



Reference number	EIA000167
Date Submitted	18/01/2024
Subject of the EIA	Review of Enablement Services
Brief description of the policy, service or function covered by the EIA	The ASC directorate's savings target is 21.9million for 2024/25. In order to make these required savings a possible review of the Specialist Enablement services currently being delivered is required. The Specialist Enablement Services within ASC are made up of Learning disability Enablement, Visual Impairment Rehabilitation and Hearing Impairment Rehabilitation. The Learning Disability Enablement service focuses on supporting citizen's with a Learning Disability to increase their independence against a jointly identified goal as assessed by an Occupational Therapist. Enablement assistants work to support citizen's to meet the citizen's chosen goals. In addition the service offers travel training support and facilitates Mental Health Hubs across the city. The Visual Impairment rehbailitation and Hearing Impairment Rehabilitation services provide assessment and support to citizen's who are impacted by a visual and or hearing impairment. The service provides support in the form of equipment and or techniques to maximise independence. A review of each service function is required to meet the identified savings targets.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-02-01





How will you mitigate against any negative impact to the age characteristic?

There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. Internal established services that offer aids and adaptations are also to be considered. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.

Does this proposal impact those people with a disability as per the Equality Act 2010? Please describe the impact to the disability characteristic

Yes

Type of disability Number of citizens currently accessing the service

- Access and mobility only 1
- Learning Disability Support 16
- Mental Health Support 4
- Personal care support 56
- Support for Social Isolation or Other Support 3
- Long Term Support with Memory and Cognition 0
- Support with Dual Impairment 2
- Support with Visual Impairment 47
- Support with Hearing Impairment 2
- Not Recorded 409
- Total 540

The data shows that 76% of citizen's disability has not been recorded. However in order to access these specialist services the criteria for referral includes having a Learning disability, Visual impairment an



<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. Internal established services that offer aids and adaptations are also to be considered. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>
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<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>
<p>Please describe the impact to the sex characteristic</p>	<p>breakdown of the gender of citizens accessing specialist Enablement services is shown below                      Gender Number of citizens currently accessing the service                      Female 296                      Male 244                      total 540                      This proposal should not impact citizens directly based on gender however it is important to note that the image of disability may be intensified by gender-for women a sense of intensified passivity and helplessness, for men a damaged masculinity generated by enforced dependence. Research highlights, women with disabilities have been described as being doubly marginalised on account of their disability and the gender. They may be more vulnerable to poverty and social exclusion, and often have limited social, political and economic opportunities and lack of access to basic services. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.</p>



How will you mitigate against any negative impact to the gender characteristic?

We will continue to educate our workforce in relation to concepts such as social exclusion, biased thinking and stereotypes through ongoing development and training. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed. Furthermore, we will signpost our citizens to community services and support groups with an expertise in the relevant areas. Community assets have the required expertise and provide similar services for citizen's accessing specialist enablement services. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services.



How will you mitigate against any negative impact to the gender reassignment characteristic?

All citizens will have an individual assessment to ensure their needs are met within the legal framework of the Care Act, Mental Capacity Act and Mental Health Act. We will cont



Please describe the impact to the pregnancy and maternity characteristic

People with disabilities have a pregnancy rate roughly equivalent to those without disabilities. However disabled people have a higher proportion of health risk factors than those without disabilities. Studies have found that women with disabilities have a higher risk of pregnancy complications such as preterm birth, hypertensive disorders or pregnancy, gestational diabetes and caesarean delivery. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.

How will you mitigate against any negative impact to the pregnancy and maternity characteristic?

It is imperative that we work closely with our NHS partners and create pathways that ensure adequate support is provided to pregnant citizens and those on maternity leave. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement. This will support to ensure that provisions for





Please describe the impact to the ethnicity and race characteristic

Birmingham is the first minority majority city with a diverse population.

A breakdown of the ethnicity/race of citizen's accessing these services is detailed below:

- Asian/Asian British 131
- Black/Black British/Caribbean or African 65
- Mixed or Multiple Ethnic Groups 6
- White 240
- Refused 1
- Other Ethnic Group 10
- Not Recorded 87
- Grand Total 540

16% of citizens currently accessing specialist enablement services do not have their ethnicity recorded. People with a learning disability from Black, South Asian heritage and minority ethnic backgrounds face shorter life expectancy triggered by poorer healthcare access, experience and outcomes. There is a possibility that without the specialist enablement services being delivered in house citizens may not be able to access these services in the community.

How will you mitigate against any negative impact to the ethnicity and race characteristic?

There are a variety of options to be considered both internally and externally to provide services for citizens with Learning Disabilities, Visual Impairments and Hearing impairments. Citizens individual needs will be recognised through assessments which would be shared with relevant agencies and stakeholders. A thorough hand over would be given to highlight other potential factors i.e. language barriers, cultural and religious insensitivity. Communities who care for extended family members particularly those from an Asian background must be given equal support and guidance. Community assets have the required expertise and also provide similar services for citizen's accessing specialist enablement services. This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.





How will you mitigate against any negative impact to the religion or beliefs



<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Visual Impairments and Hearing impairments. Signposting our citizens to community services and support groups with an expertise in LGBTQ= and disability.</p> <p>This will support to ensure that provisions for citizen's accessing these services can continue should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed.</p>
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<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	
<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Due to lack of recorded data in many areas of protected characteristics of citizens a review will be required to identify how recorded data in these areas can be improved. An equality impact log will be undertaken, it will highlight areas of responsibility and time frames to ensure mitigations are put in place and adverse impacts are dealt with accordingly.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Timsey Deb</p>

