

## Equality Impact Assessment (EIA)

### SUMMARY (Publishing Form)

<b>Title of Policy/Function/Service:</b>	Real Life Options (RLO) – changing the model of support
<b>Directorate/Department: Head of Service:</b>	Simon Burt
<b>Telephone No: Email Address:</b>	Scottish Borders Learning Disability Service, Church Street, EARLSTON, TD4 6HR
<b>Names/ Job titles of Assessors</b>	Simon Burt – Joint Manager; Camilla Fowler – Principle Team leader; Susan Henderson – Planning and Development Officer; Lynn Jack – Care Home Manager; John McDonald – Executive director, RLO Sandra Ferris - Area Manager, RLO; Vivienne Kennedy – Contracts Officer; Tania McIlroy – Occupational Therapist
<b>Summary of Policy / Service /Function aims:</b>	<p>The redesign involves a change in the legal status in relation to each resident's accommodation. Although the accommodations fabric remains essentially the same each resident will become a legal tenant giving them security of tenure through an occupancy agreement.</p> <p>They will also receive support from the same provider, RLO, but this will become more individualised and be delivered in keeping with Self Directed Support. The change in tenure will allow the current residents to have access to increased welfare benefits e.g. Housing Benefit and hence a larger disposable income. These changes will clearly reduce the inequalities typically experienced by this protected group.</p> <p>The aims of this redesign are to provide more individualised support and security of tenure for adults with a learning disability. The project is in line with the strategic aims of the Scottish Government's 10 Strategy for people with a learning disability, The Keys To Life. The outcomes for the individuals will be:</p> <ul style="list-style-type: none"> <li>• Security of tenure through an occupancy agreement.</li> <li>• Increased disposable income</li> <li>• More individualised support</li> </ul>
<b>Strands Impacted:</b>  <b>Please note:</b> If you leave any box blank in this section you will have decided that your proposed service or function has no impact on that particular strand.	Age X Disability X Gender <input type="checkbox"/> Race <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Poverty/Social Exclusion X Health <input type="checkbox"/>

<b>Summary of key issues arising and decisions made</b>	Health and safety – involvement of occupational therapist and social workers and other key professionals in assessments Continuity of support – non-competitive action taken to enable current support provider to continue to provide support within a new model.	
<b>Summary of key recommendations</b>	The model of support changes to supported living in 2 houses rather than 1 care home. Staff support to continue being provided by RLO	
<b>Agreed by Head of Service</b>	Name: <b>Simon Burt</b>	Date: 6 <sup>th</sup> January 2016

If you would like a copy of the full EIA please contact the Council's equality officer: [rosie.kennedy@scotborders.gov.uk](mailto:rosie.kennedy@scotborders.gov.uk) who will arrange this for you.

**For further information, a copy of the full assessment or if you require this information in an alternative format or language please contact:  
Equality & Diversity Officer, Business Consultancy Unit, Scottish Borders Council HQ,  
Newtown St Boswells, TD6 0SA.**

**Tel: 01835 824000**