

EQUALITIES IMPACT ASSESSMENT – TRANSITIONS LEARNING PROGRAMME QUORN RAWLINS.

What is the proposal?

Establish a financially sustainable model to support high needs learners enrolled with the Transitions Learning Programme delivered at Quorn Rawlins.

Background

Since 2005 the TLP has provided a learning provision for young people aged 19-25 years with profound and multiple learning disabilities who have an Education Health and Care Plan (EHCP).

TLP is unusual because unlike other provision for (19-25) young adults with high needs provided within Leicestershire, the service is delivered in-house by the local authority. The programme forms part of the Adult Learning Service (LALS) Learning for Independence programme and operates from an adapted portable classroom on the grounds of Rawlins Academy.

TLP offers 16 hours of supported learning per individual per week delivered by the Adult Learning Service (LALS). Adult Social Care (ASC) provide 14 hours per individual per week wrap-around care.

In recent years the service has supported 6-7 young people. Reviews of EHCPs are conducted annually with learners, parents/carers and agencies and the outcome of these reviews dictate the length of time spent with TLP. In the current academic year 3 learners are enrolled to the programme. There is currently a freeze on the enrolment of new placements whilst the future of the service is considered.

On completion of the learning aims within an EHCP or where the learner reaches the age of 25, a Care Act assessment is completed for each young person. Transition to adult provision is then managed in consultation with the young person and their parents/carers to ensure there is an appropriate package to meet individual needs.

What change and impact is intended by the proposal? : Establish a financially sustainable model of delivery for learners enrolled with TLP.

What is the rationale for this proposal?: The income that TLP service relies on has been reduced due to fewer learners and a reduction in element 3 top up funding allocated by SENA. The current service is not financially sustainable therefore options need to be considered through a consultation process.

What equalities information or data has been gathered so far?: The 3 learners attending the TLP are female and are between 19 -23 years of age. All three learners have Profound and Complex Disabilities. Learners live in Loughborough, Coalville and Shepshed.

What does it show?: Learners have protected characteristics and the local authority has a duty to provide the support they require to meet the outcomes of their Educational Health Care Plans (EHCPs).

Characteristic	Number
Learning Disability / Physical Disability & Sensory	3
Gender (Female)	3
Age 19 - 25	3
Race – White British	3
Total Number of Service Users	3

What engagement has been undertaken so far?: Each learner has an annual review of their EHCP which involves the parent/carers and a range of agencies including the learning provider (LALS), Adult Social Care, SENA, and Public Health. These reviews explore progress of the education outcomes identified within the EHCP and the next steps. At the time of writing, reviews for two learners have been completed and in both cases discussion regarding the continuity of support have taken place should the service close. The outstanding annual review is scheduled for 18th January 2024.

What does it show?: The main concern of Parents/carers from these reviews is the need to have continuity of appropriate provision.

There are a range of services involved in supporting learners enrolled with TLP including Adult Social Care, Public Health and specialist colleges for high needs learners. Changes to the service need to be fully understood through engagement to collect further evidence and understand the impact.

In addition to initial engagement with parents and carers through the annual review process, a consultation exercise will commence for an 6-week period from week commencing 19th February 2024 subject to Cabinet approval on 9th February 2024. The purpose of the consultation is to determine options and any impact on the young people currently accessing the service. The consultation will seek the views of service users, parents and carers, SEN providers, agencies, and partners. Staff will be involved in initial discussions via face to face in person meetings. The findings of the consultation will be collated and analysed and added to this EIA.

Evidence documents upload (optional):



TLP Demographics
201223.pdf

Age:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
N/A	Availability and access to appropriate support for the young adults affected is the primary concern of parents and carers as they transition to adulthood. Some new provision is being developed across the county to manage demand for placements.

Disability:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?	What are the identified risks or concerns and how they will be mitigated?
The current premises is in poor condition therefore a move to an alternative provision delivered within a more suitable building is likely to be a positive outcome.	Yes	Thorough annual reviews and assessments are central to providing a tailored support package to meet individual needs including, health, care, and education. The complex needs of these young adults will continually change and the established review process is designed to ensure continuity of appropriate support. Annual reviews of EHCPs enable young adults and their carers to fully engage and shape the next stage of their education support plan and transition to adulthood. Learners are provided with support with travel to TLP and this would continue to be provided to enable access in the event of a change to the service.

Race:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Sex:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Gender Reassignment:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Marriage and Civil Partnership:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Sexual Orientation:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Pregnancy and Maternity:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Religion or Belief:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Armed Forces:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
No impact anticipated	No

Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived, armed forced, or disadvantaged communities:

What are the benefits of the proposal for those from the following groups?	Is there any specific risks or concerns?
The uncertainty regarding the future of TLP is a concern for carers. Carers will be provided with more certainty regarding continuity of support. The annual reviews with learners and their carers have provided the opportunity to discuss progression and the wider support packages that are available through the transition to adulthood.	A change of service provider could result in a change of routine carers. Timely communication of potential changes to services and support will be prioritised to help parents/carers plan and minimise the impact.

Action Plan:

What concerns were identified?	What action is planned?	Who is responsible for the action?	Timescale
Availability and access to other appropriate support for the young adults affected is the primary concern of parents and carers as they transition to adulthood.	Completion of the annual reviews of EHCPs to identify individual needs. A formal consultation will be carried out to establish if there are any specific concerns that have not been identified.	TLP Project Board including members from LALS, Adult Social Care, SENA and the LCC Communications Team	Consultation is planned to start week commencing 19th February 2024 and close 15th April (8 weeks). The views of those directly affected and stakeholders will be captured through a variety of methods. Consultation findings will be reviewed and inform an updated Equality Impact Assessment.
A change of service in the service could result in a change of routine carers.	Timely communication of potential changes to services and support will be prioritised to help parents/carers plan and minimise the impact.	TLP Project Board including members from LALS, Adult Social Care, SENA and the LCC Communications Team	Learner annual reviews will be completed Nov 2023 – Jan 2024. Individual learner progress will be reviewed and communicated with parents/carers throughout the academic year. Consultation as per above timeline will provide the opportunity to discuss the suitability of alternative provision and assess the impact on both learners and carers should a change in the service be agreed.
Continue to monitor support needs of young people transitioning to adulthood	Implement of the 'Preparation for Adulthood' Action Plan through effective engagement of stakeholders	Preparation for Adulthood Board	Ongoing

How will the action plan and recommendations of this assessment be built into decision making and implementation of this proposal?: The proposal to consult on the future of the TLP is subject to approval by Cabinet.

How would you monitor the impact of your proposal and keep the EIA refreshed?:

Each learner attending TLP has a EHCP and Care Plan which will continue to be reviewed with Parents /Carers to ensure there is appropriate support available. LCC recently established 'Preparation for Adulthood Board' which will continue to develop a co-ordinated approach to providing services for young people with EHCPs transitioning to adulthood. Frequent meetings of this board will ensure the local offer provides appropriate pathways for young adults requiring SEN support.

Date of completion: 20/12/2023