

**Report for** Cabinet 11<sup>th</sup> February 2020

**Title:** Award of Contract for the provision of Positive Behaviour Support Service – Day Opportunities under Contract Standing Order (CSO) 9.07.1(d)

**Report authorised by:** Charlotte Pomery Assistant Director of Commissioning

**Lead Officer:** Sebastian Dacre Commissioning Manager 020 8489 2308  
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**Ward(s) affected:** All

**Report for Key/  
Non Key Decision:** Key Decision

## **1 Describe the issue under consideration**

- 1.1 This report details the outcome of a mini-competition process conducted under the Council's Positive Behaviour Support (PBS) Services Framework Agreement and seeks approval to award a 'Call-Off' contract to the successful tenderer in accordance with the Contract Standing Order (CSO) 9.07.1 (d) and CSO 7.01(b).
- 1.2 The successful provider will deliver the PBS Day Opportunities Services for up to thirty (30) service users. The provider will be expected to provide care and support as defined by the needs of individual service users from the site located at 20A & 20B Waltheof Gardens N17.
- 1.3 The report also seeks approval to increase the total value of the PBS Framework.
- 1.4 Subject to approval, the Call-Off contract shall be awarded for a period of up to (4) four years, commencing from 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2024 at the maximum cost of £3.5million. The breakdown of cost is described in Appendix 2 - Part B (exempt information) of this report.

## **2 Cabinet Member Introduction**

- 2.1 I am delighted to present this paper which enables the Council to bring back into use two sites at Waltheof Gardens for day opportunities for people with a range of needs. The key focus of this paper is the provision of care and support to people with complex learning disabilities and autism, potentially with behaviours that challenge, in a day opportunities setting to enable them to lead fulfilling lives.
- 2.2 We are using our Positive Behaviour Support Framework because the people taking up this provision will have a range of needs which can be best supported by the tailored and specialist offer of a skilled positive behaviour support provider. This provider is a voluntary sector organisation delivering

London Living Wage to all its employees and who will be working with the Council to enhance staff skills and capability in this area.

### **3 Recommendations**

That Cabinet agrees:

- 3.1 an increase to the total value of the PBS Framework from £7,000,000 to £10,500,000; and
- 3.2 Pursuant to CSO 7.01 (b) (by selecting one or more contractors from a Framework) and CSO 9.07.01(d) (All contracts valued at £500,000 or more may only be awarded by Cabinet), award a contract for PBS day opportunities services to the successful bidder for a period of four years (4) from 1 April 2020 to 31 March 2024 and a maximum value of £3,500,000 (three million five hundred thousand pounds) under the PBS Framework.

### **4 Reasons for decision**

- 4.1 The PBS framework was let in 2017 at a value of £7,000,000 (seven million pounds) over a four-year period. Whilst take-up of the framework was slow at the start, there has been renewed interest as the Council has redeveloped three Council owned assets and brought two new and significant services into the borough: supported living provision at Linden Road for people with very complex needs and day opportunities provision on two sites at Waltheof Gardens, again for people with complex learning disabilities and autism. The nature of the positive behaviour support (PBS) service offered is highly specialised to meet the complex and varied needs of the individuals involved. The fact that these services are coming on stream together means that the value of the framework needs to be increased, with the cost of the approach exceeding the original estimates. The framework did not guarantee any volume or value of work to the providers admitted to it. It remains the case that the scope of the framework will not change, and that the PBS service delivery approach will return cost efficiencies and assist the Council to meet its Medium-Term Financial Strategy (MTFS) savings targets.
- 4.2 All five framework participants were invited to tender. The tenderers' proposals were evaluated using a 50% quality and 50% price weighting and, on this basis, the recommended Provider is deemed to be the most economically advantageous tender representing the best value option to deliver the required service.

### **5 Alternative options considered**

- 5.1 The option not to proceed was rejected as there is a strong local commitment to opening a new day opportunities service for adults with learning disabilities and autism at the Waltheof Gardens site.
- 5.2 Three (3) options were considered for delivering this specialist provision: A complete outsourcing model from the Council's existing framework, an in-house service also delivering to a PBS model, and a hybrid model combining a mixture of in-house and a specialist PBS provider service provision.

- 5.3 An options appraisal was completed to consider how best the service should be provided. It was recognised that in-house services can give the Council greater control over the care that is provided – delivering improvements and minimising risks. However, financial modelling showed that a pure in-house service was not ready to take on the highly specialist service at this point and therefore was not in a position to balance the cost and quality requirements against the available budget.
- 5.4 A complete outsourcing model was considered but the difficulty of leasing the building to the provider made this financially unviable as the cost of the lease was prohibitive for a service which would be starting from scratch, that would need time to scale up over time, whilst having to cover the cost of the lease.
- 5.5 The options appraisal recommended a hybrid model with an in-house service managing the building, thereby removing the necessity for a lease, with the care and support service separately procured through the PBS Framework.
- 5.6 The key benefit of the PBS framework is that it gives the flexibility to step down service users' packages of care over time. The payment model for a PBS provider on the Framework is outcomes related: 80% of the flat rate weekly fee will be paid monthly in arrears based on sustainment of placement and remaining 20% of flat weekly fee will be paid pro-rata, quarterly in arrears linked to delivery of basket of outcomes. When services are sourced using the PBS Framework, 15% of the care and support costs will be paid by the Big Lottery, Commissioning Better Outcomes Fund.
- 5.7 The PBS framework is delivered by a highly skilled workforce and it is built in through the framework agreement that Haringey staff will benefit from direct input into their skills development. This includes training, sharing of best practice, shadowing both management and practice and building strategies and skills to deliver this model of care and support. Such an approach is aimed at ensuring that Haringey's directly employed staff are in a better position to carry out such specialist and highly challenging work in the future.
- 5.8 The opportunity to pass on and develop in-house skills is reflected in the approach undertaken here to commission this service for a fixed period. This supports the option for an in-house service to be developed.

## **6 Background information**

- 6.1 There are 46 adults with learning disabilities who have been placed in day opportunities located outside of the borough (OOB). 16 of these 46 have been identified by Haringey Learning Disabilities Partnership (HLDP) as being appropriate to move back into borough to a new day service that will support people with severe learning disabilities and autism. This day opportunity will continue to grow with new referrals over the next 5 years.
- 6.2 The Council has decided to base the new learning disability day opportunity in neighbouring buildings located at 20A & 20B Waltheof Gardens N17.

- 6.3 The Council's MTFS plan has agreed £525k of savings for the year 2020/21 for the re-provision of Learning Disabilities Day Opportunities. Brokerage have tested a small sample of out of borough placement costs with the market and found they were able to get significantly lower quotes than these 16 placements currently cost. The new services are key elements of delivering this saving. This means that there is an added pressure to ensure that the service begins in April 2020 to achieve full year effect of a reduction in day opportunity costs.
- 6.4 The hybrid model is the only option that can deliver on all key objectives required for the new services. These include:
- Flexible and responsive PBS support for our residents with severe and complex autism and learning disabilities, which reduces challenging behaviour and increases independence
  - Regular breaks from caring and support for family carers living in Haringey
  - A local community base in Haringey for day opportunities which stops people needing to travel out of borough for support
  - A service which opens in April 2020
  - £80-120k savings towards the MTFS target of £525k
  - Employment opportunities within the Council for local vulnerable adults who may be autistic and/ or learning disabled
  - Control over the buildings at Waltheof Gardens to maximise these resources, making them available to the local community and generating further income
  - Opportunity to embed development of in-house PBS skills across Ermine Road and more widely for the future
- 6.5 The hybrid model will provide a skilled staff team with the right expertise that can work with adults who challenge services. Providers signed up to the framework are skilled in delivering high-quality PBS services. Each service user will have a unique PBS Plan, which will include both proactive strategies - designed to help address and reduce the volume and incidence of behaviours that challenge - and reactive strategies – to ensure the service users and those around them are kept safe.
- 6.6 A PBS approach will support service users who present 'challenging behaviours' to live in a community setting. A PBS model will improve life outcomes for our most vulnerable service users with learning disabilities including autism, those who display behaviour that challenges and those with mental health conditions. Getting this right not only improves outcomes for users but contains costs for Adult Social Care, which will always be high for this cohort.
- 6.7 The hybrid model allows flexibility, so the amount of support someone requires can be scaled up or down as appropriate. A PBS model usually produces a reduction in the amount of support people need as the method reduces challenging behaviour that can put the client and others at risk. These reductions in support will be built into the savings plans. If the care and support element was in-house then these savings would be unlikely to be realised as reducing staffing flexibly and at short notice, based on

changes on individual needs would be difficult. This would not only cost more, but it would reduce the potential for independence as people would be supported with more staff than they need.

6.8 The proposed contract award represents an opportunity for a PBS provider to create a physical and social environment that is supportive and capable of meeting needs of this cohort of service users' and teaching them new skills to replace the behaviours which challenge.

6.9 There is a shortage of a specialist skilled and experienced service providers in the borough to support the most highly vulnerable social care service users. These are mainly adults and young people with complex needs (including learning disabilities and/or autism), those who display behaviour that challenges and those with mental health conditions.

6.10 **Procurement Process:**

6.10.1 All five framework providers were invited to submit a proposal in response to an Invitation to Tender (ITT) using the Corporate Sourcing Solution (Haringey Procurement and Contract System - HPCS).

6.10.2 By the deadline of 5<sup>th</sup> January 2020, one tenderer submitted their bid. Although only a single organisation tendered for this contract, the tender was evaluated against the Council's pre-stipulated evaluation criteria using a weighting of 50% quality and 50% price. The tender evaluation criteria and weighting were set out in the tender documents.

6.10.3 The Qualitative Delivery Proposals (QDPs) were independently evaluated against pre-determined scoring criteria by a Panel of five assessors, comprising Commissioning Officers, Day Service manager and experts by experience in the form of a service user and carer. The final consensus scores agreed by the Panel are summarised in section 6.13.5 of this report.

6.10.4 The Quality and Price scores are added together to determine a Most Economically Advantageous Tender. The table below summarises the outcome of the tender evaluation and breakdown of quality and price scores achieved by the tenderer:

| Tenderer | Quality Scores<br>(out of 500<br>points) | Price Scores<br>(out of 500<br>points) | Total scores<br>(out of 1000<br>points) | Rank |
|----------|--|--|---|------|
| Bidder A | 475                                      | 500                                    | 975                                     | 1    |

6.10.5 Quality and cost queries addressed through the clarification process with the successful tenderer have been satisfied.

6.10.6 The successful tenderer scored highly for quality and provided the best available market price and therefore the recommendation to award the contract.

6.11 **Transition and Contract Management**

6.11.1 Subject to approval to award the contract being granted, the provider shall carry out pre-mobilisation activities from February to March 2020 with an aim to commence the service delivery in April 2020, when the service will be available for service users to attend.

6.11.2 Contract management will be incorporated into the Contract. Key Performance Indicators and methods of measurement are integrated within the service specification and will be monitored through contract monitoring meetings and reports. Monitoring meetings will be held monthly for the first six months and quarterly thereafter. The purpose of monthly monitoring meetings will be to examine the implementation of the service. The provider will be required to make available evidence and other necessary information as requested by the Council to enable effective monitoring of the service at an operational level and to foster partnership working to facilitate early resolution of issues that may arise.

## **7 Contribution to strategic outcomes**

7.1 This service will contribute to the Borough Plan Priority 2 – People: All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities

## **8 Statutory Officers comments (Chief Finance Officer, Head of Procurement), Assistant Director of Corporate Governance, Equalities)**

### **8.1 Finance Comments**

8.1.1 This report is seeking to award a contract to Tenderer A from the PBS Framework to provide Day Opportunities Services for up to thirty (30) learning disabilities service users. The contract will be a call off contract for four years from 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2024. The total value of the proposed contract award of £3,500,000 for the maximum four-year term. Additionally, the report is seeking to vary the PBS Framework agreement and increase the value from £7m to £10.5m.

8.1.2 A hybrid model of both insourcing and PBS framework will be used to provide access to specialist service providers with resilience of service provision. Additionally, the 15% claimable from the Big Lottery Fund contributed to PBS framework is an economically efficient way of delivering the service.

8.1.3 The procurement route followed and outlined in section 6 sought tenders from a pre-tendered framework. The tender from the framework has ensured that the best possible price has been obtained from a specialised area of service. Tenderer A scored the highest in both quality and price and so award of the contract to Tenderer A demonstrates value for money.

8.1.4 The provision of this service is part of the overall strategy for delivering places within the borough for clients with complex needs. The contract award supports existing MTFs savings plans for Day Opportunity savings. However, there is a risk that full year savings will not be achieved in 2020/21 until the centre reaches capacity. Funding for contract will be met from current care package expenditure budgets that will transfer over as a result of clients

transitioning from care packages to this Day Opportunities service. There is no anticipated growth that will generate additional funding.

## 8.2 Procurement Comments

8.2.1 This provision falls within scope of Schedule 3 of the Public Contracts Regulations ('the Regulations') 2015. The full requirements including advertising in the Official Journal of the European Union were met when the framework was originally let.

8.2.2 Under the Regulations a modification of a framework, like an increase in value would usually require a new tender process. However, under s72 1(e) an insubstantial modification may be permitted provided; it does not render the framework substantially different from the original, as in this case and; there are no changes to the terms and conditions to the framework specification and the modification would not , amongst other things, have allowed any other tenderers. At tender only 7 suppliers were capable of being shortlisted, 5 of which were admitted to framework. PBS provision is a niche market with few suppliers able to deliver it effectively.

8.2.3 The increase in value is some £3.5m and is permitted under the Regulations.

8.2.4 The proposed call-off is made in line with the requirements as set out under the terms of the framework and permitted under the Regulations (33.8b) and represents the best value in the current market.

8.2.5 Commissioning will regularly monitor the contract during its lifetime to ensure contract key performance indicators and service delivery outcomes are met and good practice shared.

## 8.3 Legal Comments

8.3.1 The Assistant Director of Corporate Governance notes the contents of the report.

8.3.2 Pursuant to the provisions of CSO 7.01(b), the Council may procure services by selecting a contractor from a framework which has been established in accordance with the Council's CSOs and applicable legislation.

8.3.3 Pursuant to the provisions of CSO 9.07.1(d), Cabinet has the authority to approve contracts valued at £500,000 or more.

8.3.4 The Assistant Director of Corporate Governance sees no legal reasons preventing Cabinet from approving the recommendations in the report.

8.3.5 Please refer to the exempt Part B of this report for additional legal comments.

## 8.4 Equality

8.4.1 The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not.

8.4.2 The three parts of the duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

8.4.3 The proposed decision is to award a contract to a provider to deliver the PBS Day Opportunities Service. The service is for adults with learning disabilities, who share the protected 'disability' characteristic under the Equality Act. The award of the contact represents a step to meet the needs of these individuals and improve outcomes and is therefore a measure designed to advance equality of opportunity.

8.4.4 An equality impact assessment (EqIA) has been completed and is appended to this report. The EqIA notes that adults with learning disabilities in Haringey are more likely to be male and from BAME communities. The decision to award the contract therefore represents a measure to meet need that exists in certain communities in an equitable way. The full range of impacts and the extent to which protected groups are represented among those affected by the decision are detailed in the EqIA.

## 9 Use of Appendices

9.1 Appendix 1 – Exempt Information (Part B of this report)

9.2 Appendix 2 – Equality Impact Assessment

## 10 Local Government (Access to Information) Act 1985 (if not applicable state)

10.1 This report contains exempt and non-exempt information. Exempt information is contained in the exempt report and is not for publication. The exempt information is identified in the amended schedule 12 A of the Local Government Act 1972 under the following categories:

- (3) information in relation to financial or the business affairs of any particular person (including the authority holding that information); and
- (5) Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

## **Appendix 2 EQUALITY IMPACT ASSESSMENT**

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

### **Stage 1 – Screening**

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

### **Stage 2 – Full Equality Impact Assessment**

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

**When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.**

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

#### **1. Responsibility for the Equality Impact Assessment**

|   |   |
|---|---|
| <b>Name of proposal</b>                     | Waltheof Gardens – learning disability and autism service |
| <b>Service area</b>                         | Commissioning   |
| <b>Officer completing assessment</b>        | Sebastian Dacre   |
| <b>Equalities/ HR Advisor</b>               | Hugh Smith  |
| <b>Cabinet meeting date (if applicable)</b> | February 2020   |
| <b>Director/Assistant Director</b>          | Charlotte Pomery  |

#### **2. Summary of the proposal**

*Please outline in no more than 3 paragraphs*

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

Haringey Council are commissioning a new day opportunities service for adults with learning disabilities and autism. The model for the new service will be a hybrid model with a core inhouse service which will manage the building with the day opportunities care and support sourced through a 'call off' from the Positive Behaviour Support (PBS) Framework. The inhouse team will be a new establishment and does not have any impact on any other existing services.

Key stakeholders are adults with learning disabilities and autism, carers of adults with learning disabilities and autism and the Haringey Learning Disabilities Partnership.

The new service has come from a combination of (i) gap analysis showing a lack of day opportunities places available in borough and (ii) stakeholder engagement which has highlighted the need for a specialist learning disabilities and autism service in the borough. This has formed part of the adult social care redesign work.

This proposal will be presented to February cabinet.

The new service is due to open in April 2020

### **3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?**

*Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these*

*This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.*

| <b>Protected group</b> | <b>Service users</b>   | <b>Staff</b> |
|------------------------|--|--------------|
| Sex                    | Haringey Needs assessment: adults and children with Autism. Public Health. Haringey Council 2017<br><br>PANSI Projecting Adult Needs and Service Information<br><br>Mosaic Data<br>Haringey GLA 2017 projections | N/A          |
| Gender Reassignment    | EHRC   | N/A          |
| Age                    | Haringey Needs assessment: adults and children with Autism. Public   | N/A          |

|                                   |  |     |
|-----------------------------------|--|-----|
|                                   | Health. Haringey Council 2017<br><br>PANSI Projecting Adult Needs and Service Information<br><br>Mosaic Data<br>Haringey GLA 2017 projections  |     |
| Disability                        | Stakeholder engagement through the ASC redesign group and the Joint Adults Partnership Board Reference Groups.<br><br>Haringey Needs assessment: adults and children with Autism. Public Health. Haringey Council 2017<br><br>PANSI Projecting Adult Needs and Service Information | N/A |
| Race & Ethnicity                  | Mosaic data<br>Haringey GLA 2017 projections   | N/A |
| Sexual Orientation                | ONS  | N/A |
| Religion or Belief (or No Belief) | JSNA<br><br>Mosaic Data<br>Haringey GLA 2017 projections   | N/A |
| Pregnancy & Maternity             | Haringey residents Survey 2018   | N/A |
| Marriage and Civil Partnership    | Census 2011  | N/A |

**Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?**

*Explain how you will overcome this within the proposal.*

*Further information on how to do data analysis can be found in the guidance.*

The key source of the data is from PANSI (Projecting Adult Needs and Service Information), Mosaic (the adult social care database) and 2011 Borough Census, details of which is detailed below.

The key findings for Haringey are

**Sex**

- From the Census, the data shows that there are slightly more female residents than male residents in Haringey, with a 51/49 split;
- Mosaic data shows that there are disproportionately more males with a learning disability than females compared with the general population.

- Mosaic data shows that there are more males with a learning disability than females currently receiving services with a 56/44 percentage split.
- PANSI data shows that there are approximately 10 times as many working aged male adults with autism than working aged female adults.
- There are therefore likely to be more males benefiting from the new service.

### Mosaic Data

|        | LD  | ASC | GLA |
|--------|-----|-----|-----|
| Male   | 56% | 48% | 51% |
| Female | 44% | 52% | 49% |

### PANSI Projections

| <b>Autistic spectrum disorders by gender</b>                                | 2019         | 2020         | 2025         | 2030         | 2035         |
|---|--------------|--------------|--------------|--------------|--------------|
| <a href="#">Show all people</a>   |              |              |              |              |              |
| Males aged 18-24 predicted to have autistic spectrum disorders              | 216          | 212          | 211          | 225          | 232          |
| Males aged 25-34 predicted to have autistic spectrum disorders              | 506          | 504          | 486          | 468          | 481          |
| Males aged 35-44 predicted to have autistic spectrum disorders              | 479          | 488          | 506          | 497          | 479          |
| Males aged 45-54 predicted to have autistic spectrum disorders              | 347          | 351          | 382          | 421          | 439          |
| Males aged 55-64 predicted to have autistic spectrum disorders              | 220          | 232          | 274          | 297          | 320          |
| <b>Total males aged 18-64 predicted to have autistic spectrum disorders</b> | <b>1,768</b> | <b>1,787</b> | <b>1,858</b> | <b>1,908</b> | <b>1,951</b> |
| Females aged 18-24 predicted to have autistic spectrum disorders            | 22           | 22           | 22           | 24           | 25           |
| Females aged 25-34 predicted to have autistic spectrum disorders            | 52           | 51           | 49           | 47           | 48           |
| Females aged 35-44 predicted to have autistic spectrum disorders            | 47           | 47           | 48           | 46           | 44           |
| Females aged 45-54 predicted to have autistic spectrum disorders            | 37           | 37           | 38           | 40           | 41           |
| Females aged 55-64 predicted to have autistic spectrum disorders            | 28           | 29           | 32           | 33           | 34           |

## spectrum disorders

### Gender Reassignment

- We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans\* in order to represent the spectrum of transgender and gender variance.
- Our TCP data does not breakdown by gender assignment however within our proposal the needs assessment is the principal route to determining take up of the service, ensuring fairness and equalities.

### Age

- Pansi data for those with severe LD - 17% are aged 18-24, 28% between ages 25-34, 29% between ages 35 -44 15% between ages 45-54 and 11% between ages 55-64.
- The new service is targeted at working age adults who will most benefit from the PBS approach who display behaviours which challenge and this service will be supporting people to be more independent and have more opportunities in the community.

### Mosaic Data

|        | LD  |       | ASC |        | Haringey Equalities profile |
|--------|-----|-------|-----|--------|-----------------------------|
| 18 -64 | 91% | 18-20 | 2%  | 0-4    | 7.1%                        |
| 65+    | 9%  | 21-24 | 3%  | 5-9    | 6.2%                        |
|        |     | 25-29 | 4%  | 10-14  | 6.0%                        |
|        |     | 30-44 | 12% | 15-19  | 5.6%                        |
|        |     | 45-59 | 20% | 20-24  | 7.4%                        |
|        |     | 60-64 | 7%  | 25-29  | 11.0%                       |
|        |     | 65-74 | 12% | 30-34  | 11.2%                       |
|        |     | 75-84 | 18% | 35-39  | 8.9%                        |
|        |     | 85-90 | 11% | 40-44  | 7.9%                        |
|        |     | 90+   | 9%  | 45-49  | 6.9%                        |
|        |     |       |     | 50-54  | 5.3%                        |
|        |     |       |     | 55-59  | 4.2%                        |
|        |     |       |     | 60-64  | 3.6%                        |
|        |     |       |     | 65-69  | 2.6%                        |
|        |     |       |     | 70-74  | 2.3%                        |
|        |     |       |     | 75-79  | 1.8%                        |
|        |     |       |     | 80-84  | 1.1%                        |
|        |     |       |     | 85-89  | 0.6%                        |
|        |     |       |     | 90-94  | 0.3%                        |
|        |     |       |     | 95-100 | 0.1%                        |

### PANSI Data

#### LD - Severe

People aged 18-64 predicted to have a severe learning disability, and hence likely to be in receipt

of services, by age, projected to 2035

Show next five years

|   | 2019       | 2020       | 2025       | 2030       | 2035       |
|---|------------|------------|------------|------------|------------|
| People aged 18-24 predicted to have a severe learning disability                  | 48         | 48         | 48         | 52         | 53         |
| People aged 25-34 predicted to have a severe learning disability                  | 81         | 80         | 77         | 74         | 76         |
| People aged 35-44 predicted to have a severe learning disability                  | 83         | 85         | 87         | 85         | 82         |
| People aged 45-54 predicted to have a severe learning disability                  | 44         | 45         | 48         | 53         | 54         |
| People aged 55-64 predicted to have a severe learning disability                  | 30         | 31         | 36         | 38         | 40         |
| <b>Total population aged 18-64 predicted to have a severe learning disability</b> | <b>287</b> | <b>289</b> | <b>296</b> | <b>301</b> | <b>306</b> |

### Disability

- Census - An estimated 5,700 Haringey residents aged 14 and over are estimated to have a learning disability, and around 2,100 residents are estimated to have autism.
- All users of this service with have a learning disability with autism and behaviours that can be challenging.
- The new service means that there will be an increase in local services for adults with learning disabilities and autism.

### Race and Ethnicity

- Black / African / Caribbean / Black British are disproportionately over-represented receiving an LD service (36%) compared to the general population (18.7%).
- White are disproportionately under-represented (47%) compared to the general population.

### Mosaic Data

|   | LD  | ASC | Haringey Equalities Profile |
|---|-----|-----|-----------------------------|
| Asian / Asian British                       | 8%  | 7%  | 9.5%                        |
| Black / African / Caribbean / Black British | 36% | 34% | 18.7%                       |
| Mixed / multiple                            | 3%  | 2%  | 6.5%                        |
| No data                                     | 1%  | 6%  | 0%                          |
| Other Ethnic Group                          | 5%  | 4%  | 4.8%                        |
| White                                       | 47% | 46% | 60.4%                       |

### Religion or Belief (or No Belief)

- Haringey survey - Two out of three residents in Haringey are practicing a religion with Christians (45%) and Muslims (14%) being the largest resident group.
- Mosaic data for LD – 39% are practicing Christians, 38% non-practising or unknown and 12% are Muslims.

#### Mosaic Data

|                | LD           | ASC | Haringey Equalities Profile |
|----------------|--------------|-----|-----------------------------|
| Buddhist       | Non recorded | 0%  | 1.1%                        |
| Catholic       | 3%           | 5%  | (No Breakdown)              |
| Christian      | 35%          | 28% | 45%                         |
| Greek Orthodox | 1%           | 3%  | (No Breakdown)              |
| Hindu          | 2%           | 1%  | 1.8%                        |
| Jewish         | 4%           | 2%  | 3%                          |
| Muslim         | 12%          | 10% | 14.2%                       |
| No Religion    | 3%           | 4%  | 25.2%                       |
| Not Stated     | 35%          | 43% | 8.9%                        |
| Other Religion | 3%           | 2%  | 0.5%                        |
| Rastafarian    | 0%           | 0%  | Non recorded                |
| Sikh           | 0%           | 0%  | 0.3%                        |

### Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country, and is likely to be reflected in both the pupil and parent populations. However, ONS data shows that 0.5% families are same sex cohabitating couples, which suggests that LGB people are less likely to be parents, compared with the wider population.

- PANSI and Mosaic data – There is no active data on Pregnancy & Maternity

### Marriage and Civil Partnership

- PANSI and Mosaic data – There is no active data on Marriage and Civil Partnership.
- According to the Census 2011, 1,191 residents were in a same-sex civil partnership. ONS Census 2011
- Decisions will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

### 4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

*Please outline which groups you may target and how you will have targeted them*

Further information on consultation is contained within accompanying EqlA guidance

Engagement has been at the heart of this project since the start. Stakeholders have

been, and continue to be, involved at all stages of the process and is part of the work of the Adult Social Care Redesign workstream that is being led by Councillor James.

This group includes a large number of people: service users, carers, councillors, directors, assistant directors, voluntary sector representatives and Haringey CCG. Meetings take place regularly every two months.

Alongside this, the Joint Adults Partnership Board Reference Groups (Learning Disabilities reference group, the SCALD reference group and the transitions reference group) have been actively engaged.

Stakeholders from these groups have also been involved in the design of the building and the tender for the care and support element.

This level of engagement will continue up to the new service opening and beyond.

#### **4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

There is a lack of provision in the borough for adults with learning disabilities and autism and the new service will address this gap.

Stakeholders were very positive about the proposed new service and felt that the service was much needed and would be beneficial to adults with learning disabilities and autism and their carers living in the borough.

Stakeholder were involved in developing questions for the tender process and this helped to make them more focused on people with learning disabilities.

We also involved a service user with a learning disability and a carer of a person with a learning disability and autism in procuring a provider.

#### **5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?**

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

##### **1. Sex**

The data indicates a higher proportion of males have a learning disability, however for this service the needs assessment is the principal route to determining take up of the service regardless of a person's sex. While men can be expected to benefit

more from the new service, men and women will be treated equally.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

## 2. Gender reassignment

There is no service data for this characteristic, and so we are therefore unable to assess the impact of this proposal. We will monitor the implementation of the service for any inequalities that may arise based on this protected characteristic and take appropriate steps to address them if they do arise.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

## 3. Age

The service will be for working aged adults. The needs assessment is the principal route to determining take up of the service. No negative impact is anticipated for young people or older people.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

## 4. Disability

All of those who are provided with a service have a learning disability with autism and behaviours that challenges and the proposal will support people to access their local community. The Positive behaviour support model will help to manage behaviours allowing people to do more of the things that they enjoy. The service will also provide respite for carers.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

## 5. Race and ethnicity

Mosaic data shows that those from Black / African / Caribbean / Black British are disproportionately overrepresented compared to the wider population. The service therefore represents a step to meet a need that exists to a greater extent for BAME communities. For this service the needs assessment is the principal route to determining take up of the service.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

## 6. Sexual orientation

There is no service data for this characteristic, and so we are therefore unable to assess the impact of this proposal. We will monitor the implementation of the service for any inequalities that may arise based on this protected characteristic and take

appropriate steps to address them if they do arise.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

**7. Religion or belief (or no belief)**

For this service the needs assessment is the principal route to determining take up of the service. People will be treated the same regardless of religion or belief. There is no reason to anticipate any negative impacts for any individual or group associated with their religion or belief.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

**8. Pregnancy and maternity**

There is no service data for this characteristic, and so we are therefore unable to assess the impact of this proposal. We will monitor the implementation of the service for any inequalities that may arise based on this protected characteristic and take appropriate steps to address them if they do arise.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

**9. Marriage and Civil Partnership**

People in marriages and people in civil partnerships will be treated the same in all aspects of this service.

|          |  |          |  |                |  |                |  |
|----------|--|----------|--|----------------|--|----------------|--|
| Positive |  | Negative |  | Neutral impact |  | Unknown Impact |  |
|----------|--|----------|--|----------------|--|----------------|--|

**10. Groups that cross two or more equality strands e.g. young black women**

The needs assessment is the principal route to determining take up of the service and any groups that cross two or more equality strands with an assessed need will benefit from this service. Groups that are likely to be overrepresented among service users include:

- Men with disabilities, including learning disabilities and autism
- BAME men with disabilities, including learning disabilities and autism

**Outline the overall impact of the policy for the Public Sector Equality Duty:**

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
  - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
  - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

This proposal will not result in any direct/indirect discrimination for any group that shares the relevant protected characteristic.

The new service will help to minimise disadvantage experienced by adults with learning difficulties by positively encouraging them to be more involved in their local communities. The Positive behaviour support model will help to manage behaviours allowing people to do more of the things that they enjoy. The service will also provide much needed respite for carers.

**6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?**

Further information on responding to identified impacts is contained within accompanying EqIA guidance

| Outcome  | Y/N |
|--|-----|
| <b>No major change to the proposal:</b> the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u> | Y   |
| <b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below   | N   |
| <b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.  | N   |

**6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty**

| Impact and which relevant protected characteristics are | Action | Lead officer | Timescale |
|---|--------|--------------|-----------|
|   |        |              |           |

|                  |     |     |     |
|------------------|-----|-----|-----|
| <b>impacted?</b> |     |     |     |
| N/A              | N/A | N/A | N/A |
|                  |     |     |     |

**Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.**

No negative impacts identified

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

The Adult Social Care Day Opportunities working group will continue to monitor the equalities impact. The new service is high profile and carers and service users will be involved in the development of the service ensuring that it is run for the benefit of adults with learning disabilities and autism and their carers.

We will also continue to work with the adult reference groups as the service is implemented and developed.

Regular stakeholder feedback will be used to monitor the service during regular quarterly monitoring of the provider of the care and support at Waltheof Gardens.

**7. Authorisation**

EqIA approved by .....  
(Assistant Director/ Director)

Date  
.....

**8. Publication**

*Please ensure the completed EqIA is published in accordance with the Council's policy.*

Please contact the Policy & Strategy Team for any feedback on the EqIA process.