

EQUALITIES IMPACT ASSESSMENT – TRANSITIONS LEARNING PROGRAMME QUORN RAWLINS.

What is the proposal?

The council is proposing to provide support for young people currently accessing the Transitions Learning Programme (TLP) through externally commissioned providers.

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? :

The Transitions Learning Programme is not financially sustainable therefore the council is planning to close the service and deliver support for existing and future learners through externally commissioned providers. The intended impact of the change is to provide financially sustainable support that will meet the individual needs of the young adults to complete educational outcomes identified within their EHCPs.

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 a change to the delivery model is required. A range of options have been explored to establish if running costs could be reduced to maintain the TLP. No financially sustainable model has been identified.

What equalities information or data has been gathered so far?: The two learners attending the TLP are female and are between 19 -23 years of age. Both learners have Profound and Complex Disabilities. Learners live in 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	2
Gender (Female)	2
Age 19 - 25	2
Race – White British	2
Total Number of Service Users	2

Evidence documents upload (optional):

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. Reviews for two learners have been completed and in both cases discussion regarding the continuity of support have taken place should the service close.

Engagement activities have also included a six-week public consultation from 22nd Feb 2024 to 4th April 2024. To ensure all groups could engage several methods were used to capture the views of those affected, including:

- An online questionnaire within the 'Have your Say' pages on the Leicestershire County Council website.
- On-site face to face meetings were held with parents and carers advocating for learners currently using the TLP. To help explain the detail and the impact of the proposals, parents were supported by service staff that they already knew and were comfortable.
- Direct contact was made with the Leicestershire SEND Hub who were invited to engage in the process. The SEND Hub are a parent/carer led organisation for families of children and young people with additional or special educational needs and disabilities.
- An on-site consultation meeting with the TLP provided the opportunity for the TLP staff to provide a group response to the consultation questions. Attendees also received hard copies of the questionnaire which staff were encouraged to complete individually.

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

- There was particular concern from one parent who felt the other listed providers would be unsuitable. To provide reassurance, SENA shared more details of the bespoke packages commonly adopted in the event needs cannot be met by a single provider. Bespoke packages would not replicate the same service offered by the TLP, but each young person would receive a support plan tailored to their individual needs in accordance with their EHCP.

- To address the concerns related to the continuity of service it was agreed that SENA would commence with some dual planning meetings to ensure suitable provision is identified well in advance of the next academic year. These meetings have been arranged and this work is ongoing.

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 aged 16 - 25 is the primary concern of parents. Alternative provision will be tailored to provide each young person effective support in accordance with the SEND code of practice however, the this will not replicate the existing service.

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	Learners have Profound and Multiple Learning difficulties. Providing appropriate support involves the effective collaboration and communication across several service areas. Thorough annual reviews and regular assessments are central to providing a tailored support package to meet individual needs including, health, care, and education. In addition to the annual reviews of each EHCP, the SENA team are providing additional planning meetings with each parent to engage and shape the next stage of their education support plan and transition to adulthood. Where eligible learners will continue to receive support for travel 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?
<p>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.</p>	<p>A change of service provider could result in a change of routine learners and carers. Timely communication of potential changes to services and support will be prioritised to help parents/carers plan and minimise the impact.</p> <p>Any change in service is likely to be unsettling for this group of learners due to their complex needs. The needs of these young adults will continually change and the additional ongoing reviews will be essential to ensure appropriate support is maintained and the impact of change is minimised.</p>

Action Plan:

What concerns were identified?	What action is planned?	Who is responsible for the action?	Timescale
<p>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.</p>	<p>Completion of the annual reviews of EHCPs to identify individual needs.</p> <p>Individual concerns identified through the consultation will be addressed through SENA/ multi agency meetings with parents.</p> <p>Dual planning meetings with parents/carers to identify alternative provision tailored to needs</p>	<p>TLP Project Board including members from LALS, Adult Social Care, SENA and the LCC Communications Team</p> <p>SENA/Social Care / Public Health / LALS</p> <p>SENA/Social Care / Public Health / LALS</p>	<p>Six-week consultation completed 4th April 2024</p> <p>Analysis of consultation findings 4th April – 3rd May 2024</p> <p>Findings communicated to support services including SENA to inform dual planning meetings with parents/carers</p> <p>Identify an appropriate support package for each young person through dual planning meetings with parents/carers 18th March – July 24</p>
<p>A change of service in the service could result in a change of routine carers.</p>	<p>Timely communication of potential changes to services and support will be prioritised to help parents/carers plan and minimise the impact.</p> <p>Additional reviews to plan support with parents/carers to</p>	<p>TLP Project Board including members from LALS, Adult Social Care, SENA and the LCC Communications Team</p>	<p>Learner annual reviews will be completed Nov 2023 – Jan 2024.</p> <p>Monitoring of individual learner progress</p> <p>Agree specific milestones to support transition at planning meetings with</p>

	ensure continuity of support is available.		parents/carers 18 th March – July 24
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 adopt a commissioned delivery model will be shared at scrutiny 3rd June 2024 followed by a decision at Cabinet 21st June 2024.

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: 3rd May 2024