Scrutiny Committee Councillors were present:-

Councillor J Bonetto (Chair)

| | |
|-------------------------|-----------------------|
| Councillor G E Williams | Councillor S Bradwick |
| Councillor R Davis | Councillor A J Ellis |
| Councillor D Evans | Councillor A Fox |
| Councillor H Gronow | Councillor N H Morgan |
| Councillor D Owen-Jones | Councillor A Roberts |
| Councillor G Stacey | Councillor T Williams |

Officers in attendance:-

Mr N Elliott, Interim Director of Social Services
Ms A Beckham, Head of Service Learning Disabilities Mental Health and Substance Misuse
Mr P Nicholls, Service Director, Legal Services

Apologies for absence

Councillor D Parkin

37 APOLOGIES FOR ABSENCE

An apology for absence was received from County Borough Councillor D Parkin.

38 DECLARATION OF INTEREST

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

39 MINUTES

It was **RESOLVED** to approve the minutes of the 30th January 2023 as an accurate reflection of the meeting.

40 CONSULTATION LINKS

Members acknowledged the information provided through the consultation links in respect of open consultations, Welsh Government consultations and those matters being consulted upon by the local authority.

41 LEARNING DISABILITY DAY SERVICES OFFER

The Head of Service for Learning Disability, Mental Health, and Substance Misuse began by outlining the purpose of the report to provide an update on the engagement and co-production activity undertaken in the development of a new draft Day Services operating model and Strategy for people with a learning disability in Rhondda Cynon Taf.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse showed the Development of new draft day services operating model and strategy focusing on the priorities for people with a learning disability. A Presentation was shared with Members providing the outcomes of the engagement and co-production activity.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse started the presentation by informing Members that the Learning disability transformation programme builds upon the work of the Cwm Taf Statement of strategic intent and promotes the following: -

- Modern services that promote independence.
- Helpful and useful services.
- Quick and responsive support to prevent crisis.
- Person-centred outcomes including well-being and choice.

Members were taken through the timeline of the programme with the Head of Service for Learning Disability, Mental Health, and Substance Misuse pointing out that it is a 3-5 year Transformation Programme highlighting to Members that the required change will take time to implement properly. Members were informed the service area is currently in year 3 of the programme and details were shared of the partnerships involved in the programme including a partnership board, RCT Transformers, Virtual Transformation Team and Workstream Leadership groups.

Members were taken through the workstreams of the programme, with detail provided on each one: -

- Coproduction
- Governance and Leadership
- Communication
- Commissioning
- Health and Well-Being
- Workforce and Culture
- Finance
- Transition

The Head of Service for Learning Disability, Mental Health, and Substance Misuse highlighted the theme of 'Co-production' and how this interweaves throughout each of the workstreams.

Members were shown information relating to legislation that impacts the area and ensures the service area follows due regard when drafting the strategy. The Head of Service for Learning Disability, Mental Health, and Substance Misuse continued the presentation showing a timeline for Members outlining the project was set up back in 2020 through to current date providing an overview of the work undertaken throughout the programme.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse discussed how the transformation programme has been received so far. There was acknowledgement that change can be challenging but the presentation also highlighted the range of reactions received from positivity, uncertainty, 'suspicious minds' and reflection. Members were informed that the reflection aspect has helped build stronger relationships.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse provided Members with an overview of the work undertaken regarding Learning Sets and Stakeholder engagement. It was highlighted that co-production is at the heart of the programme, making the greatest difference to people's lives by not just engaging with people but drawing in on their experience and views. Need to work with people effectively to bring about change.

Members were informed that Social Care for excellence recognised the work of the Learning Disability Transformation Programme as an excellent example of Coproduction and were directed to a podcast and article from SCIE about the work undertaken in Rhondda Cynon Taf.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse outlined that the heart of the programme was around changing the conversation using the phrase from the engagement 'No decision about me without me'. Members were informed that the service area is looking to ensure everyone is involved, when possible, by looking at what they want to achieve, positive risk taking, strengths-based conversations and a move away from the Local Authority being the only answer.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse took Members through the stages of the engagement project highlighting phase 1 looked at providing daytime opportunities offer which started in August 2020. By November 2021 launched 'My Day My Way' engagement and from December 2021- June 2022 the service area worked with all of their stakeholders, held workshops / feedback events to develop strategy. Members were informed that the next steps are looking to gain approval for the strategy. Members were provided with detail about the 'My day My way' engagement process through the Rhondda Cynon Taf 'Let's Talk' site and shown some of the various material methods used during the process and provided with the final number of responses received.

Members were provided with details of responses received during the engagement process and the Head of Service for Learning Disability, Mental Health, and Substance Misuse highlighted some key themes that emerged from the results including wanting to try new things, finding a job to suit interests, meeting new people and building relationships. Some barriers that were highlighted in the results also included accessing transport.

Members were shown a video which provided detailed feedback and results from the My Day My Way engagement project and shown how this will feed into the draft strategy.

The video showed the 7 themes utilised throughout the engagement and the responses received for each section: -

- Choice & Control – Having accessible and more options for daytime / evening opportunities.

- Health & Well Being – Being safe and healthy.
- Employment – More paid employment / volunteering opportunities.
- Travel – The importance of travel training.
- Friendships & Relationships – The importance of social connections.
- Impact of Covid-19 – Having the right support.
- Accommodation – Having a good place to live in.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse informed Members that following the engagement project there were a range of workshops held to work together to develop the strategy. Members were informed that these workshops were well attended by individuals with learning disability, people being supported, parents and Carers.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse shared some key priorities that were identified as a result of the engagement that the service want to focus on within the strategy including the following: -

- To develop a flexible service meeting the needs of users including on evenings and weekends.
- To provide support to build relationships / friendships and avoid social isolation.
- To promote skills development to learn new skills.
- Make people feel safe and have good health & well-being.
- Provide support to help make decisions and choices.
- Provide support to help gain meaningful paid employment.
- Information sharing gateways.
- And to provide support for people to access a wide range of opportunities in their wider community.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse shared the proposed model of daytime opportunities through a visual diagram. It was highlighted to Members at the top of the diagram is the Community & Employment element, looking at what the community can offer and maximising these connections so people can access what they want to within the community with the right support. The Head of Service for Learning Disability, Mental Health, and Substance Misuse explained the Council's Offer as part of the proposed model providing outcome focused and enablement focused support to people with complex needs ensuring people can access a range of services / outcomes that they wish.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse finished the presentation by reminding Members that the overarching message that was received as a result of the engagement process was the service should provide meaningful activity for people, what they choose to do and what this means to them. The Head of Service for Learning Disability, Mental Health, and Substance Misuse then informed Members how the service area need to work with a range of partners, individuals with a learning disability, parents and carers about how the Council co-produces services before pausing for questions from Members.

A Member noted that they felt this is the right way to go providing services that the individuals say they need rather than ones decided by the Council. They asked if the Officer could outline the composition of the RCT Transformers group

and how they will drive the programme. They also questioned the number of individuals attending day services compared to those pre-covid noting there has been a drop and queried whether this has now recovered? The Member also commented that it was good to see the work has been recognised by the Social Care Institute for Excellence.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse advised Members that the RCT Transformers are a group of citizens that has been developed from individuals who have an interest in learning disability services and shared that the plan is that they will be engaged with further once the strategy has been developed. The Officer confirmed that they will be involved in all workstreams that were outlined in the presentation. The Officer also confirmed that attendance figures have dropped since covid but that they were starting to see slight increase in requests for daytime opportunities but informed Members that the service area will look to see what support can be provided in line with what the individuals want to achieve. The Officer stated that numbers are increasing but not to levels pre-covid due to people wanting to do something slightly different therefore the service area see this as a positive thing.

A Member questioned the Equality and Diversity implications section of the report which stated there were no implications arising directly from this report and requested clarification on this information. The Member also questioned whether there were enough going on with other Council departments and how the Council could lead the way on opportunities for employment.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse clarified that this section of the report is written as there are no service changes being introduced at this time. The Officer also confirmed that the as part of the virtual transformation team there are a wide range of representatives from within a vast number of Council areas not solely Social Care. Members were informed that through these representatives including HR, employment and Community Services they can provide information previously unknown about volunteering opportunities for individuals if requested which has proven successful.

A Member noted the impact of education on individuals lives and outcomes and queried the limitation of SEN places in schools. Also concerned about the transition from Child to Adult Services and the possibility of being lost in the system. How can we ensure a continuation of care.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse noted the importance of education and referred to the regular contact with colleagues in education regarding young people going through the transition in services. The Officer outlined to Members details of engagement undertaken with individuals in schools who would be going through the transition of services and ensuring their views were captured and support in place. Members were provided with further information regarding the Transition service from an Adult Services perspective.

A Member asked a question regarding the availability of volunteering opportunities at Community Hubs throughout the borough noting these premises were increasing in number. The Member asked a further question regarding employment and travel noting that this could be a barrier and sought clarification on the support available.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse acknowledged the importance of Community Hubs and the support they can offer the Service Area regarding volunteering and daytime opportunities. The Officer highlighted to Members that this is an area they would like to develop further to provide more opportunities and confirmed that work will be undertaken to look to expand the support available. Regarding employment, the Officer informed Members that the service area work with an employment agency to make referrals for people who want to be employed and provided detail regarding internal employment support services within the Council. Members were given examples of success stories of individuals being supported by the service area to gain successful employment within the Council. The Officer emphasised to Members that whilst there is a focus on developing opportunities there is also a need to focus on areas and employers within RCT who provide opportunities to ensure the right support is provided to them to ensure more placements are available.

The Head of Service for Learning Disability, Mental Health, and Substance Misuse responded to the question regarding transport acknowledging that transport is a key area and referred Members to the Travel Training scheme which is an accredited scheme to promote independent safe travel that can support individuals to access public transport.

The Chair thanked Officers for attending the meeting and for the comprehensive and diverse presentation. The Chair acknowledged the good work completed so far and noted the future intentions for the work requesting for the Committee to be kept involved and updated.

Following consideration by the Committee it was **RESOLVED** to acknowledge the information contained within the report and undertake pre-scrutiny of the strategy when it is available.

42 CHAIR'S REVIEW AND CLOSE

The Chair thanked all Members for attending the meeting and reiterated thanks to Officers for a comprehensive and engaging update report. Members were reminded that the next meeting of the Community Services Scrutiny Committee (Crime & Disorder) would take place on Wednesday 26th April, at 5pm with an additional meeting of Community Services Scrutiny Committee to undertake pre-scrutiny on the strategy reported tonight to take place beforehand at 3:30pm.

43 URGENT BUSINESS

None.

This meeting closed at 6.00 pm

**Councillor J Bonetto
Chair.**



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2022-23

COMMUNITY SERVICES SCRUTINY COMMITTEE

24th APRIL 2023

PRE SCRUTINY - LEARNING DISABILITY SERVICES TRANSFORMATION PROGRAMME (DAY SERVICES)

REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES & COMMUNICATIONS

1. PURPOSE OF THE REPORT

- 1.1. To pre-scrutinise the co-produced draft Day Services Strategy and operating model proposal for people with a learning disability prior to the undertaking of targeted consultation on the proposals to enable the Cabinet to make informed decisions on the future of the Council's Day Services in Rhondda Cynon Taf.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1. Undertake pre scrutiny on the report (attached at **Appendix 1**), thus providing Scrutiny with an opportunity to contribute to this matter; and
- 2.2. To Authorise the Service Director Democratic Services and Communications to provide the comments and observations of the Committee to Cabinet, prior to their consideration of the matter on the 15th May 2023.

3. REASONS FOR RECOMMENDATIONS

- 3.1. The need for Cabinet to be aware of the comments and observations of the Community Services Scrutiny Committee prior to their consideration of the Learning Disability Day Services Offer.

4. BACKGROUND

- 4.1. At its meeting on 20th July 2021, Cabinet considered a report on the Council's Learning Disability Day Service Offer.

4.2 The report provided key information, including feedback from engagement activity already undertaken by Cwm Taf People First, which evidences the need to transform the Council's Day Service Offer for people with a learning disability. This information included:

- The current offer appears to be service focused and based on the existing services available, including where the person lives with less focus on the specific aspirations and outcomes of the individual.
- There is a sense of a lack of progression for people with a learning disability and a sense of risk aversion and a culture of paternalism that can impact the opportunities for people and their family progression.
- Whilst there have been efforts to transform the Council's Day Service offer this has been challenging and slower than anticipated - it has also been in isolation from the rest of the health and social care system.
- Within the Council's Day Service, the current high numbers of people supported in groups will often translate to a lower focus on individual skills development and progression – there is also a need to be mindful of repetitive processes that can result in fatigue and time wasting for the person and duplication of resources for the organisations concerned.

4.3 As a result, Cabinet agreed:

- the on-going engagement with people with a learning disability, their families and carers, staff and partners and the proposals to co-produce a new day opportunities strategy to transform the Council's current Day Service offer and future service provision in Rhondda Cynon Taf
- to receive a further report that presents the co-produced draft Day Services Strategy for people with a learning disability for approval prior to formal public consultation

5. PRE SCRUTINY

5.1. Members are referred to section 5 of Appendix 1 which details the draft strategy and operating model. A summary of which is outlined below:

5.2. The strategy and operating model propose that there are three levels of support taken forward in acknowledgement that some people require a relatively short period of support to realise their aspirations whereas others may need longer term specialist intensive support. Provision of support will be built around the strengths of the individual, in a person-centred manner within an inclusive society where mainstream community based activities and employment support is accessible to people who access care and support. Support will be responsive to changes in personal circumstances.

5.3. The 3 levels of support are identified as:
Level 1: Community and Employment Offer
Level 2: Maximising Community Connects
Level 3: Council's Offer

5.4 Members are asked to scrutinise the draft strategy before them before it is presented to Cabinet. As part of pre-scrutiny Members may wish to take into consideration the following aspects:

- Will the proposals meet people's changing expectations and needs, whilst working within the resources available of the Council?
- Are the levels of support identified appropriate and will they provide the best form of support for service users and their families?
- Are the commissioning intentions presented within 5.8 of the report appropriate?
- At the meeting of the Community Services Scrutiny Committee meeting held in March 2023, Members discussed the use of Community Hubs and the importance of access to travel. Do Members feel the draft Strategy before them adequately addresses the points raised at the meeting?

6. EQUALITY AND DIVERSITY IMPLICATIONS

6.1. An Equality Impact Assessment is not needed because the contents of this report are for information purposes only.

7. CONSULTATION

7.1. The involvement of the Community Services Scrutiny Committee in the pre-scrutiny exercise will contribute to the quality and robustness of Cabinet decision-making.

8. FINANCIAL IMPLICATIONS

8.1. There are no financial implications aligned to this report.

9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

9.1. The report has been prepared in accordance with paragraph Part 4 of the Constitution (Overview & Scrutiny Procedure)

10. CONCLUSION

10.1. The undertaking of pre scrutiny by the Community Services Scrutiny Committee in respect of the Learning Disability Day Services Offer, will ensure that the Community Services Scrutiny Committee fully evaluates the effectiveness of its overview and scrutiny function.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

COMMUNITY SERVICES SCRUTINY COMMITTEE

24TH APRIL 2023

LEARNING DISABILITY SERVICES TRANSFORMATION PROGRAMME (DAY SERVICES)

REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES & COMMUNICATIONS

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET REPORT

15TH MAY 2023

LEARNING DISABILITY DAY SERVICES OFFER

**REPORT OF INTERIM DIRECTOR OF SOCIAL SERVICES IN DISCUSSION
WITH CLLR G CAPLE, CABINET MEMBER FOR HEALTH & SOCIAL CARE**

Author: Alex Beckham, Head of Service for Learning Disability, Mental Health, and Substance Misuse

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Cabinet with an update on the engagement activity undertaken in the development of a new co-produced draft Day Services Strategy and operating model proposal for people with a learning disability and seeks approval to undertake targeted consultation on the proposals to enable the Cabinet to make informed decisions on the future of the Council's Day Services in Rhondda Cynon Taf.

2. RECOMMENDATIONS

It is recommended that Cabinet:

- 2.1 considers the information provided in this report and, in particular, the feedback from the engagement activity undertaken in the development of a new co-produced Day Services Strategy and operating model proposal for people with a learning disability.
- 2.2 approves to undertake targeted consultation on a new co-produced draft learning disability Day Services Strategy and operating model proposal, as set up in Section 5 of the report, with people who use day services, their families and carers, staff and other associated stakeholders.
- 2.3 approves to undertake targeted consultation to permanently decommissioned Treforest Day Centre with service users, their families and carers, staff and other associated stakeholders and for the continuation of the existing provision received by people currently who previously accessed the Centre prior to its temporary closure in February 2020, as set out in paragraph 5.7 of the report.

- 2.4 subject to 2.2 and 2.3 above, agrees to receive a further report following conclusion of the proposed targeted consultation, including an updated full Equality Impact Assessment prior to any final decision being made in relation to the future of day services for people with a learning disability in Rhondda Cynon Taf.

3. REASONS FOR RECOMMENDATIONS

- 3.1 Whilst over recent years there has been some positive progress in relation to the Council's current Day Service offer to people with a learning disability, the Council has not yet to respond sufficiently to national and local strategic priorities and drivers for change. The current Day Service offer is predominantly building based and follows a traditional day centre maintenance model that provides services for adults with a learning disability with limited scope to offer choice and control and raise aspiration for people - a more innovative and diverse response is required.
- 3.2 [In July 2021](#), the Cabinet agreed to continue with community engagement activity which had been ongoing during the Covid-19 pandemic to support the development of a co-produced Day Services Strategy and help shape the future service offer to ensure that services are arranged and delivered in a way that achieves the best possible individual outcomes for people and make the best use of Council resources. This engagement activity has supported the development of a new co-produced draft Day Services Strategy and operating model proposal for people with a learning disability.
- 3.3 Treforest Day Centre has remained temporarily closed due to the serious flooding and damage in February 2020. Service users' care and support needs, who previously accessed the Centre, are now being met through alternative service provision and it is no longer needed.
- 3.4 Such proposals to make changes to the Council's Day Service provision and offer requires consultation with those directly affected, including service users, their families and carers, staff and other associated stakeholders to ensure that their views can be taken into account when a final decision is made.
- 3.5 A further report following the conclusion of the proposed targeted consultation is recommended to ensure that the Cabinet is fully informed of the outcome of the consultation and Equality Impact Assessment when it decides on the future of Day Services for people with a disability in Rhondda Cynon Taf.

4. **BACKGROUND**

4.1 [In July 2021](#), Cabinet considered a report on the Council's Learning Disability Day Service Offer. The report provided key information, including feedback from engagement activity already undertaken by Cwm Taf People First, which evidenced the need to transform the Council's Day Service offer for people with a learning disability. This information included:

- The current offer appears to be service focused and based on the existing services available, including where the person lives with less focus on the specific aspirations and outcomes of the individual.
- There is a sense of a lack of progression for people with a learning disability and a sense of risk aversion and a culture of paternalism that can impact the opportunities for people and their family progression.
- Whilst there have been efforts to transform the Council's Day Service offer this has been challenging and slower than anticipated - it has also been in isolation from the rest of the health and social care system.
- Within the Council's Day Service, the current high numbers of people supported in groups will often translate to a lower focus on individual skills development and progression – there is also a need to be mindful of repetitive processes that can result in fatigue and time wasting for the person and duplication of resources for the organisations concerned.

4.2 As a result, Cabinet agreed:

- the on-going engagement with people with a learning disability, their families and carers, staff and partners and the proposal to co-produce a new day opportunities strategy to transform the Council's current Day Service offer and future service provision in Rhondda Cynon Taf
- to receive a further report that presents the co-produced draft Day Services Strategy for people with a learning disability for approval prior to formal public consultation

4.3 Through the work of the Learning Disability Transformation Programme established during the Covid Pandemic, the need to focus on what the Council's Day Service does well has been identified in ongoing engagement activity, i.e. focusing upon specialist support for those with complex need. Having embraced the opportunities presented by the

Covid Pandemic, this has allowed the Council to consider how it reshapes and redesigns its Day Service offer and operating model to focus on specific groups of people with higher support needs and complexities, including autism. This preferred option has started to develop in a smaller area and will be the key proposed change in how we deliver services moving forward, coupled with supporting the development of the wider market to support those who do not require specialist support.

4.4 A key focus of the Learning Disability Transformation Programme is the commitment to working in partnership with other key stakeholders and with people with a learning disability, their families and carers to support the delivery of people's identified outcomes through co-production. This has included the implementation and development of:

- a Multi-Agency Transformation Partnership "Governance" Board to be joint chaired by an individual with a learning disability and the Director of Adult Services; and
- a Citizens Panel (RCT Transformers) to engage with the wider learning disability community

4.5 In November 2020, Cwm Taf People First started working on their "My Day My Way" project, in response to the Covid Pandemic and this work highlighted that people were ready for a change of support during their day:

"87% of people with a learning disability engaged in the project indicated that they would like to change something about their day as things move out of lockdown and back to some form of normality"

4.6 Spending time with family and friends were key priorities identified by people and whilst some of them advised that they wished to return to the Council's Day Services to see their friends', others advised that the break from traditional day services allowed them to consider alternatives such as volunteering or working opportunities.

4.7 Building upon the engagement work of People First, the Council continued with the "My Day My Way" theme and started a new engagement process, as agreed by the Cabinet in July 2021, which ran from August 2021 to November 2021. The new engagement process involved young people aged 16+ and adults with learning disabilities, their families and carers, and a range of other key stakeholders, including care staff, Health, commissioned and Third Sector providers, and members of the RCT Transformers.

- 4.8 On 20th September 2021, the Health and Wellbeing Scrutiny Committee were provided with the opportunity to contribute to the engagement process and development of a new draft Learning Day Services Strategy and operating model.
- 4.9 In total, there were 858 responses received during the engagement process.
- 4.10 Listening to the views of people with learning disabilities and their families and carers through the various events and surveys on what is good, what is missing and what could be done to improve the Council's offer further reinforced the need to change. Some examples of what people were telling us are shown below:

“I'd like to get out of the house more and get involved in more groups. I like to take lots of opportunities and to try new things. I'd like to meet and get to know more people from different walks of life. I like to make friends and arrange to go out for meals with them. I'd like to try some woodwork.”

“More organised group activities in my local area for me and my friends to take part in.”

“Finding the right job to suit my interest and skills, interview support, job searching support.”

“Meet new people to build more friendships so I have a wider circle of people to socialise with.”

- 4.11 Examples of other issues raised, include:
- A lack of social situations outside of day centre and daytime opportunities meant people with a learning disability can sometimes find it difficult to maintain friendships and relationships outside of these times.
 - Parents, carers, and staff feel that more accessible situations would mean people with learning disabilities could build friendships and relationships outside of daytime provision.
 - Parents and carers feel they would like more activities and opportunities for the person they care for which involves more socialising in the community, to meet people and build relationships (social or romantic).
- 4.12 Staff were actively involved in the “My Day My Way” engagement process and they are best placed to deliver its outcomes. We have been able to learn about their ideas which offered sustainable and effective support for people with learning disabilities. Furthermore staff

are supportive of the programme and wish to achieve change for the people they support to achieve their potential and outcomes, as identified below:

“My aspirations as a staff member would be to work together to provide a more community-based service rather than sat in day centres under stimulated.”

“My idea of how the service should be is where each and every individual has control and choice in what happens in their lives.”

“I think the transformation programme is well overdue and needed for individuals, the old ways of working are not suitable for today’s lifestyles.”

- 4.13 The feedback received from the engagement activity has informed the Council’s Day Services offer that people want, resulting in more community opportunities and help to promote independence and social inclusion. The outcomes from the engagement process re-enforced the need for change, to offer better outcomes and opportunities for people enabling them to have more choice, control, and autonomy.
- 4.14 Following the engagement activity a series of workshops and activities were held for during July and August 2022, for people involved in the engagement activity to share their thoughts on the themes, and to give ideas on how the Council’s Day Services Strategy and operating model should look for Rhondda Cynon Taf in the future.
- 4.15 The priorities people have told us that they want to be addressed, include:
- people feel safe and healthy
 - building community connections
 - maximising digital engagement and building and improving connections
 - providing more accessible options for during the daytime, evening and weekends
 - people receive the best support to suit their needs, including more paid employment and volunteering opportunities
 - improving access to public transport which meets people's needs
 - people have a good place to live
- 4.16 A copy of the “My Day My Way” engagement activity and feedback can be viewed at https://www.youtube.com/watch?v=T75_c3RNi1A.

5. NEW CO-PRODUCED DRAFT DAY SERVICES STRATEGY AND OPERATING MODEL PROPOSAL

Co-produced draft Day Services Strategy

- 5.1 To respond to what people have told us through the “My Day My Way” engagement activity, it is proposed that Rhondda Cynon Taf make a shift in practice in the delivery of the Council’s Day Services based on this feedback as well as national and local priorities and good practice evidence. The proposal is to move away from approaches of solely providing ‘day care in centres’ to instead focus on key strategy priorities for people with a learning disability and support the way in which the Council provides and commissions day services for the future.
- 5.2 A new co-produced draft Day Services Strategy, as shown in the infographic below, has therefore been developed from what people told us during the “My Day My Way” engagement and sets out the priorities needed to shape the Council’s Day Services offer.



Co-produced draft Day Services operating model

- 5.3 The regaining and developing of new skills, as well as the promotion of independence and wellbeing are essential elements within the draft Strategy. It is also recognised that people benefiting from Day Services will have different levels of need and that this might change over time as people's needs increase due to age or illness or as people gain independence. Therefore, it is proposed that there are three levels of support in acknowledgement that some people require a relatively short period of support to realise their aspirations whereas others may need longer term specialist intensive support.
- 5.4 It is anticipated that those who require lower levels of support will primarily access opportunities within their communities. Those requiring more specialist provision or higher levels of support may continue to require building-based provision to support their needs most effectively, but the aspiration will remain that everyone should be able to access their communities if they choose to. Provision of support will be built around the strengths of the individual, in a person centred manner within an inclusive society where mainstream community based activities and employment support is accessible to people who access care and support and that through, for example, Shared Lives and Direct Payments they are able to access this how they want, when they want. Support will be responsive to changes in personal circumstances such as a desire to access work, ageing with a learning disability or a change in the needs of carers due to their health or ageing needs. Wherever possible planning will be carried out in advance of these life events to ensure appropriate transition is carried out.
- 5.5 The proposed three levels of support for the new co-produced draft Day Services operating model are illustrated in the diagram below:

Draft Operating Model



Level 1: Community and Employment Offer

- 5.5.1 At this stage people will be encouraged to recognise their existing strengths and support networks and / or community support options to maintain their health and wellbeing. This offer would promote independence, sustainability and prevent a reliance on longer-term or more intensive support provision. This offer would include the routine use of community resources such as leisure services, libraries, and open access groups to provide activities and social contacts for people within a community setting.
- 5.5.2 This offer would also focus on the use of community resources to provide activities such as training, volunteering, and employment for people within their local community. Subject to consultation and Cabinet approval, it is proposed to review and recommission, if appropriate, the Council's current learning disability work-based projects to refocus these as social enterprises and / or ongoing work opportunities through Vision Products or other community settings instead of at present through the Council's Day Service provision. This offer would be suitable for people with low support needs.

Level 2: Maximising Community Connects

- 5.5.3 At this stage there would be a focus on enabling individuals to regain their independence, with support for them to connect to their communities over a period of time. This could involve a programme of support which enables people to lead on developing their own services and deliver more themselves, including within a day centre environment which aims to enable people to achieve greater independence.
- 5.5.4 This phase would be suitable for people with higher support needs and may involve development of microenterprises, pooling direct payments and supporting the community hubs. A differing commissioning approach is needed to achieve fundamental changes and focus upon delivering an outcome focused approach and maximising what the community can offer.

Level 3: Council's Offer

- 5.5.5 At this stage there would be a focus on developing specialist support for people with complex needs, including those with physical and multiple learning disabilities. This would involve care and support with a focus on an individual's health and wellbeing with the involvement of multi-disciplinary teams (e.g., health, care management). Individuals would be supported to be able to access community-based groups like everyone else but may also involve an element of centre-based support. This offer would be suitable for people with more complex communication needs, in which dedicated staff would provide person-

centred communication support, whilst offering choices and activities to enhance people's outcomes. The Complex Autism Service is a good example of how such tailored specialist support offers a preventative approach whilst individuals move through pathways into less intensive support.

5.5.6 Subject to consultation and Cabinet approval, it is proposed that the Council's offer would move to two bespoke day centre provisions in the East and West of the County Borough along with some smaller community-based groups based on need and demand.

5.6 As the Cabinet will be aware, Treforest Day Centre was seriously flooded and damaged during Storm Dennis in February 2020 and immediate action taken to temporarily close and make the Centre safe. Since then Treforest Day Centre has remain temporarily closed due to it being unfit for use and pending development of the draft Day Services Strategy being reported back to Cabinet for approval. During this time, Adult Services have continued to work with service users and their families and carers who were previously accessing Treforest Day Centre to support them to utilise different methods of achieving what matters to them.

5.7 As a result of this work and the proposals set out in this report, it is proposed that Treforest Day Centre will close permanently, if approved by the Cabinet and for the continuation of the existing provision received by people currently who previously accessed the Centre prior to its temporary closure in February 2020.

Proposed commissioning intentions and market developments

5.8 To deliver the co-produced draft Day Services Strategy and operating model proposal and address the "My Day My Way" engagement priorities, the following proposed commissioning intentions and market developments have been identified and will form an action plan for implementation, if approved by the Cabinet:

5.8.1 To ensure people feel safe and healthy we will:

- Reduce inequalities by providing improved and equitable services across Rhondda Cynon Taf.
- Provide access to high quality, safe and effective support.
- Promote the importance of maintaining friendships and relationships to reduce loneliness.

5.8.2 To continue building connected communities we will:

- Maximise opportunities within the Community Hubs.
- Develop partnership working with all areas of the Council.

- Develop micro and social enterprises.
- Provide more paid employment and volunteering opportunities.

5.8.3 To maximise digital engagement and build and improve connections we will:

- Produce accessible, easy-read information.
- Develop an accessible website.
- Promote and encourage use of the Insight App.
- Improve our offer for technology skills using assistive technology and technology support sessions.

5.8.4 To improve access to public transport which meets people's needs we will:

- Expand the travel training opportunity.
- Maximise opportunities with representative groups to share experiences to travel together.
- Influence public transport providers to recognise people's needs. Including accessibility of timetables.

5.8.5 To provide more accessible options for opportunities during the day, evenings and weekends we will:

- Maximise what the community can offer for example, Community Hubs and other resources.
- Support our stakeholders to develop more opportunities and options that ensure collaboration and coproduction.
- Establish and promote what is available.

5.8.6 To ensure people receive the best support to suit their needs we will:

- Provide specialist care and support for people with complex needs, including those with autism and physical and multiple learning disabilities.
- Explore with our existing partners and providers to develop a tailored service within the community and establish wider community connections.
- Provide tailored support for employment and volunteering.

5.8.7 To ensure people have a good place to live we will:

- Embed co-production in the service design and delivery of “My Home My Way”.

- 5.9 In the event that the proposals are agreed following the consultation all existing day service users and their families and carers would be fully supported with individual plans to meet their assessed needs. It is important to note that people who currently use the Council's Day Service, would continue to be supported under the proposed new service model based on their assessed need and risk. For example, people with high needs would be able to access the specialist Council run day service provision. For others with lower needs, we would work with them on an individual basis to identify alternative choices in the community that would make for a stimulating and enjoyable day in line with the new co-produce draft Day Services Strategy and operating model proposal. The overall impact of the implementation of the proposals, if approved, would be mitigated through a proposed phased co-produced approach and implementation plan.

6. CONSULTATIONS / INVOLVEMENT

- 6.1 Engagement activity already undertaken as part of our co-production approach in the development of a new co-produce draft Day Services Strategy and operating model proposal for people with a learning disability is outlined within the report.
- 6.2 Subject to approval, it is proposed that the consultation on the proposals will take place between 29th May 2023 and 30th June 2023.
- 6.3 We will support service users and their families and caers to understand and engage with the consultation process and the potential implications for them by offering face to face consultations, where requested, and creating an information pack for service users to ensure the relevant information is presented in an accessible and clear format. We also propose engaging with the staff members as part of the consultation exercise to share their experiences and views on the proposals.
- 6.4 Subject to this report being approved and the consultation exercise undertaken it is anticipated that, once the consultation responses have been considered and an EIA completed, a further report will be presented to Cabinet regarding the proposed next steps.

7. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY

- 7.1 The need to modernise and continually improve adult social care services is a key priority for Rhondda Cynon Taf and over the last six years the Council has transformed the way in which it delivers adult

social care; with the focus shifting to supporting independence so that people are supported to remain in their own homes for as long as possible.

- 7.2 The Council must satisfy its public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Councils must in making decisions, have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations based on protected characteristics.
- 7.3 The Council's Equality Impact Assessment process ensures that due regard is paid to the above. It also ensures due regard is had to the Socio-economic duty as it applies to public bodies in Wales.
- 7.4 A draft Equality Impact Assessment (EIA) has been prepared and is attached as Appendix 2. The EIA will be published on the Council's website, together with a consultation document that outlines the proposals in further detail.
- 7.5 The Council has a duty to recognise and mitigate the impact of any changes it proposes upon people in protected groups. The key potential impacts of the proposals on people with protected characteristics particularly people with disabilities and carers are set out in the EIA. Whilst there are changes to the Council's Day Service provision and offer for people with a learning disability currently supported by Adult Services, the focus will continue to be on meeting assessed care and support needs through existing and, if relevant, new care and support provision so any potential impact will be minimalised.
- 7.6 The Council will take account of any challenges which the people potentially affected by the proposals in this report face, both in terms of participation in the consultation and in ensuring that the impact of any changes is mitigated as detailed in the impact assessment, if they are to be implemented.
- 7.7 Subject to Cabinet agreeing to undertake a consultation on the proposals, the EIA will be reviewed and updated to include any mitigated risks, if relevant, following the consultation process.

8. WELSH LANGUAGE IMPLICATIONS

- 8.1 There are no immediate Welsh Language implications relating to the proposals within this report. The Council will ensure compliance with Welsh Language Standards if a consultation process is initiated in relation to the proposals outlined within this report. All recommended

proposals if implemented will comply with Welsh Government's "More Than Just Words" Strategic Framework in Health and Social Care.

9. FINANCIAL IMPLICATIONS

- 9.1 The proposals set out in this report have the primary focus of delivering improved quality of care and support outcomes for people with a learning disability and their families and carers.
- 9.2 Notwithstanding this, the pandemic has had a significant financial impact on the Council's care and support provision and continues to result in overall increased cost pressures for Adult Services and these proposals to transform the Council's current Day Service offer should provide more cost-effective solutions and these will be explored, subject to agreement of the recommendations, in more detail in the subsequent report to Cabinet. Any potential financial contribution these proposals would make to the Council's Medium Term Financial Plan would be used to maintain these essential care and support services.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 10.1 There is a legal requirement to consult with service users and their families and carers and consult with staff affected by proposals resulting in changes to current and future provision of services.
- 10.2 Where consultation is undertaken it should be done when proposals are at a formative stage; give sufficient reasons for any proposal so that respondents can make an informed response and allow adequate time for consideration and response. Cabinet would then be required to consider the outcome of the consultation process prior to any decision(s) being made on any proposals.
- 10.3 Any future provision of services would need to be considered in accordance with the Social Services and Wellbeing (Wales) Act 2014. Local Authorities have a general duty under the Act to promote wellbeing. This duty applies when considering decisions in respect of an individual but also when considering broader strategic issues that do not relate to an individual. In doing so, the overall purpose is to produce a sustainable and diverse range of care and support services to deliver better, innovative and cost-effective services and support and promote the wellbeing of every person, and carer, with the need of care and support. The recommendations made in this report above and consideration of future options aims to deliver the highest standards of care and support and is consistent with the above duty.

10.4 In addition, the Social Services and Wellbeing (Wales) Act 2014 and accompanying Part 4 Code of Practice sets out that where an Authority has carried out an assessment which has revealed that the person has needs for care and support then the local authority must decide if those needs meet the eligibility criteria, and if they do, it must meet those needs. The recommendations put forward in this report will allow the Council to ensure that going forward Rhondda Cynon Taf can meet all eligible needs.

10.5 Any workforce implications arising from the proposals will be the subject of further reports on the conclusion of consultation. Staff will be included in the consultation and separate engagement with, and support for, all staff that are the subject of this report will be carried out as part of any consultation exercise.

11. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELLBEING OF FUTURE GENERATIONS ACT.

11.1 This report supports two of the Council's corporate priorities, namely:

- People - promoting independence and positive lives for everyone.
- Living within our means - where services are delivered efficiently to achieve value for money for the taxpayer.

11.2 The proposals in this report, subject to approval, would allow the Council to meet the requirements of the Social Services and Wellbeing (Wales) Act 2014 and the Wellbeing of Future Generations (Wales) Act 2015. They meet the needs of people with a learning disability and their families and carers, including those with more complex needs are more sustainable and increases focus on the services offered, which promote choice, wellbeing, and independence, resulting in the wellbeing goals of a Wales of cohesive communities, a healthier Wales and more equal Wales are supported. Due regard has also been made to the five ways of working, included in the Wellbeing of Future Generations (Wales) Act 2015.

12. ELECTORAL WARDS AFFECTED

12.1 Subject to approval, the recommended proposals will most likely impact on people with a learning disability, their families and carers, and staff from across the County Borough.

13. CONCLUSIONS

- 13.1 The need to improve adult social care services is a key priority for Rhondda Cynon Taf and without transforming the way that services are provided, it would not be possible to meet people's changing expectations and needs within the resources available.
- 13.2 This report provides key information evidencing the need to transform the Council's Day service offer for people with a learning disability in order to:
- respond to the engagement feedback from people who use services and their families and carers as to what they would like day services to look like and deliver now and in the future
 - meet the current and future increasing need and complexity of the people we support and develop sustainable opportunities for them
 - meet the expectations from people we support and their families and carers for more outcome based opportunities focused on individual progression and achievement that promotes independence not dependence
 - recognise people's abilities, not disabilities, and that everyone with a learning disability can make a positive contribution to the community in which they live
 - improve the delivery of the day service offer, including the current day centre buildings in the most efficient and cost effective way
 - response to the impact of Covid-19
- 13.3 In order to achieve the above level of transformation required and ensure the Council's new Day Service offer meets the aspirations of current and future people with a learning disability and their families and carers, a new co-produced draft Day Services Strategy and operating model has been developed from what people told us during extensive "My Day, My Way" engagement activity to help shape the future service offer to ensure that services are arranged and delivered in a way that achieves the best possible individual outcomes for people and make the best use of Council resources.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET REPORT

15TH MAY 2023

LEARNING DISABILITY DAY SERVICES OFFER

**REPORT OF INTERIM DIRECTOR OF SOCIAL SERVICES IN DISCUSSION
WITH CLLR G CAPLE, CABINET MEMBER FOR HEALTH & SOCIAL CARE**

Background Papers

Cabinet: 20th July 2021

**Officer to contact: Alex Beckham, Head of Service for Learning Disability,
Mental Health, and Substance Misuse**

This page is intentionally left blank

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance, please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Alexandra Beckham

Service Director: Neil Elliott

Service Area: Adult Services

Date: 12/04/2023

1.a) What are you assessing for impact?

| Strategy/Plan | Service Re-Model/Discontinuation of Service | Policy/Procedure | Practice | Information/Position Statement |
|---------------|---------------------------------------------|--------------------------|--------------------------|--------------------------------|
| √ | X <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

1.b) What is the name of the proposal?

Learning Disabilities Day Services Offer

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

This Equality Impact Assessment relates to the development of a new co-produced draft Learning Disability Day Services Strategy and operating model following extensive engagement with a range of stakeholders including people with learning disabilities, carers and family members, staff, services, commissioned services, and Health. Engagement findings have been collated in an easily accessible document embedded below.



Learning Disability
Programme (Easy Re

- 1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

The proposals in this report would allow the Council to meet the requirements of the Social Services and Wellbeing (Wales) Act 2014 and the Wellbeing of Future Generations (Wales) Act 2015. By providing a model of care that meets the needs of people with a learning disability and their families/carers, including those with more complex needs that is sustainable and increases focus on service offered, which promote choice, wellbeing and independence, the wellbeing goals of a Wales of cohesive communities, a healthier Wales and more equal Wales are supported.

Social Services and Wellbeing Act 2014

Any future provision of services would need to be considered in accordance with the Social Services and Wellbeing (Wales) Act 2014. Local Authorities have a general duty under the Act to promote wellbeing. This duty applies when considering decisions in respect of an individual but also when considering broader strategic issues that do not relate to an individual. In doing so, the overall purpose is to produce a sustainable and diverse range of care and support services to deliver better, innovative, and cost-effective services and support and promote the wellbeing of every person, and their carer, with the need of care and support. The Act and the accompanying Part 2 of the Code of Practice general duties in the provision of preventive services and promotion of service user led services and development of the third sector provision the strategy and operating model will allow the Council to ensure that going forward Rhondda Cynon Taf will be at the forefront of this ongoing development.

In addition, the Act and the accompanying Part 4 of the Code of Practice sets out that where an Authority has carried out an assessment which has revealed that the person has needs for care and support then the local authority must decide if those needs meet the eligibility criteria, and if they do, it must meet those needs either by commissioning services from independent organisation or by providing the service directly. The Council's Day Service forms part of this provision. The recommendations put forward will allow the Council to ensure that going forward Rhondda Cynon Taf can meet all eligible needs.

Due regard has also been made to the five ways of working, included in the Wellbeing of Future Generations (Wales) Act 2015. The following is a summary to show how the five ways of working to achieve the wellbeing goals have been considered:

Wellbeing of Future Generations Act (2015):

<https://gov.wales/sites/default/files/publications/2019-08/well-being-of-future-generations-wales-act-2015-the-essentials.pdf>

“A healthier Wales: A society in which people’s physical and mental wellbeing is maximised and in which choices and behaviours that benefit future health are understood.”

“A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)”.

- **Long Term** – social services is demand led and there is a requirement to meet the needs of people in the longer term and, because of rising demographics and increasing complexity, the transformation of services continues to be a priority as we seek to achieve long term sustainable change to our care and support offer. The Council’s commitment to developing daytime opportunities represents a focus on the long-term wellbeing of individuals using the service and the sustainability of social care by supporting carers and reducing demand on alternative care and support at home.
- **Prevention** – the report highlights proposals to reduce reliance on traditional services and move to a model focussing on the need to develop more progressive community-based services aimed at reducing loneliness and enhancing wellbeing through more volunteering and paid employment opportunities.
- **Integration** – the implementation of the proposal requires the Council to work with partners, particularly within Health to ensure the service offer and future service delivery of care and support for people with a learning disability meets their assessed needs.
- **Collaboration** – the proposed operating model and strategy outlined in this report have and will be developed with current and new partner organisations, including third sector organisations and wider communities.
- **Involvement** – the key stakeholders are people with a learning disability and their families and carers who use social care. There has already been engagement with people in the development of service proposals and models outlined in this report. If these proposals are agreed by Cabinet, then further involvement will be undertaken to ensure that all stakeholders have an opportunity to shape care and support provision to ensure benefits and wellbeing opportunities are maximised.

In addition to the above, there are several other national priorities, which will help influence the transformation of day services for people with a learning disability, including:

- The **Statement of Policy and Practice for Adults with Learning Disability published by Welsh Government in 2007** describes the vision, key principles, and outcomes that the Welsh Assembly Government believes are desirable - this is Welsh Government's latest guidance, and it is still relevant today.
- The **Welsh Government Learning Disability - Improving Lives Programme** communicates an ambition to create a society across Wales that has a desire for change and 'Prosperity for All' improving the opportunities and life outcomes for all people with a learning disability aligning to key equality and human rights principles.
- The **Additional Learning Needs and Education Tribunal (ALNET) Act 2018** and its associated statutory **ALN Code** will bring transformational change to the way local authorities in Wales make statutory provision to meet the needs of learners with Special Educational Needs (SEN)/Additional Learning Needs (ALN) over a new extended age range of 0 to 25 years. The change in legislation will have clear implications for adult and education services to work collaboratively to ensure that, where appropriate, young people have access to further education and training opportunities in addition to any other social care needs they may have.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community



SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

| <u>Protected Characteristics</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|------------------------------------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| Age <i>(Specific age groups i.e. young people or older people)</i> | <u>Positive</u> | Broader opportunities for those with Learning Disabilities from aged 16 years plus, and throughout adulthood to develop new skills, take up wider opportunities and benefit from individualised care and support proportionate to their needs and outcomes sought. | Cwm Taf Statement of Strategic Intent The outcome of our engagement findings with people supported the need for change and the subsequent model |

| <u>Protected Characteristics</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Disability <i>(People with visible and non-visible disabilities or long-term health conditions)</i> | <u>Positive</u> | People with Learning Disabilities are likely to self-identify as having a disability. Through the Strategy, support to individuals and their unpaid carers will mitigate the risk of disabled people facing barriers to wider opportunities. | Cwm Taf Statement of Strategic Intent The outcome of our engagement findings with people supported the need for change and the subsequent model By using easy read and technology we were able to engage with a range of individuals to ensure every voice is heard |
| Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i> | <u>Neutral</u> | Currently, there is no evidence to suggest that this group will be disproportionately affected by the introduction of the new support. | There is a lack of data about people with Learning Disabilities who have different gender identities to the sex they were assigned at birth. |

| <u>Protected Characteristics</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Marriage or Civil Partnership <i>(People who are married or in a civil partnership)</i> | <u>Positive</u> | One of our engagement themes was Friendships and Relationships, people told us how they would like to meet people and development friendships including getting married | Cwm Taf Statement of Strategic Intent The outcome of our engagement findings with people supported the need for change and the subsequent model developed, will support people to develop social networks and friendships. By working with all stakeholders to develop and co-produce meaningful activity which in turn will support with the development of friendships. |
| Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i> | <u>Neutral</u> | There is a lack of data about pregnancy and there is no evidence that the strategy will impact this group. | Currently, there is no evidence to suggest that this group will be disproportionately affected by the Strategy. |
| Race <i>(Ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i> | <u>Positive</u> | With the Strategy promoting improved training and development for people with Learning Disabilities, independence can be expected to increase for people of all races. | The outcome of our engagement findings with people supported the need for change and the subsequent model developed and will ensure that all people with a learning disability will be positively impacted by the strategy and proposed operating model. |

| <u>Protected Characteristics</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Religion or Belief <i>(People with different religions and philosophical beliefs including people with no beliefs)</i> | <u>Neutral</u> | There is no evidence to suggest that this group will be disproportionately affected by the Strategy. Individuals of any religion or belief should be able to access support. | The outcome of our engagement findings with people supported the need for change, people will be supported to develop their own user led services which include people with different religions, beliefs etc. |
| Sex <i>(Women and men, girls and boys)</i> | <u>Positive</u> | Introducing new support options to promote greater independence and skill development of people with Learning Disabilities through the Strategy will help remove barriers for all sexes. | The outcome of our engagement findings with people supported the need for change and the subsequent model developed, will support people to develop social networks, working and volunteering opportunities which will be available for all |
| Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i> | <u>Neutral</u> | Currently, there is no evidence to suggest that this group will be disproportionately affected by the introduction of the Strategy. Individuals of any sexual orientation should be able to access the support set out in it. | Individuals of any sexual orientation will be able to access the support set out in the operating model. |

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

| | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|--------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i> | <u>Neutral</u> | Currently, there is no evidence to suggest that this group will be disproportionately affected by the introduction of the new Strategy. | |
| Carers <i>(Anyone of any age who provides unpaid care)</i> | <u>Positive</u> | Unpaid carers are more likely to have intersecting identities that could mean they experience compounded barriers. Therefore, the Strategy will have a positive impact on people who have protected characteristics as improving opportunities for people with Learning Disabilities will result in greater skill development, confidence, and opportunities for many which in turn reduce reliance on carers. | The engagement findings included carers views which often supported those expressed by individuals with Learning Disabilities, the proposed operating model will support carers in ensuring that those they care for receive the right support at the right time but also by undertaking carers assessment in line with the social services and wellbeing the model will support in meeting their needs, |

If the initial screening test has identified negative impacts, then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

No negative impacts have been identified.

Are you happy you have sufficient evidence to justify your decision?

Yes

No

Name: Alexandra Beckham

Position: Head of Service – Learning Disabilities, Mental Health and Substance Misuse

Date: 12/04/2023

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

| <u>Socio-economic disadvantage</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Low Income/<u>Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i> | <u>Positive</u> | Individuals with Learning Disabilities receive a range of significant benefits, and will be able to also secure part time employment enhancing their income . | The development of the operating model will support those who are able to secure volunteer or employment opportunities. People with Learning disabilities who are employed report that they are financially secure. Greater support to teach skills such as numeracy, literacy can promote budgeting and handling money for people with a learning disability. |
| Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i> | <u>Positive</u> | Whilst individuals with Learning Disabilities often have regular benefits and can access money when they ask, the majority do not control their own Finances. Greater support to teach skills such as numeracy, literacy can promote budgeting and handling money for some. | The outcome of our engagement findings with people supported the need for change and the subsequent model developed, social networks, working and volunteering opportunities which will be available for all Greater support to teach skills such as numeracy, literacy can promote budgeting and handling money for people with a learning disability |

| <u>Socio-economic disadvantage</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i> | <u>Positive</u> | The proposed operating model and strategy will raise skills, expectations, and possibilities for people. | Greater support to teach skills such as numeracy, literacy can promote budgeting and handling money for people with a learning disability. By promoting people's independence through the operating model will support people in having a safe place to live as identified within the engagement feedback |

| <u>Socio-economic disadvantage</u> | Does the proposal have any positive, negative or neutral impacts | Provide detail of the impact | What evidence has been used to support this view? |
|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport)</i> | <u>Positive</u> | The Strategy promotes wider access to community resources by those with Learning Disabilities therefore increasing the disposable income spent locally. | The outcome of our engagement findings with people supported the need for change and the subsequent model developed, social networks, working and volunteering opportunities which will be available for all and will increase people's disposable income. |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | |
| <p>Socio-economic background <i>(Social class i.e. parents education, employment and income)</i></p> | <p><u>Positive</u></p> | <p>Promoting greater opportunities for people will result in higher expectations and attainment and greater socio-economic mobility</p> | <p>By offering meaningful activities and supporting peoples to develop their own services as identified within the feedback will ensure people have access to education employment and subsequent income</p> |
| <p>Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p> | <p><u>Positive</u></p> | <p>The Strategy seeks to offer people with Learning Disabilities an ordinary life, similar to that others in their community can expect or even take for granted. It seeks to redress disadvantage.</p> | |

SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified.
- No negative or adverse impacts on a protected group have been identified. Therefore, a separate action plan has not been completed.
- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.
- Not applicable
- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.
- Cwm Taf Statement of Strategic Intent
 - My Day My Way Engagement Findings
 - My Day My Way Workshop Findings
- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

My Day My Way Engagement

The My Day My way engagement process as identified in the attachment in 1c was across all stakeholders and we received 858 responses which supported in the development of the co-produced operating model.

Views were sought in a variety of ways to encourage participation such as:

- Videos of people with Learning Disabilities introducing the themes
- Easy Read versions of web based questionnaire
- Easy Read paper copies
- Use of Assistive technology Eye Gaze sessions for those with non-verbal communication at both day centres and schools
- Stakeholder sessions with individuals they support
- Virtual sessions

My Day My Way Findings

The My Day My Way findings were collated by a group comprising a wide range of stakeholders including those with a learning disability, these findings were shared in person including at the Peoples First Annual Conference. Around 300 people were involved in the feedback sessions

My Day My Way Workshops

We held in person Workshops for all stakeholders, around 150 people participated

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

SECTION 5 – MONITORING, EVALUATING AND REVIEWING

5a) Please outline below how the implementation of the proposal will be monitored:

Reviews will be held annually in keeping with the following:

- Purchasing and contracts monitoring and reviews of Service Level Agreements
- Individual care and support plan / care and treatment plan reviews
- Provider service reviews

5b) When is the evaluation of the proposal due to be reviewed?

As the draft strategy and operating model continues to evolve, individuals with lived experience and their carers will contribute to evaluation and service design and developments

5c) Who is responsible for the monitoring and review of the proposal?

Transformation Programme Strategic Lead, Programme Lead, Business Officer, and Co-production Officer

5d) How will the results of the monitoring be used to develop future proposals?

Best practice will shape future design, engagement and approaches to attaining outcomes sought

SECTION 6 – REVIEW

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – equality@rctcbc.gov.uk and the Consultation and Engagement team – consultation@rctcbc.gov.uk in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed impact assessment, policy proposal/report and consultation report to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. See our guidance document for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

| | | |
|---------------------------------------|-----------------|----------------------------------------------------------------------------------------|
| Diversity and Inclusion team Comments | Date Considered | Brief description of any amendments made following Officer Review Panel considerations |
| | | |
| Consultation Comments | Date Considered | Brief description of any amendments made following consultation |
| | | |
| Officer Review Panel Comments | Date Considered | Brief description of any amendments made following Officer Review Panel considerations |
| | | |

SECTION 7 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Equality Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

An Equality Impact Assessment has been completed and the main findings are as follows:

A broader range of positive opportunities for individuals with Learning Disabilities from age 16 years plus will be offered, by developing our operating model on a three-level approach will support and enhance people's outcomes and promote meaningful opportunities for people and supporting them to deliver on their own services.

These include an enhanced level of support for these with the most complex needs including improved communication via assistive technology such as eye gaze programmes and other technology opportunities to enhance support provision.

For those with potential to move to a community approach, support will be tailored to aid the transition and new ways of pooling direct payments and commissioning bespoke groups and activities of interest to smaller number of people will facilitate access and choices.

Resources will be used more effectively as the market is shaped to optimise skills sets and specialities to avoid duplicate and offer timely suitable support and intervention.

SECTION 8 – AUTHORISATIONS

Lead Officer:

Name: Alexandra Beckham

Position: Head of Services

Date: 12/04/2023

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name: Neil Elliott

Position: Director

Date: 14/04/2023

DRAFT - DO NOT SHARE