

EQUALITY IMPACT ASSESSMENT

Equality impact assessment on the consultation process regarding the future of the Frondeg Residential Home.

1) AUTHOR

Olwen Ellis Jones, Service Manager Learning Disability, Adult, Health and Wellbeing Department

2) PARTNERS

Current residents of Y Frondeg, their families and staff
 Adults on the Learning Disability Register, Gwynedd Council
 Service users who receive care Out of County and their families
 Families and carers of children with a Learning Disability of transition age through the Derwen service
 Care Cabinet Member, Councillor Gareth Roberts
 Housing Cabinet Member, Councillor Ioan Thomas
 Glyn Thomas Local Councillor (Cadvant)
 Gwynedd Council Members
 Members of Parliament and Assembly Members
 Learning Disabilities Service Improvement Group
 Arfon Community Link
 Caernarfon Town Council
 Autism Group
 Advocacy Service
 The local community

3) START DATE OF THE ASSESSMENT

1 June 2015
 formal consultation start date 14 September 2015

4) END DATE OF THE ASSESSMENT

The assessment will be reviewed regularly and adjusted as necessary

5) AIMS AND OBJECTIVES OF THE SERVICE

Transparency is necessary in the process of reaching a decision within the Council, taking into account the opinions of the people who will be affected.

A consultation has been held regarding the future of Y Frondeg registered home to consider a new accommodation model for adults with a learning

disability for the future which complies with the Welsh Assembly Strategy and Gwynedd Council's vision for people with a Learning Disability.

6) PARTICIPATION AND CONSULTATION

The consultation was advertised extensively in the press, and on social media, in addition to targeting main stakeholders directly, in order to raise awareness of stakeholders and the public into the consultation process and the opportunity for them to participate.

Information was shared in a manner relevant to the individual

An information pack and questionnaire was provided and was shared with the following:

Families of Y Frondeg residents

Staff members at Y Frondeg

Elected Representatives in the area

Derwen Service

Families of service users who receive care Out of County

A web page was developed for the consultation, which contained:

- Information on how to participate in the consultation,
- Download the Information Pack and Questionnaire,
- An easy read version of the information Pack and Questionnaire,
- A contact number to receive a Pack through the post.
- A contact number for enquiries.

A one to one meeting was offered to families of the residents at Y Frondeg and to families of service users who receive care out of county.

An independent advocacy service was available to service users who wished to express their opinions through this medium.

Arrangements in place to support key stakeholders during the consultation period.

The following measures were in place to support stakeholders during the consultation period:

1. Information leaflet which sets out the background and the situation in

context

2. Questionnaire on the options to receive the stake holders opinion
3. Individual meetings with the current residents of Y Frondeg and their families if they wished
4. An independent advocacy provision available to service users if they wished
5. Meetings with staff
6. Dialogue with elected representatives
7. A Council officer available during set times to receive comments during and after the consultation.

See the report of the Cabinet with a report on the outcome of the consultation on the future of Y Frondeg home

It is intended to establish stakeholders focus group in order to ensure the contribution and voice of the service user is heard.

7) EVIDENCE AVAILABLE

We continue with the direction that has been set by the Council to improve the quality of life for individuals with Learning Disabilities.

This is done by implementing Gwynedd Councils accommodation model transformation program for adults with Learning Disabilities, in accordance with:

- Learning Disability Commissioning Plan 2011 -16

Welsh Assembly Strategy - Policy and Practice for Adults with Learning Disabilities 2007

And North Wales Strategic Vision:

'Mobius UK Developing Citizen Centered' Services for People with Learning Disabilities (2008)

8) EVIDENCE GAPS

We will continue to seek the views of all stakeholders on the Learning

Disability register to ensure that there are no gaps in the evidence.

APPENDIX 4

9) RELEVANCE AND IMPACT

9a) In terms of the general duties

General Duties of the Equality Act	Relevance	The actual or likely impact
Getting rid of illegal discrimination, harassment and victimization	Irrelevant	We will ensure that during the consultation process that we will not discriminate against any protected characteristics.
Promote Equal Opportunities	Relevant	The new accommodation development will support and promote independence and improve opportunities and options for adults with a learning disability.
Promote good relations	Relevant	We will promote good relations by encouraging participation and input of various stakeholders The new development will provide opportunities for adults with Learning Disabilities to become more involved in their local community

APPENDIX 4

9b) In terms of equality groups

Features	Relevance	The actual or likely impact
Race	Relevant	There will be an account of every service users individual needs
Disability	Relevant	The new development will allow adults with Learning Disabilities live a healthy, productive and independent lives and develop to their full potential; be individuals who decide on issues for themselves on a daily basis and live their lives within their community.
Sex	Relevant	We will take into account every service users individual needs together with staff needs when service planning
Gender reassignment	Relevant	We will take into account every service users individual needs together with staff needs when service planning
Sexual orientation	Relevant	We will take into account every service users individual needs together with staff needs when service planning
Religion or belief	Relevant	We will take into account every service users individual needs together with staff needs when service planning
The Welsh language	Relevant	We will ensure the provision of Welsh in the new development
Age	Relevant	We will take into account every service user's individual needs together with staff needs and the service will be available to every individual over the age of 18 years.
Pregnancy and maternity	Relevant	We will take into account every service users individual needs together with staff needs
Marriage and civil partnership	Relevant	We will take into account every service users individual needs together with staff needs

10) ADDRESSING THE IMPACT

a)	Identify any potential impact on equality We don't anticipate any effect on most of the features, but if any matters are addressed / arise, they will need to be dealt with
b)	Pa gamau gellir eu cymryd i leihau neu wella'r effeithiau yma? The following measures will be in place to support the stakeholders 1. Bilingual information noting the background and set the situation in context. 2. Information to be prepared in a suitable form for the users. i.e. easy read 3. Continue the Individual meetings with service users and their families if desired. 4. Continue the provision of independent advocacy is available to users if desired, access to a social worker. 5. Meetings with staff. 7. Maintain a dialogue with the elected representatives. 8. Council Officer available at set times to receive comments
c)	Is it necessary to reconsider the plan? The equality impact assessment will be reviewed when analyzing the results of the consultation.

11) MONITORING AND REVIEWING PROCEDURES

If the recommendation to develop a new model of accommodation will be approved and the use of Y Frondeg registered home comes to an end, the Engagement Manager together with relevant officers within Adult, Health and Wellbeing Department will work together to support the key stakeholders through the period.

12) ACTION PLAN

The table below summarizes the main actions which will be attached to any engagement process.

Main Action Points	Date
Analyzing the results of the consultation and prepare a report with recommendations to the cabinet	November/December 2015

on the way forward	
Present the results and report to Cabinet	January 2016
Accept the Cabinet's guidance on the way forward.	January 2016

13) DECISION

This assessment was accepted and approved by:

- Service Manager Learning Disability
- Adult, Health and Wellbeing Department Head of Service