

Assessment No	996	Owner	rickeera.kaur
Resource	HSCP	Service	Joint
	FirstName	Surname	Job Title
Head Officer	Rickeera	Kaur	Contracts & Commissioning Officer
Members	Neil McKechnie: Contracts, Commissioning & Quality Manager: West Dunbartonshire HSCP Anne Branaghan: Service Manager: Quarriers Dunn Street Service Jude Grant: Operational Manager: Quarriers Sylvia Chatfield: Head of Learning Disability, Addictions and Mental Health Services: WD HSCP		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Provision of Planned Respite for Adults with Learning Disability - Contract		
	The aim, objective, purpose and intended out come of policy		
	<p>The HSCP intends to award a contract to Quarriers, the service Provider, to maintain their Dunn Street Service. The aims of this service are:</p> <ol style="list-style-type: none"> To provide respite care for individuals with a learning disability/ complex needs: <ol style="list-style-type: none"> that provides their carer with respite and recuperation that allows the carer to attend to their own needs and wellbeing to improve outcomes for carers, extend the longevity and viability of their caring abilities, support their relationship with the cared-for person, and support the cared-for person to continue living at home that allows the cared-for person a safe, comfortable and enjoyable stay in a service that they know and that understands and is attuned to their needs provide a respite service that enhances the wellbeing of people who come to stay Provide emergency accommodation for people known to the service: <ol style="list-style-type: none"> in order to minimise adversity or disruption in crisis situations, by being a known service and group of staff prevent hospital or care home admissions, by supporting maintenance of home living arrangements prevent escalation of risk to vulnerable people by providing a responsive wrap around care service at short notice Ensures fair and equitable access to services, supporting as many people as possible to benefit from the respite and emergency provision, as suited to their assessed needs. 		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Quarriers Dunn Street management and staff group Learning Disability, Mental Health & Addictions Services - West Dunbartonshire HSCP Contracts and Commissioning Service - West Dunbartonshire HSCP People who use the service and their carers - via Quarriers Dunn St input		
Does the proposals involve the procurement of any goods or services?			Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes

SCREENING	
<i>You must indicate if there is any relevance to the four areas</i>	
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	Yes
Relevance to Human Rights (HR)	Yes
Relevance to Health Impacts (H)	Yes
Relevance to Social Economic Impacts (SE)	Yes
Who will be affected by this policy?	
People who currently use Dunn St respite service, or those who may in the future Their carers, family, wider networks Professionals involved in those persons care plans Adult services, learning disability, team in WD HSCP Commissioning services, WD HSCP	
Who will be/has been involved in the consultation process?	
Quarriers management Head of service area	

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

Specific group to consider	Needs	Evidence	Impact
Age	<p>The service will continue to provide respite and emergency care for adults aged 18-65. This is in accordance with national guidance and best practice to allow those out with this age range to access specialist services more suited to their needs.</p> <p>The service undertakes assessment and one to one work in relationship building, to ensure that they get to know individual's unique needs and preferences, and can attend to these during their stay. Consideration should also be given to appropriate matching in shared accommodation, to ensure that individual's are comfortable during their stay and able to socialise with other people staying there if they wish to.</p>	Local Carers Strategy 2020-2023: data shows that carers in WD are of a wide age range, as are the people they care for. Therefore the service must be adaptable to the needs of all adults in contact with them and have recognition of particular age related issues that might be relevant to each individual and their carer.	Positive - continued provision of service that meets individual need and is appropriate in personalising the support given, creating opportunities for socialising and friendships, and in appropriate safeguarding.
Disability	<p>All people who access the service are affected by disabilities. The building is adapted and accessible, with an assessment of mobility needs carried out for each individual. The new contract will bring a framework that allows the service to manage staff provision for supporting people, particularly with issues such as emergency evacuation protocols: staffing numbers.</p> <p>The specialist Provider of the particular inequalities faced by people with disabilities, such as health inequalities, and how best to support people to overcome these.</p>	This is in line with Scot Gov 2011 - National care standards: short breaks and respite care services for adults	Positive - a more robust and dynamic system will be in place to allow the service to respond to individual's needs

Gender Reassign	NA, the service is allocated on the basis of need related to disability and carer's need. The service are a national provider of support to people with learning disabilities and hold expertise in recognising their unique and collective experiences.	The RCN (2019) highlights that people with a learning disability may be less able to communicate or understand their gender identity/ gender related needs	Neutral
Marriage & Civil Partnership	NA as above	NA	Neutral
Pregnancy & Maternity	NA as above. The Provider has in place suitable policies, assessment and risk management for their work force.		Neutral

<p>Race</p>	<p>Whilst this service is somewhat limited in how adaptable it can be - as it is providing shared accommodation to up to 6 individuals - it can be flexible and adaptable in matching and co-ordinating appropriately to try to meet people's needs. This might include matching considerations for allocating dates of respite, to meet cultural needs or reasonable requests. Similarly, the service can provide a degree of flexibility in the care provided, where reasonable and appropriate.</p> <p>The contract requests that the service aims to provide a workforce that has demographics reflective of the WD demographic, in order to fairly represent diversity. Evidence within the Local Carers Strategy is that 1% of people using the service were from minority ethnic groups and there is recognition that this is not reflective of the wider demographic of WD. National evidence suggests that people from of Asian ethnicity are more likely to undertake an unpaid caring role and less likely to seek support with that. Similarly gypsy and traveler communities are under represented in the evidence and research. This is not something that this service can tackle or address directly, however is a wider consideration for care services and perhaps the service can include equalities monitoring to participate in wider scoping exercises.</p>	<p>Despite the higher prevalence of learning disabilities among some minority ethnic communities and the greater burden of care, families from minority ethnic communities with a member who has learning disabilities are doubly disadvantaged as a result of racial discrimination and culturally inappropriate forms of care and service provision (Cambridge University research, 2018).</p>	<p>Positive/ neutral: the service can provide an individualised care package, somewhat limited to their role and remit.</p>

Religion and Belief	As above. Individual assessment of support needs is carried out, including cultural and religious needs, which the service will strive to attend to. This may include supporting people to worship, providing to dietary needs, allocating same sex workers at request, etc.	As above	As above
Sex	Whilst the service may match people using respite with suitable other "housemates" to share with during their stay, this will be managed by need and preference where possible. This will take account of individual assessments of need.	<p>There are some key issues in relation to understanding the needs of people with learning disability that the provider will be aware of and experienced in managing.</p> <p>This includes increased vulnerability in relation to gender based violence, primarily affecting women (Public Health Scotland).</p>	Neutral
Sexual Orientation	The service is experienced in supporting people to understand their own needs and wishes and to be able to promote human rights and responsibilities as a service provider. The service has strong grasp of safeguarding duties.	<p>Mencap (2023) note that many people with learning disabilities are not afforded the support and respect to manage the relationships that they would like to. There is a increased disadvantage then for LGBTQI + people, who are also known to experience inequality.</p> <p>Mencap research found that support workers can provide a confident source of support for people to understand their relationships, but conversely that support workers can also feel anxious about rights and safeguarding for people with learning disabilities, resulting in exacerbated inequality.</p>	Neutral
Human Rights	There are numerous relevant human rights considerations, unique to each person accessing the service. Some people using the service may be assessed as lacking capacity for some decision making. The service knows each individual well, spends time understand their needs through initial and ongoing assessment and care planning, to understand each individual and any advocacy or rights based issues. The service should continue to contribute these assessments to the wider care team.	Scottish Government policies the Keys to Life and 'A Fairer Scotland For Disabled People' set out the HSCP's duties in upholding the rights of people using such services. This is reflected in the HSCP's strategic plan Improving Lives Together 2023-2026.	

Health	<p>People with disabilities are known to have several health inequalities including in access to health and social care services.</p> <p>The service will undertake assessment of each individual's needs prior to them staying in the service, including support needed to upkeep their health and wellbeing. This allows the individual continuous support whilst away from home.</p> <p>Short breaks are known to benefit the individual's general wellbeing by providing positive relationships, opportunities for further independence, social connections and new experiences.</p>	<p>A total of 458 individuals with a learning disability are known to HSCP's Learning Disability Services. Rates of learning disability are above the Scottish average, and individuals with a learning disability have some of the poorest health outcomes of any group in Scotland (Improving Lives Together: Strategic Plan 2023-2026)</p>	<p>Positive</p>

<p>Social & Economic Impact</p>	<p>There are numerous considerations. People with a learning disability are disproportionately affected by and more vulnerable to a lack of equal opportunities for healthcare, housing, education, employment and social pursuits. They are also likely to be at higher risk of the potential health risks and consequences of cold weather and fuel poverty than the general population. People with disabilities experience heightened consequences and risks in relation to public health issues such as during the covid 19 pandemic, or during flu and winter bug seasons. The service has been experienced in managing such complex issues previously.</p> <p>Respite stays provide people with different experiences and opportunities, and time away from home and usual routines, to promote general wellbeing and to reduce the strain that families experience through caring responsibilities.</p> <p>Continued respite provision also allows carers to improve their life balance, including to meet their own needs and reduce the impact of these inequalities.</p>	<p>Disability Rights UK research indicates that Nearly half of everyone in poverty is either a disabled person or lives with a disabled person. The Joseph Rowntree Foundation confirmed that disabled people face higher costs of living and more barriers to accessing a sustainable income.</p>	<p>Positive</p>
<p>Cross Cutting</p>	<p>There are several cross cutting considerations that should be captured in the initial and ongoing assessment within the service and kept up to date through regular reviews.</p>		

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing basis?

Contract monitoring will be required, alongside the service contributing to multi agency reviews for each individual.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The Dunn Street Respite service has provided a well attended and popular respite service for WD residents with disabilities for a number of years and aims to continue to do so. Provision of this contract will allow a framework from which the service can develop and improve, by adapting to meet the needs of people who use the service, and the needs of the wider community.