

Name of proposal/policy	Learning Disability Partnership Board (LDPB) Team Strategy and Functions	Budget number (if applicable)	
Service area responsible	Business Intelligence & Project Management	Cabinet meeting date	
Name of completing officer	Debbie Allen, Partnership and Involvement Manager	Date EqIA created	22 nd March 2018
Approved by Director / Assistant Director	Luiza Morris-Warren	Date of approval	4 th April 2018

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

The Learning Disability Partnership Board has been a key conduit between people with learning disabilities, family carers/carers/supporters and public bodies since it was set up as part of a national network of Boards in response to the government strategy Valuing People, published in 2001.

The Council hosts the LDPB but it is a county wide resource to support change in all areas/public bodies that impact on the lives of people with learning disabilities. The LDPB is not a direct service provider. The LDPB gives a voice to people about their concerns and issues to effect improvements in public bodies and other organisations through joint working and projects are informed by the work and input of 8 local champions (self-advocates with a learning disability). The local champions are paid a small sum for their work that includes for example, talking to other people with learning disabilities, awareness training for staff such as Police Officers and Social Workers and development of Easy Read documents. Some work attracts small amounts of income to cover these costs, staff support and resources such as specialist software - for example, easy read documents for the Police & Crime Commissioner or input into student nurse/social work training at the University of Northampton.

The LDPB 3 year (Big) plan is co-produced with its members but is also driven by national and local policy such as Transforming Care or the Outcomes Framework. The Board holds 4 formal meetings a year lasting 4 ½ hours to allow for accessible methods of engagement to be used. To enable good physical access (and because until very recently Angel Sq was not made available) these meetings have been held at cost in external venues that are easy to reach by public transport. The meetings enabled updates to be given from key professionals, consultation and engagement on key issues and monitoring of the Big Plan and work of the team. The team is 2.4 wte: a manager; development officer and business support.

Description of proposal under consideration/development

The LDPB has to review its ways of working due to an income/savings target of circa £28k, effectively reducing its budget to staff costs only plus an operating budget of circa (£10k) should the s114 restrictions currently in place in relation to non-statutory spending be lifted. This will mean that resources are insufficient to sustain direct support of the local champions or external work that is not income generating.


The LDPB moved into BIPM during 2017 as part of the wider Consultation and Engagement team (3wte). It is proposed that the LDPB team will be more closely aligned to the Consultation and Engagement team to facilitate improved support to NCC in effectively engaging with people with learning disabilities and other disabled people/vulnerable groups. This creates the opportunity to reinforce NCC's understanding of the aspirations, needs, concerns and barriers faced by young people and adults with a learning disability, other vulnerable adults and their family carers/carers. The plan will also be to include BAME communities and customers and members of the public who may be hard to reach.

The team aims to work more widely across council services to influence all departments and support them to be accessible and responsive. Board meetings will cease and a range of other methods of engagement and consultation will be planned. Support and work of the local champions will move out to a small independent CIC that is under development by three family carers, one of whom is the current carer co-chair of the LDPB.

Engagement activities to explain the changes to date include discussion of these proposals between officers of NCC (including the Head of BIPM) and the carer/self-advocate co-chairs of the Board and a presentation and discussion with local champions by the manager. A presentation and discussion about the proposal to the formal Board meeting is planned for 29th March 2018.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”
LDPB Board members (LDPB held list). Direct impact as involved in quarterly meetings and other consultations/engagement activities	Reps and champions learning disability = 5 female, 8 male Family Carers = 8 female, 1 male (Remainder of reps are from general community, provision or professional)
LDPB local champions. Direct impact as involved regularly in Board activities and engagement	3 Female 4 male (1 young person’s rep held vacant)
Northamptonshire population of Adults with Learning Disabilities (sources: JSNA prevalence 2.3% and Transforming Care Plan/locality profiles)	2,800 adults – gender estimated as 54% female

Tick the relevant box for each line by using a capital 'P' to make a 	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age			✓	
Disability		✓		
Race & Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	
Human Rights (Please see articles in toolkit)			✓	
Other Groups (rural isolation, socio-economic exclusion etc)	✓			

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>There is a direct impact on the adults with a learning disability and carers involved on a regular basis with the LDPB and its current activities as they will no longer be directly supported by the staff team.</p> <p>There is a positive impact on other vulnerable groups such as those with dementia or excluded groups as the team's remit will widen.</p> <p>There is an indirect impact on the wider population of learning disabled young people and adults and their carers as they will no longer have targeted access to an engagement team with a specific specialism.</p>	<p>Local champions will be supported by a small independent CIC that will be able to seek funding from other sources not currently available.</p> <p>Plans and methodologies will be developed and widened, and team capacity increased to include all vulnerable groups.</p> <p>The plans and methodologies above will continue to be inclusive of learning disabled young people and adults and their carers.</p>

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

Plans will be reviewed after the formal Board meeting on 29th March 2018. Team strategy and workplans will be put in place in the early part of the financial year 2018/19.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

--