

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	Adult Social Services
<b>Service Area</b>	All Disability Areas
<b>Service/policy/function being assessed</b>	Implementation of a Transport Assistance Policy
<b>Which borough (s) does the service/policy apply to</b>	Richmond
<b>Staff involved</b>	Head of Strategic Performance and Assistant Director Business Resources
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<b>Date approved by Policy and Review Manager</b>	
<b>Date submitted to Directors' Board</b>	

### SUMMARY

The Transport Assistance Policy will set out how assessed eligible needs will be met in relation to transport. It will ensure practice reflects the requirements of the Care Act 2014 and the Council's aim to promote people's independence as far as possible. This policy does not cover transport to universal services, which are provided by the voluntary sector.

Currently, Adult Social Services commissions taxis for 30 adults with disabilities. These are provided by 10 companies at a yearly cost of £417,351.48. There are a further 95 transport service users, attending day or residential care provided by the council, which has transport included in the service.

The absence of a formal policy has risks and inconsistency in approach to meeting assessed transport needs. In particular, the extent to which the person's own strengths and capabilities were considered in meeting their transport needs and what support was available from their wider support network or local community.

The policy will impact new and existing service users with assessed transport needs. Of the 125 transport users, 32 have learning disabilities, 45 are older people with mental health needs, 39 are older people with physical disabilities, 8 are adults with physical disabilities and 1 is an adult with mental health needs.

The policy will positively impact on all service users by:

- Ensuring decisions to address transport needs are based on their strengths and capabilities, and their own resources and support networks.
- Promoting their independence, wellbeing and safety as fundamental
- Providing freedom of choice and independence in determining their travel arrangements.

- Ensuring support is given to those who lack confidence to arrange and use independent travel safely.
- The option of travel training will ensure persons are confident to arrange own travel, an essential life skill which will impact on their ability to access work and social activities.
- Ensure a fair and consistent approach.

Impact will be determined by the outcome of an individual's strength-based assessment. A negative impact may be that, some service users may no longer be eligible for transport and would be expected to make their own travel arrangements. To mitigate this impact, the policy identifies a range of options and support to assist, including:

- Signposting to alternative means of transport or assistance;
- Availability of travel training to ensure confidence and safety in arranging own transport;
- Support to service user and their family / carers to claim appropriate mobility benefits / concessionary travel pass;
- Option of a travel buddy (if appropriate);
- Option of sharing transport (if appropriate);
- Greater use of community / voluntary support.

## 1. Background

### Current Position:

- The absence of a formal policy underpinning the commissioning of transport for individuals has led to inconsistent approaches in meeting assessed care and support needs.
- Care and support assessments were not based on the person's own strengths and capabilities and therefore did not always consider the person's potential to meet assessed transport needs using their own resources and support networks.
- This Equality Impact Needs Assessment will concern the 30 people that receive transport directly commissioned from the council. These transport users have been identified as those most likely to be affected by the changes in the Transport Assistance Policy given their potential to develop greater independence.
- Currently 1720 adults receive support funded by Richmond Adult Social Services. Of these 30 (1.9%) receive transport via a taxi commissioned by the department. 25 of these have a learning disability and 5 are adults with a physical disability.
- There are 10 taxi providers and individual transport costs range from £44.00 pw to £788.00 pw, the average is £267.53 pw and total £417,351.48 per year.
- Among the 30 people, transport is used for the following:
  - 8 use transport to attend day care
  - 17 younger adults (below 26 years) use transport to attend college
  - 5 use transport for various care and social activities
- Currently 18 of the 30 transport service users contribute to the cost of their care. Contributions range from £18.16 per week to £78.18 per week with an average of £40.59 per week and total £37,988.60 per year.

- There are a further 95 service users that attend day or residential care provided by the Council, where transport is provided via buses. It is recognised that these transport users will not be affected by the new policy, given the nature of their care and support needs. The day/residential centres are as follows:
  - Woodville (47 service users, older people with dementia)
  - Sheen (34 service users, older people with physical disabilities)
  - Access (12 service users, older people and adults with physical disabilities)
  - Cherry Lodge (1 service user, older person with mental health needs)
  - Beech Lodge (1 service user, older person with mental health needs)

**Proposed Policy:**

- The implementation of the Transport Assistance Policy will ensure a fair and consistent approach to the identification and provision of commissioned transport and travel assistance.
- The policy’s aim is to support people to live and travel as independently and safely as possible. This policy is in keeping with the Council’s aim to promote people’s independence as far as possible.
- New and current transport service users will have a strength-based assessment/review to explore if it is safe and reasonable for them to make their own travel arrangements. All available transport options will be considered before a final decision is made, considering the most cost-effective and sustainable travel arrangements for individuals.
- Assessed transport support will be an integral part of a person’s care and support plan and therefore included in personal budgets. This measure will ensure that transport support is regularly reviewed as part of the person’s annual review/re-assessment.
- The inclusion of transport costs in personal budgets will ensure that these costs are considered in financial assessments. None of the transport users would be required to pay an increased contribution as a result of transport costs being included in their personal budgets. They already pay their maximum contribution and would be unable to pay more.

**2. Analysis of need and impact**

**Data for this section is taken from:**

1. Council Client Information Database Mosaic – for all adult service user data
2. Datarich.info Equalities Data
3. Adult Social Care Market Position Statement 2019/20 – for population growth statistics

**Key Findings:**

PROTECTED GROUP	FINDINGS			
	Age Band	No of Transport Users (TU)	% of Transport Users (TU)	Borough %
Age	18-25	13	43%	5.7%
	26-64	17	57%	55.7%
	65-74	0	0%	8.7%
	75-84	0	0%	4.5%
	85+	0	0%	2.3%
	<b>Total TU</b>	<b>30</b>	<b>100%</b>	<b>76.9%</b>

	<ul style="list-style-type: none"> <li>• Combined, Adults (26-64 years) and Younger Adults (18-25) represent 100% of affected transport service users.</li> <li>• Older people (65 years and over) represent 0% of transport service users.</li> <li>• The introduction of the policy will have the greatest impact on those under 65 as they make up all the service users affected.</li> </ul>			
<b>Disability</b>	<b>Age Band</b>	<b>Physical Disability</b>	<b>Mental Health (MH)</b>	<b>Learning Disability (LD)</b>
	18-25	0	0	13
	26-64	5	0	12
	65-74	0	0	0
	75-84	0	0	0
	85+	0	0	0
	<b>Total Transport Users</b>	<b>5</b>	<b>0</b>	<b>25</b>
	<b>% of Total Transport Users (TU)</b>	<b>17%</b>	<b>0%</b>	<b>83%</b>
	<b>% of all Adult Social Service Users</b>	<b>0.3%</b>	<b>0%</b>	<b>1.45%</b>
	<b>% borough population</b>	<b>62.3%</b>	<b>12.2%</b>	<b>25.5%</b>
	<ul style="list-style-type: none"> <li>• Of transport users with learning difficulties all are below 65 years.</li> <li>• 83% of the Younger Adults transport users (below 26 years) have learning disabilities. This group of transport users may reduce as a result of policy changes being implemented in Children’s Service to assess children at age 14 for Independent Travel Training.</li> <li>• Projections show the Borough’s population of those with a ‘Physical Disability will increase by 30% by 2035. While it is important to note that a large proportion of this increase is accounted for by an ageing population, it nevertheless highlights a growing impact this policy will have on that particular group.</li> <li>• As all the transport users have a disability in order to receive a transport service, the policy will disproportionately impact disabled persons when compared with the boroughs population of disabled persons.</li> </ul>			
<b>Gender (sex)</b>		<b>Male</b>	<b>Female</b>	
	<b>User Group</b>	46.7%	53.3%	
	<b>Borough</b>	43%	57%	

	<ul style="list-style-type: none"> <li>There are marginally more female transport users and as such, this group are likely to be affected to a greater extent. However, given the borough averages for gender, neither group will be disproportionately affected by the policy implementation.</li> </ul>						
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>Data not collected</li> </ul>						
<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>Data is gathered on marital status but is not relevant for the application of this policy.</li> </ul>						
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>Data not collected</li> </ul>						
<b>Race/ ethnicity</b>		<b>White</b>	<b>Mixed</b>	<b>Asian or Asian British</b>	<b>Black or Black British</b>	<b>Other Ethnic Groups</b>	
	<b>Total TU</b>	24	1	2	0	1	
	<b>% of total TU</b>	85.7%	3.6%	7.1%	0%	3.6%	
	<b>Borough %</b>	86%	3.6%	7.3%	1.5%	1.6%	
	<ul style="list-style-type: none"> <li>Of the 28 transport users that stated ethnicity, 85.7% are White and 14.3% are BME. This trend is common across the age bands.</li> <li>The introduction of this policy will not have a disproportionate impact on any of these groups compared to the borough average.</li> </ul>						
<b>Religion and belief, including non-belief</b>		<b>Christian</b>	<b>Hindu</b>	<b>Muslim</b>	<b>Sikh</b>	<b>No Religion</b>	<b>Not Stated</b>
	<b>Total TU</b>	8	0	1	0	2	19
	<b>% of total TU</b>	26.7%	0.0%	3.3%	0.0%	6.7%	63.3%
	<b>Borough %</b>	55.3%	1.6%	3.3%	0.8%	28.4%	8.5%
	<ul style="list-style-type: none"> <li>Of those transport service users who have declared their religion, 72.7% are Christian and 0.09% are Muslim and 18.2% are of No Religion.</li> <li>Of all affected transport users, 63.3% have not stated a religion.</li> <li>With such a high proportion of people not stating their religion and a reduced data set for those who are not Christian but of religion, it is difficult to determine whether specific groups will be disproportionately affected.</li> <li>We expect that people's religion should not impact the introduction of this policy.</li> </ul>						
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>Data not collected</li> </ul>						
<b>Across groups i.e. older LGBT service users or</b>	<ul style="list-style-type: none"> <li>Where applicable this factor has been included in the sections above.</li> </ul>						

<b>BME young men</b>	
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**Data gaps:**

Data gap(s)	How will this be addressed?
Data on the protected characteristics of: <ul style="list-style-type: none"> <li>• Gender reassignment</li> </ul>	<ul style="list-style-type: none"> <li>• The Directorate Equalities Group will discuss how this data could be collected and recorded.</li> </ul>

**3. Impact**

Protected group	Positive	Negative
<b>Age</b>	<ul style="list-style-type: none"> <li>• New and existing service users will have a strengths-based assessment to explore if it is safe and reasonable to expect them to make their own travel arrangements. All available transport options will be considered before a final decision is made, considering the most cost-effective and sustainable travel arrangements for individuals.</li> <li>• Taking a strengths-based approach can support service users to understand their own needs and capabilities better to help them make the most of resources and support networks. This approach will allow them to improve their overall wellbeing and stay independent for longer.</li> <li>• Service users will benefit from the freedom of choice and independence that determining their travel arrangements brings.</li> <li>• Service users will be supported to regain the skills and confidence that they may have lost due to the overreliance on others arranging their transport.</li> </ul>	<ul style="list-style-type: none"> <li>• Under the policy service users may no longer be eligible for commissioned transport and therefore, will need to make alternative arrangements to access their social care support. To mitigate service users will:                             <ul style="list-style-type: none"> <li>○ be signposted to alternative means of transport or assistance;</li> <li>○ be supported by Children’s Services to access travel training to ensure confidence and safety in arranging own transport;</li> <li>○ be supported to claim appropriate mobility benefits / concessionary travel pass;</li> <li>○ be considered for a travel buddy (if appropriate).</li> </ul> </li> <li>• Currently 17 younger adults (below 26) use transport to attend college. Any changes to their current transport arrangements may affect their ability to attend college. To mitigate this impact service users will:</li> </ul>

	<ul style="list-style-type: none"> <li>• The option of travel training will ensure persons are confident to arrange their own travel, an essential life skill which will impact on their ability to access work and social activities. As 100% of service users are of working age (below 65 years) they will be positively impacted by the policy.</li> <li>• Travel training will ensure that people are confident enough to organise their own travel, and as a result, be able to access work and social activities. This policy change will positively impact the 100% of service users of working age (below 65 years).</li> </ul>	<ul style="list-style-type: none"> <li>○ be signposted to alternative means of transport or assistance.</li> <li>○ be able to access transport training to ensure confidence and safety in arranging own transport.</li> <li>○ be supported to claim appropriate mobility benefits / concessionary travel pass.</li> <li>○ be considered for a travel buddy (if appropriate)</li> </ul>
<p><b>Disability</b></p>	<p>As above</p>	<ul style="list-style-type: none"> <li>• All service users have a disability. However, adults with learning disabilities represent 83% of transport users. This groups could be disproportionately impacted by the policy’s implementation. To mitigate this impact, all current service users:             <ul style="list-style-type: none"> <li>○ will have a strength-based assessment to explore if it is safe and reasonable to expect them to make their own travel arrangements. Individual needs assessments will take into account individual circumstances.</li> </ul> </li> <li>• Currently 8 of the 30 affected people use transport to access day care. Without transport, service users may not be able to access their assessed care needs. To mitigate this impact, service users will:             <ul style="list-style-type: none"> <li>○ be considered for shared transport arrangements (if appropriate);</li> <li>○ be signposted to alternative means of transport or assistance;</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>○ be able to access travel training to ensure confidence and safety in arranging own transport;</li> <li>○ be supported to claim appropriate mobility benefits/concessionary travel pass;</li> <li>○ be considered for a transport buddy (if appropriate).</li> </ul> <ul style="list-style-type: none"> <li>● Carers, particularly elderly carers, may be impacted by the policy. To mitigate this impact, a carers assessment will be undertaken to assess their individual needs.</li> </ul>
<b>Gender (sex)</b>	As above	
<b>Gender reassignment</b>	No data	
<b>Marriage and civil partnership</b>	No data	
<b>Pregnancy and maternity</b>	No data	
<b>Race/ethnicity</b>	As above	<ul style="list-style-type: none"> <li>● 14.3% of transport users in Richmond are BME compared to 14% in the wider borough. This group will therefore be proportionately affected by the changes. However, to mitigate any potential effect on this group, all current service users: <ul style="list-style-type: none"> <li>○ will have a strength-based assessment to explore if it is safe and reasonable to expect them to make their own travel arrangements. Individual needs assessments to take into account individual circumstances will be carried out.</li> </ul> </li> </ul> <p>In addition, a consultation will take place with local black and ethnic</p>



		minority groups to ensure this group is supported through the implementation.
<b>Religion and belief, including non-belief</b>	As above	
<b>Sexual orientation</b>	No data	

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