

Equality Impact Assessment on Self Directed Support



Easy Read Report



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Introduction



The Health and Social Care Board (HSCB) is inviting service users, members of the public and other stakeholders to have their say on the introduction of Self Directed Support.

In looking at Self Directed Support, we carried out an Equality Impact Assessment.



An Equality Impact Assessment is a process designed to make sure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people (Section 75 groups) and to see if we can create more opportunities for this group.

We found there was a possible impact on the Section 75 groups relating to Age (Older and Younger people), Disability (Physical, Learning, Sensory & Mental Health) and Carers (and those they Care for).



This report is a summary of what we found. The aim of this report is to help people answer the questions in the consultation document so that we can make sure everyone who needs to, can access Self Directed Support.

A copy of the full report is also available on the organisation's website at:

www.hscboard.hscni.net/consult

Consultation on the EQIA will end on the 8th May 2015.

What Is Self Directed Support?



Self Directed Support (SDS) allows people to choose how their support is provided to them by giving them as much control as they want over how their support is provided.



In other words, Self Directed Support is the support a person chooses to make sure their social care needs are being met.

Self Directed Support is a partnership between families, individuals, services, government bodies, and other organisations



The aim of Self Directed Support is to make sure people are at the centre of the care they receive. This means that they are in charge.

It also makes sure people have much more say about the people who provide their services.



Staff will be given training, and the Self Directed Support people receive will be checked to make sure it is doing what it is supposed to be doing.

Gathering Information

We gathered information on Self Directed Support by:



Talking to people with a disability, older people, younger people and carers

Talking with organisations that represent disabled people, older people, younger people, and carers.

Talking to the people who already use Self Directed Support

Looking at the information which had already been collected through Census information etc.



What did we find?

We found that there were 3 key groups which could be most affected by the move towards Self Directed Support.

These were:



Age

Especially Younger People and Older People



Disability

People with different disabilities had different experiences with Self Directed Support



Carers

Carers had different experiences with Self Directed Support

1. Age



People at different ages had different experiences of Self Directed Support.

There were benefits from using Self Directed Support for both younger and older people.

Young People



What did we find?

We found that there are less young people accessing Self Directed Support

What we are planning to do about this?

We are planning to talk to younger people about the benefits of Self Directed Support to them.

Older People



What did we find?

For older people, there were more advantages to Self Directed Support than disadvantages



Older people may be less likely to want to employ a Personal Assistant using a direct payment under Self Directed Support.

What are we planning to do about this?



The Trusts will give advice and support to help older people manage the employment aspects of Self Directed Support Direct Payments if that is what they choose to do.



If people do not want to become employers, the Trusts will give them support to manage their budget.

The Trusts will make sure that older people have information about this.

2. Disability

People with different disabilities had different experiences with Self Directed Support



What did we find?

There were benefits from Self Directed support for disabled people



It is important that Self Directed Support is available to everyone, regardless of their disability but we realise there may be difficulties for some disabled people with many needs.



Some people with learning disabilities and their families may find it difficult and stressful in managing their personal budgets



Some people with disabilities *may not be able to give consent, or may have problems giving consent* for Self Directed Support. If this is the case, there are other options the Trusts can consider.



People with more complex disabilities, learning disabilities or additional care needs may not wish to take part in Self Directed Support.



Some people may find it hard to manage employing a Personal Assistant through Self Directed Support.



What are we planning to do about this?

Self Directed Support is about choice.



If people would prefer not to take up a Self Directed Support option, they do not have to. The Trusts will make sure that people with a disability have accessible information about this.



The Trusts will help anyone who needs advice and support in managing a personal budget.



The person, who has responsibility for a child or young adult, can give consent for the person receiving Self Directed Support to purchase the support that meets their care and support goals.



The Trusts will make sure that everyone will be helped to understand the various Self Directed Support choices available to them.



The Trusts will make sure that everyone, regardless of their ability to understand, will still be supported to be involved in their assessment for Self Directed Support.



The Trusts will make sure that everyone will be helped to decide how they would like to arrange their support through Self Directed Support.



If someone is said to be “without capacity”, they may have a legally appointed representative who can make decisions about Self Directed Support on the individual’s behalf.

3. Carers

Carers had different experiences with Self Directed Support.

What did we find?



The needs of carers need to be thought about in the Self Directed Support process.

There were benefits from Self Directed Support for Carers

Self Directed Support gives more choice, flexibility and independence



Issues of capacity, consent and information sharing with Carers should be considered, particularly for people with learning disabilities and mental health issues.

What are we planning to do about this?



Where issues of consent and capacity arise in the context of care, the role of a Carer should be weighed up with the needs of the person receiving Self Directed Support.



Trusts will support carers to have a say in the decisions being made and in the care and support services provided through Self Directed Support.

Monitoring Self Directed Support for Section 75 Groups



The Self Directed Support Regional Programme Manager and Self Directed Support Information Officer will work closely with the Trusts. They will make sure they collect information about the people taking up Self Directed Support including information about Section 75 groups.



Trusts will make sure that appropriate monitoring, recording and evaluation practices are in place to ensure that a consistent regional approach to how they collect information, what they do with it and who they tell about it.



This information will allow the HSCB and Health and Social Care Trusts to more effectively monitor the impact of Self Directed Support across different Section 75 groups.

Case Studies

These are some examples of stories about Self Directed Support from people who have Self Directed Support in place

My Story by Person who uses Self Directed Support

“I’m 30 years old, I’ve suffered from mental health problems from I was about 19 or 18 years old. With Self Directed Support I now get more transport, I feel now I’ve got more independence and I enjoy reading and going on the internet, surfing the internet and meeting up with my friends and things like getting good social activity into my life.

Well my Mum has been very good in helping me and my family have been very good, also my key worker [has] been very helpful to me, she has ... now I go to the [Day Centre].. on a Wednesday with the Young Peoples Group and I find it really fulfilling and I really enjoy it, we do a lot of different activities and things.

I’m very privileged to have really good friends and they are always very good to me and we enjoy going to the cinema and doing different things at the weekends. ..I really love my flat here...and I really feel a lot more independent now and I don’t have to rely as much on my parents but it is nice to go home at the weekends and it breaks up the week a wee bit for me a wee bit as well you know to go home. I have a personal trainer as well to help me try and lose some weight and try and help me eat better and more healthily and things.

With Self Directed Support I feel as if I’m more capable now, I can plan my day better and I feel more empowered really. It’s been a hard time but I feel like I’m getting there and I’m moving on now.”

My Story – By Carer of a Person who uses Self Directed Support

“[My daughter].. is a young lady of 22 who happens to be Downs Syndrome with Autistic Traits. She can present with challenging behaviour at times but she has a terrific memory, she has very little speech but has good understanding and she has a great sense of humour and an infectious giggle.

The difference that Self Directed Support has made to our lives - to [her] and myself - has been absolutely amazing. [She] has a programme that is suitable to her needs, its tuned for her needs but its flexible enough, there's a lot of variety in it, there's lots of activities in it, like going to the gym going swimming, going for walks, going shopping, lots of life-skills like filling the dishwasher, just general - not rocket science but day to day running!

An example of her day would be that her worker comes in - in the morning and assists / oversees with her breakfast and dressing and on a Monday morning her worker would programme her iPod Touch with a shopping task and put a number of items on the shopping list that [she] then goes into town and the staff member shadows her around the shop - she's getting her shopping list and she then pays for it etc. They come home then and they would then make fruit salad or maybe cut up vegetables for vegetable soup.

So she has a really busy full on week and then at the same time she could be at home and she could be dancing around the room chilling out listening to music - that's what happens! Would I recommend Self Directed Support to other people? Yes that is a Yes, Yes, Yes because it's a Win, Win, Win situation for both [my daughter] and myself. It has changed our lives around, it has given her the independence and the flexibility, she has a busy week but it's a structured week and she has lots of choice!

How would I compare [my daughter's] life now to the services she was given prior to Self Directed Support to the present day? Totally different - miles apart! [My daughter] is a lot happier, there would have been occasions that I would have known that the services - it was good, it was excellent what she was given but I knew that [my daughter] wasn't 100% happy - it didn't suit her because she would have expressed anxiety and she would have been chewing at her hands and I knew that she was out of sorts because it wasn't suitable for her! Her life's full and its meaningful for her and the bottom line would be that if [my daughter's]s happy! Mum's happy!"

My Story by a Person (2) who Uses Self Directed Support

“When I was expecting my daughter.. I took meningitis and lost the sight of one eye and [my daughter] was born 10 weeks prematurely. I then took kidney failure and was on dialysis for 7 years and finally got a transplant almost 7 years ago. But with the dialysis and the medications for the transplant my sight has deteriorated to the point that I can’t read and write anymore.

I’ve been able though my Self Directed Support budget to afford a few other items which have been really helpful. Now this is a pen friend – it’s an audio labeller so just to demonstrate I can stick a label on an item [and] ...from my budget I was able to purchase an intercom so it’s easier for me to ask who’s there and then know who I’m opening the door to – I feel safer that way!

..through Self Directed Support and the people I have met and the help that I’ve gained through it, I’m actually able to go out again with my husband, we were always keen on concerts and the odd wee meal out and dances and so on and we’re back to that again. So in summary, I’d highly recommend Self Directed Support and I’m very grateful to have it ... and I’d recommend it to anybody else for that matter because it’s really really improved my lifestyle and confidence.”

Next Steps



Now it's time to find out what people think about what we found and what we plan to do.

We would like you to **tell us your views on what you think the impact of the introduction of Self Directed Support will be on Section 75 groups.**

In particular, we want to know what the impact will be on:

- **Age (especially Older & Younger people),**
- **Disabled People (Including Physical, Sensory and Learning Disabilities and those with Mental Health issues),**
- **Carers (and those they care for).**



By “impacts” we mean we need to know IF and HOW, Self Directed Support will affect certain groups and if this will be in a good (positive) or a bad (negative) way.



We plan to update the Equality Impact Assessment with the information we are given and the final version will be available to everyone after the 12 week consultation period.

Comments are invited from anyone who would like to take part in the questionnaire.

Contact Details

You can contact us in the following ways:



BY PHONE

030055550115

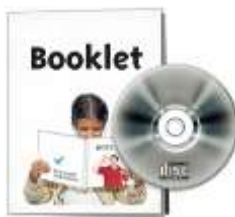
Extensions: 1007, 1040 or 1045



BY E-MAIL

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