

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT (EqIA) FORM



Service: Adult and Community Services

Directorate: Adult and Housing Services

Title of Proposal: Re-design of Passenger Transport Service in Learning Disabilities Day Opportunities Service.

Lead Officer: Lisa Redfern

Names of other Officers involved: Beverley Tarka

Step 1 - Identify the aims of the policy, service or function

1. Introduction

1.1 The proposals in this EqIA cover the Learning Disabilities passenger transport service which supports people with learning disabilities to and from day opportunities and also supports people to access the community for a range of activities during the day.

1.2 The 2010 Comprehensive Spending Review and the subsequent local government settlement require Haringey Council to make savings of up to £81m or approximately 30% over the next four years. It is in the context of severe budget pressure that Haringey's Adult Social Care service is setting the strategic direction and priorities for the next three years. This has placed the Council in an unprecedented position and it is seeking to reduce spending and make savings where possible. The proposed changes are designed to the needs of people with learning disabilities in regards to passenger transport services by providing more cost effective transport services.

1.3 Following the comprehensive spending review in the autumn of last year we have been looking at how we can make efficiencies to our budgets as we have less money to spend. Passenger transport is an important service and everyone who has been assessed as requiring transport for day opportunities will continue to receive this service. However we have been looking at how we can continue to provide transport with less money. We therefore propose re-designing the passenger transport service to reduce costs with minimal impact to delivery of services.

1.4 Current model of Passenger Transport service

Passenger transport is the method of transport and support staff currently utilised in taking people to and from home to day activities. In addition the transport is used to take people out to activities during the day. This involves the use of a mini-bus, driver and escort. At present all buses are based at the day centre and the day opportunities service employs both drivers and escorts who work with transport as well as supporting service users during the day. There are currently twenty-one 17 seater mini-buses which are used for day service transport

1.4 Proposed Re-Design Passenger Transport Service

We currently have twenty-one buses which are used for day service transport and which are based at the day services throughout allowing for community access for people to activities of their choice during the day. It is proposed that this compliment of buses is reduced by four and that these are replaced by four hire buses which drop off and pick up people but do not remain at the centre during the day. They will be new drivers on the buses which pick up and drop off people. It is however proposed that there is no change to the current staff who work as escorts on the buses. There will be 17 buses which will be centre based which will be available to take people to day opportunities of their choice during the day. The reduction will mean that services will have to plan ahead so that all people have an opportunity to go out during the day for activities.

1.5 Proposed changes

Overall the proposals outlined above in relation to the re-design of passenger transport services are covered in this EqIA ..

We do not underestimate the anxiety and concern that many will feel about these proposals. We have carried out pre-consultation meetings with parents/carers and people who use these service so that the feedback from these meetings can feed into the formal consultation process. Our pre-consultation with those affected has helped us better understand the impact on individuals of the proposed redesign of passenger transport services and how we might mitigate this, where possible.

Step 2 - Consideration of available data, research and information

2a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- ***are significantly under/over represented in the use of the service, when compared to their population size?***
- ***have raised concerns about access to services or quality of services?***
- ***appear to be receiving differential outcomes in comparison to other groups?***

Section contents:

2.1 All Learning Disabilities Day services will be affected by these proposals.

Proposed Date for implementation of Re-design of passenger transport services is April 2012

The Learning Disabilities Partnership currently leases 21(17- seater) vehicles which are used to support people from home to and from day opportunities and also enables community access during the day.

Funding Proposal for Council run residential care homes

It is proposed that the Council's Cabinet agree the recommendation to re-design learning disabilities passenger transport service as outlined above.

Service User Equalities Information

Equalities monitoring information has been collected from Learning Disabilities day services in Haringey. For comparison, the Haringey population data is taken from the Census 2005.

Key findings:

- There are currently 178 people who access learning disabilities day service. All regularly access passenger transport services. The Equalities Impact Assessment shows an over representation of adults aged 35- 54 (57.7%) who use passenger transport services as against the expected population of people with learning disabilities in Haringey (38.7%). However no disproportionate impact is anticipated. Refer table 2.2.1;
- There is a small under representation of females with learning disabilities using day opportunities passenger transport service (53%) as against the number of females with learning disabilities in Haringey (57%). There is an over representation of males (49.7%) with learning disabilities when compared to the profile of males with learning disabilities in Haringey (43%). However no disproportionate impact is anticipated. Refer table 2.2.2
- The race profile of people using passenger transport services broadly reflects that of the race profile for the Haringey general population with the exception of Black and Black British profiles . There is an over representation of people from Black and Black British (30.89% as compared to the general borough population profile, (18.7%) .
- As regards 'Disability', all users with learning disabilities that access day opportunities passenger transport service, have met Council eligibility criteria (critical and substantial) as per DoH guidance, and are considered to have a disability as defined by the Equalities Act 2010. Fair Access to Care Services has been replaced with [Guidance on Eligibility Criteria for Adult Social Care \(2010\)](#) from the Department of Health, with the guidance retaining the four eligibility bands set out in Fair Access to Care Services – that is, Critical, Substantial, Moderate and Low.
- No disproportionate impact was identified in respect of 'Marriage or Civil Partnership'; or 'Sexual Orientation' (all residents accessing day opportunities passenger transport services Street identified as heterosexual). No people accessing transport identified themselves as going through 'Gender Reassignment'. In terms of 'Pregnancy and Maternity', no person currently accessing day opportunities passenger transport services identified that they are either pregnant or currently nursing a baby (in the last 12 months).

2b) What factors (barriers) might account for this under/over representation?

2.4 LEARNING DISABILITIES

2.4.1 Age

There are a higher proportion of people aged 35-54 who use passenger transport services. Traditionally until the advent of Valuing People (2001) and Valuing People Now (2009) people with learning disabilities accessed day services after leaving school. In recent years there has been a move for young people, on leaving school to access more mainstream opportunities such as further educational colleges and mainstream training and skills development opportunities. There are therefore not as many people in the younger age range accessing day centres. People with learning disabilities have a shorter life expectancy so we would not expect large numbers of older people attending day services.

2.4.2 Sex

There are approximately equal numbers of male and female people accessing day opportunities and therefore passenger transport services. This represents a slight under representation for females and an under representation of males when compared to the gender profile for people with learning disabilities in borough.

2.4.3 Race

People with learning disabilities from a Black and Black British ethnic background are over-represented in terms of accessing day opportunities and passenger transport services. There are high numbers of Black and Black British people with learning disabilities living in the community, therefore greater access to day opportunities which is a form of respite for many parent/carers. There is a slight under representation of white people using day services as compared to the general population.

2.4.4 Disability

All users of day opportunities service and therefore passenger transport services have a form of disability, as defined by the Equalities Act 2010, and are eligible for services following a needs assessment that assessed their eligibility as critical or substantial under the national [Eligibility Framework](#).

2.4.5 Religion

No disproportionate impact identified

2.4.6 Gender Reassignment

No disproportionate impact identified

2.4.7 Sexual Orientation

No disproportionate impact identified

2.4.8 Maternity and Pregnancy

No disproportionate impact identified

Table 2.2.1

People who use learning disability passenger transport services		Percentage	Haringey age profile for people with learning disabilities	2005 Haringey borough profile - general population
	Numbers			
20-24	8	4.49%	13.7%	7.3%
25-29	17	9.55%		11.1%
30-34	15	8.43%	28.4%	11.0%
35-39	27	15.17%		9.8%
40-44	28	15.73%	23.2%	8.7%
45-49	30	16.85%		6.4%
50-54	18	10.11%	15.5%	4.7%
55-59	8	4.49%		4.2%
60-64	11	6.18%	9.0%	3.2%
65-69	11	6.18%		2.9%
70-74	3	1.69%	5.8%	2.5%
75-79	2	1.12%		1.2%
80-84			3.3%	2.5%
Grand Total	178	100.00%	100.0%	100.0%

Table 2.2.2 Sex of People with Learning Disabilities who use Passenger transport services.

Sex	Grand Total	Percentage	Haringey gender profile for people with learning disabilities	Haringey borough profile general population
Female	89	50.28%	57%	51%
Male	88	49.72%	43%	49%
Grand Total	177	100.00%	100%	100%

Table 2.2.3 Race of People with Learning Disabilities who use Passenger transport services .

Race-select from drop-down	Grand Total	Percentage	2005 Haringey borough profile general population
White British	57	32.02%	47.6%
White Irish	13	7.30%	3.6%
White Greek / Cypriot	10	5.62%	
White Turkish/Cypriot	9	5.06%	14.1%
White Other (please specify)	6	3.37%	
White Turkish	5	2.81%	
Subtotal white	110	61.8%	65.3%
Caribbean (Black or Black British)	46	25.84%	8.3%
Black or Black British Other (please specify)	2	1.12%	1.3%
African (Black or Black British)	7	3.93%	9.1%
Subtotal black	55	30.89%	18.7%
Asian or Asian British Other (please specify)	3	1.69%	1.7%
Indian (Asian or Asian British)	10	5.62%	3.0%
Bangladeshi (Asian or Asian British)	1	0.56%	1.6%
East Asian African (Asian or Asian British)	1	0.56%	1.3%
Subtotal Asian	15	8.43%	7.6%
White and Asian	1	0.56%	1.2%
White and Black Caribbean	1	0.56%	1.4%
Other Mixed (please specify)	1	0.56%	1.3%
White and Black African	0	0	0.8%

Subtotal mixed	3	1.68%	4.7%
Chinese	1	0.56%	1.5%
Other Ethnic Group (4	2.24%	2.2%
Subtotal other	5	2.8%	3.7%
Grand Total	178	100.00%	

Table 2.2.4 Religion of People with Learning Disabilities who use Passenger transport services

Religion/ Belief	Ermine	Keston	Grand Total	Percentage	Haringey borough profile - general population *
Christian	47	41	88	49.44%	50.1%
Not known	4	37	41	23.03%	12.1%
Muslim	12	7	19	10.67%	11.3%
Other (please specify)	6	10	16	8.99%	1.0%
Hindu	4	2	6	3.37%	2.1%
Jewish	2	1	3	1.69%	2.6%
No religion	3		3	1.69%	20.0%
Rastafarian	1		1	0.56%	0.6%
Sikh		1	1	0.56%	0.3%
Grand Total	79	99	178	100.00%	100%

No disproportionate impact was identified in respect of 'Religion' (refer table 2.2.4),

* Information from Borough Profile 2005 taken from 2005 Census

Step 3 - Assessment of Impact

3a) How will your proposal affect existing barriers? (Please tick below as appropriate)

	Increase barriers?	Reduce barriers	No change
People with learning disabilities who use passenger transport services	X		

3.2 Summary of impact of current proposals

3.2.1 Impact on Age:

There would appear to be a disproportionate impact of the proposal on people aged between 35-54 using passenger transport services as this is the age group which largely attends day opportunities and therefore utilise passenger transport services.

3.2.2 Impact on Sex:

The gender profile of people with learning disabilities who use passenger transport services is equal male and female people who use the service.

3.2.3 Impact on Disability:

All people who use learning disability passenger transport services have a disability, therefore it is to be expected that the proposed changes will impact on all people.

3.2.4 Impact on Race:

Black and Black British people with learning disabilities are over represented in using day opportunities and therefore passenger transport services so barriers to this group would therefore increase.

3.2.5 Impact on other protected characteristics: There is no adverse impact identified in respect of the other protected characteristics – that is: religion, sexual orientation, gender reassignment, marriage and civil partnership. The protected characteristic of pregnancy and maternity is not relevant in this instance.

3.2.6 Impact on staff: The workforce implications of the proposed changes are covered in separate organisational restructure EqIAs.

3b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?

The specific actions being proposed to respond to the existing barrier and imbalance identified above are as follows:-

The proposed re-design of passenger transport service has been developed to have minimal adverse impact on all people who use the service. This includes the following:-

The existing model of passenger transport service for people who use day services is characterised by principles which all people have highlighted as positive.

This includes the following considerations:-

- All people are picked up and dropped off to and from home and day activities;
- The same staff who already work with people during the day are used to escort people on the buses;
- The same staff who work with people during the day are used to drive people to and from home and day activities;
- We use mini-buses (17- seater) as opposed to larger coaches so that the potential for people to be on the buses longer than one hour during pick up and drop off to and from home is minimised.
- The current system of transport supports a flexible transport service
- Mini-buses are available throughout the day for everyone to enable community access for people who attend day opportunities

In order to remove the barriers identified in the preceding section the proposed model of passenger transport service is designed to retain a significant number of these positive features. Hence;

- All people will be picked up and dropped off to and from home and day activities;

- The same staff who already work with people during the day will be used to escort people on the buses;
- The majority of the staff who work with people during the day will be used to drive people to and from home and day activities;
- We will continue to use mini-buses (17-seater) as opposed to larger coaches so that route optimisation minimises people being on the buses more than 1 hour during pick up and drop off to and from home.
- Some Mini-buses will continue to be available throughout the day to enable community access for all people who attend day opportunities;
- The proposed re-design of transport will support a flexible service.
- We will plan ahead to try and make sure that all people are able to go to community activities of their choice.

This proposal is consistent with the strategic approach and the wider requirements of Valuing People (2001) and Valuing People Now (2009) . Learning Disabilities Day opportunities have progressively looked to support people with mainstream day opportunities in inclusive settings. This proposed re-design of a passenger transport service will enable this direction of travel to be sustained and continued. Our performance in this area has been acknowledged by people who use the service through planned periodic transport and community access satisfaction surveys

These are some of the things that people told us about through a survey carried out as recently as July 2011;

- Drivers/Escorts are friendly
- Generally the same drivers/escorts are used each day
- The current mini buses are flexible
- People attend more activities outside of the day service

It is proposed that these evaluations continue post implementation of passenger transport re-designs so that we can monitor quality assurance and standards of service.

The service also maintains transport monitoring reports which contains information on the following amongst other

- Journey times
- No of people transported on community trips
- Number of journey to and from activities
- Number of sessions buses are in use
- Number of session where there is downtime

Specifically the needs of the protected groups identified to be adversely affected by these proposals (i.e. Black British people and people in the age range 35 to 54) will be addressed through a person-centred approach to planning with individuals and continued maintenance of monitoring information. This approach will focus on a holistic assessment of wishes and choices with regards to accessing day opportunities in the community including an assessment of cultural needs.

3c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

We do not envisage that there are barriers arising from the existing delivery model that would not be addressed by a move to the delivery model in 3(b) above. However, there will be continuous monitoring through continuation of transport monitoring reporting and satisfaction surveys of people who use the passenger transport service.

Step 4 - Consult on the proposal

4a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

The Council recognised the anxiety caused by the proposals and the need to keep people informed as a way of minimising this through pre-consultations in October 2011, before the official consultation with users, parent carers and staff.

Correspondence was sent to users, relatives, carers and staff directly affected by the proposed changes as well as providers, voluntary sector colleagues and other interested parties once it was clear that the Council would be considering proposed changes to the delivery of learning disabilities passenger transport services.

We carried out a number of pre-consultation meetings. These were with all people who use the passenger transport service and their parents and carers, and staff of day opportunities. We also conducted a pre-consultation meeting with the carer's forum which is an official forum of the Learning Disabilities Partnership. We invited disabilities groups, Kith and Kids, and Haringey Disabilities consortia to also take part in pre-consultation meetings. The opportunity was taken to explain what was happening and why and what the next steps would be. The pre-consultation also afforded the opportunity for stakeholders to input into the consultation process. Comments made at this pre-consultation meeting were incorporated into final consultation documentation.

Formal consultation activity

Formal consultation with service users, parents/carers, staff and the trade unions and others ran for the best practice period of one month from 1st-30th November 2011. The consultation outlined what the passenger transport service delivery is like at present, how it is proposed to change, what would remain the same and what would change.

Our consultation complied with our own Consultation Charter and Guiding Principles of Effective Consultation by:

- being carefully planned;
- being clear about what the consultation was about;
- being targeted at the community affected;
- using the right consultation methods;
- providing sufficient time for people to have their say;
- providing feedback; and
- being monitored and coordinated within the Councils consultation management system

Our consultation sought to reach a wide-ranging audience. Letters were sent to all current/identified users of day service for adults with learning disabilities as well as next of kin, parent/ carers and staff in all of the day services affected by the proposal. We also identified and targeted a range of other voluntary sector and statutory partners and local independent sector providers of services. We used organisations such as Haringey Association of Voluntary Organisations, MENCAP, community group representatives and the local online community in Haringey working to improve the way Health and Social Care Services are delivered.

The consultation was also promoted via the Learning Disabilities Adult Partnership Board and other such forums so that the message could be cascaded to as wide as possible an audience or considered by their membership.

How we consulted

There were several main channels for the consultation; scheduled meetings, consultation web page, email address and telephone helpline as set out below:

Scheduled meetings

We scheduled meetings to which parent/ carers. / community organisations were invited and also workshops with users of passenger transport services.

Meetings

A significant number of events, 10 in all, were held with users, relatives, staff and carers where individuals were informed of the proposals and the

consultation and given the opportunity to discuss and comment on various aspects.

Workshops in Day Services

Workshops scheduled over a two week period with on average 150 service users in Haringey Day Opportunities, as some service users have complex communication and needs a significant amount of time to complete the questionnaire. This also included support from MENCAP advocacy and those with knowledge of the day service staff.

Consultation web page, email address and telephone helpline

A comprehensive web page was created,

www.haringey.gov.uk/index/social_care_and_health/learningdisabilities/transport-consultation.htm

to ensure people were able to read about the proposals and were kept informed of the consultation and what people were saying in feedback. We didn't, however, rely on this electronic means of communication, especially for those without access to the internet.

Consultation Questions

We produced a targeted consultation questionnaire for Haringey Day Opportunities to hear from users, carers, staff, relatives, members of the public, voluntary sector colleagues and others who either did not chose to write-in or provide a formal response to the consultation. It was also a way of capturing equalities data that would help us to determine alongside the other information we had collated, the Equalities Impact of our proposals and for people who wanted to, to have their say anonymously.

Overall structure of the questionnaires

The questionnaire followed a similar format and invited respondents to indicate:

1. Their support or opposition to the proposals
2. Say what's important to them
3. Reassurance to the questions.
4. Provide details about themselves

In total, some 300 questionnaires were produced. These were produced in both printed and electronic forms with copies made available for completion via the web page or sent out to users etc by post or electronically or handed out directly by the drivers.

The availability of these questionnaires was communicated via the webpage, email or through the post. Freepost envelopes were made available so that people could return completed questionnaires 'free of charge'.

We made sure that details of the web page as well as other details, including a single point of contact within the council (Nicole.Paterson@haringey.gov.uk) and telephone query line: 020 8489 1017 / 07967 336 117) were also made widely available should they wish, for more information or in order to have

their say. We ensured that this information was included in initial correspondence and on the web page.

We produced two sets of questionnaires, one for users of passenger transport service and one for parents/carers and community organisations. These questionnaires formed part of the pre-consultation meetings and comments from the pre-consultation meetings were incorporated into the questionnaires. The questionnaires also afforded the opportunity for respondents to respond to specific questions and/or add comments of their own.

This was done in recognition of the fact that the meetings would only capture the views of those users, relatives and carers who attended one of more of the monthly meetings in the homes and centres. We needed to be able to capture the views of those who would be unable to attend such as relatives who lived some distance away as well as hear from members of the public, voluntary sector colleagues and others who either did not chose to write-in or provide a formal response to the consultation.

Overall structure of the questionnaires

This amounted to between 25 questions in all, including several free-text boxes to enable people to have their say.

Copies of the questionnaire responses are attached as appendices

Learning Disabilities Partnership Boards

The consultation was raised, discussed and promoted via the Learning Disabilities Partnership Board and in the Partnership Board newsletter of October 2011.

There was a total of 165 responses to the consultation questionnaire and a good many people attended the pre-consultation and consultation meetings and responded to or asked about the proposed changes at those forums. Seven users and one advocate completed the accessible version.

Key Issues and Concerns arising from the Consultation

The proposed re-design of passenger transport service has sought to minimise impact of adverse change of users of the service and their families

The consultation outcomes showed that largely people were reassured about the following issues:-

- That people would continue to be picked up and dropped off

- That the same escorts would be used for pick up and drop off
- That people would still be able to go out in the community and over 70% reassured that the service planned to plan ahead to ensure community access for people during the day

However key issues of concern were as follows:-

Accuracy about pick up and drop off times .

Some pointed out they worked, attended college and therefore needed certainty around pick up and drop off times in order to plan their lives and get the cared for person ready. Others worried less about the timings than that they were kept informed of there was going to be a delay – good communication, for them, was the key.

Activities

Some feared that promises would be broken or said that it was simply not good enough ‘to try and make sure’ that the cared for person was able to attend the community activities they were used to; the service cost a lot of money and their loved ones should be getting the service they deserved, they said. Others were doubtful the service could be maintained or that people would be able to attend the same activities as now if there were fewer buses.

Change

Several carers and parents said how their loved one found it hard to cope with change and how a change in routine would be confusing, distressing or unsettling for them or could result in increased behavioural problems, particularly if they had to spend more time waiting around or longer onboard the bus than now. There were worries too that new drivers might not have the necessary experience of working with people with a learning disability and that there would presumably be training. Some queried what else would be changing.

Complex Needs

There were several practical questions such as whether those with more complex needs who currently needed/received a bus to themselves, would continue to receive such a specialist service. There were also questions about which users would be most affected by these proposed changes

4b) How, in your proposal have you responded to the issues and concerns from consultation?

- Route planning to ensure people spend minimal time on the bus
- Transport Communication procedure in place to ensure people are informed if there are delays.
- Planning ahead and timetabling to ensure that people are able to attend activities that they choose are part of the proposal

- Continuation of early pick up bus run which accommodates people whose families go to wok/have to leave home early
- Guarantee that all new drivers will be sourced through an approved procurement framework which means that drivers have to be skilled , trained, qualified to work with vulnerable people and have appropriate Criminal record bureau checks.
- Minimise impact of change for those who would be most affected including people with complex needs by maintaining the current arrangements for transport. This will be possible as the proposed changes involves approximately a third of total bus routes

4c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

The consultation report will be published on the web and will also be made available to people and their families through the day service.

Step 5 - Addressing Training

Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

No there is ongoing training for staff of passenger transport services in place

Step 6 - Monitoring Arrangements

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

We will be using the Council's equalities monitoring form and reporting procedures to track the actual effects of the new delivery model when implemented and where adverse impacts are identified steps will be taken to address them. The form has been recently updated to include the new equalities protected characteristics identified by the Equality Act 2010.

Monitoring arrangements will include:

- User satisfaction surveys
- Parent/carer satisfaction surveys
- Analysis of transport monitoring data
- Analysis of complaints

▪ *Who will be responsible for monitoring?*

Managers of Learning Disabilities Day opportunities

- *What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?*
- **Access to community activities**
- **Down time for buses**
- **Satisfaction survey of people who use service and their carers**
- **Equalities monitoring information of people who use services**

- *Are there monitoring procedures already in place which will generate this information?*
- **Yes community access monitoring**
- **Vehicle log sheets**
- **Timetable of activities for users**
- **Equalities monitoring information systems**
- **Day Service Surveys of people and their carers**

- *Where will this information be reported and how often?*

Learning Disabilities Partnership board bi annually.

Step 7 - Summarise impacts identified

Passenger Transport	Age	Ethnicity	Disability	Gender	
	<p>The Equalities Impact Assessment shows an over representation of adults aged 35- 54 (57.7%) who use passenger transport services as against the expected population of people with learning disabilities in Haringey (38.7%). However no disproportionate impact is anticipated. This is supported by the response to surveys where majority of respondents are in the 25-59 age range*</p>	<p>The race profile of people using passenger transport services broadly reflects that of the race profile for the Haringey general population with the exception of Black profiles .See below Passenger Profile: borough Profile White 61.8% :65.3% Black 30.89%: 18.7% Asian 8.43%: 7.6% Mixed 1.68%:4.7% Other 2.8%:3.7%)</p>	<p>All users are disabled</p>	<p>There is a small under representation of females with learning disabilities using day opportunities passenger transport service (53%) as against the number of females with learning disabilities in Haringey (57%). There is an over representation of males (49.7%) with learning disabilities when compared to the profile of males with learning disabilities in Haringey (43%).However no disproportionate impact is anticipated. No disproportionate Impact identified*</p>	<p>No disproportionate impact was identified in respect of 'Marriage or Civil Partnership'; or 'Sexual Orientation' (all residents accessing day opportunities passenger transport services Street identified as heterosexual). No people accessing transport identified themselves as going through 'Gender Reassignment'. In terms of 'Pregnancy and Maternity', no person currently accessing day</p>

					opportunities passenger transport services identified that they are either pregnant or currently nursing a baby (in the last 12 months).
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* **‘No disproportionate Impact identified’** signifies that the percentage of people using the particular service is not significantly different to the overall Borough profile of all users of the service. All settings have been compared individually against Borough overall figures in the summary spreadsheet

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
All people using passenger transport services in learning disabilities services have a disability	<ul style="list-style-type: none"> All people who access passenger transport services have been accessed as requiring services. Transport will continue to be available in order to pick up and drop off people and enable them to access the community in a planned way. The service will continue to ensure that all information is accessible and that people have access to advocates when change is being proposed. 	Head of Learning Disabilities Partnership	Ongoing <ul style="list-style-type: none"> 	Existing resources
People in the age range 35 to 59 predominantly use passenger transport services. Risks that these people are not given choice of alternatives for support and care services in future	<ul style="list-style-type: none"> There is currently an on-going personalised review of day opportunities placements, This means that people are given a choice with regards to how they wish to spend a personal budget which is based on assessed needs . People are able to continue to access traditional day opportunities or choose non traditional options personal budgets 	Head of Learning Disabilities Partnership	Ongoing	Existing resources
	Black British people will be addressed	Head of Learning	On-going	

Issue	Action required	Lead person	Timescale	Resource implications
Slight Over re-representation of people from Black British population	through a person centred approach to planning with individuals and continued maintenance of equalities monitoring information. This approach will focus on a holistic assessment of wishes and choices with regards to accessing day opportunities in the community including an assessment of cultural needs. u	Disabilities Service		Existing resources
Improve equality monitoring in relation to transformed services	<ul style="list-style-type: none"> Ensure that all services users in transformed services are fully equality monitored against the Equality Act 2010 categories 	Head of Learning Disabilities Partnership	Ongoing	Existing resources

Step 9 - Publication and sign off

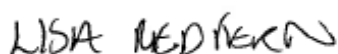
There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

On the Council's website after all the EqlAs has been approved and signed off.

Assessed by (Author of the proposal):

Name: Lisa Redfern
Designation: Deputy Director, Adult and Community Services



Signature:
Date: 1st March 2012

Quality checked by (Equality Team):

Name: Arleen Brown
Designation: Senior Policy Officer
Signature: *A. J. Brown*
Date: 6th February 2012

Sign off by Directorate Management Team:

Name: Helen Constantine
Designation: Head of Business Management



Signature:
Date: 1st March 2012