

APPENDIX 7 - FULL EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE/CHECKLIST

| Directorate | Adult Social Care and Housing Department | | Section | Supporting People Team | | |
|--|---|--|------------------------------------|--|--|--|
| 1 Name of the function/ policy to be assessed | Supporting People Strategy 2008 –11 | 2 Date of Assessment | 22nd August 2008 | 3 Is this a new or existing function/policy? | This is an existing function and an updated strategy. | |
| 4 Briefly describe the aims, objectives and purpose of the function/policy | | The Supporting People strategy outlines how Supporting People grant will be deployed to support vulnerable service users to attain or maintain their independence through housing related support between 2008 –11. | | | | |
| 5 Are there any associated objectives of the function/policy? Please explain | | Yes this strategy supports the delivery of the Housing Strategy and Adult Social Care Transformation project as well as the LAA and preventative services agenda. Fundamentally it contributes to the Corporate strategy. | | | | |

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| <p>6 Who is intended to benefit from the function/policy and in what way?</p> | <p>Vulnerable individuals requiring housing related support generally falling into the following needs groups:</p> <p>Frail Elderly Socially Excluded e.g. Victims of Domestic violence People with Longer term needs e.g. people with Learning Disabilities</p> |
| <p>7 What outcomes are wanted from this function/policy?</p> | <p>Ultimately to support the attainment of outcomes for service users to enable them to attain or maintain independence , through robust monitoring , review and performance management of providers.</p> <p>Delivery of a range of outcomes as measured by St Andrews University</p> <p>Delivery of NI141 & NI142 (% of people living independently and % of people moving on from supported housing into greater independence)</p> |
| <p>8 What factors/forces could contribute/detract from the outcomes?</p> | <p>Lack of investment form the Local Authority or lack of performance from providers.</p> <p>Lack of accommodation to provide move on provision.</p> |

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| <p>9 Who are the main stakeholders in relation to the function/policy?</p> | <p>- Service Users requiring housing related support :</p> <ul style="list-style-type: none"> - Older People - Homeless Families - Teenage Parents - Single Homeless - Domestic Violence - Drug & Alcohol - Offenders - LD and MH - People with HIV/ AIDS - Gypsy and travellers - Supporting People Providers - Internal stakeholders e.g. commissioners. | <p>10 Who implements the function/policy and who is responsible for the function/policy?</p> | <p>Currently the Commissioning Body through the Supporting People team. In future this will be the HSP.</p> |
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| <p>11 What data or other existing evidence have you used to assess whether the function/policy might have a differential impact? (please continue on a separate piece paper if necessary)</p> | <p>Providers are rigorously monitored annually by the SP team on Equal Opportunities policies and through the Quality Assessment criteria of Access and Diversity. All providers are expected to achieve level C and subsequent continuous improvement against these standards. Providers need to evidence how they monitor there services to ensure that they do not discriminate and take active steps to ensure that the services are accessible to all.</p> <p>The supporting people team is also able to use Client record data which providers return to CLG which records details about service users ethnicity , gender , disability and other factors to monitor services to ensure that they do not have a differential impact.</p> <p>Additionally there is a variety of data from sources including the census , housing needs assessment, JSNA etc. that can be used to monitor whether</p> | | | | |
| <p>12 Has the data or other evidence raised concerns that the function/policy might have a differential impact? If so in what area (please circle)?</p> | <p>Race</p> <p>No</p> | <p>Gender</p> <p>No</p> | <p>Disability</p> <p>No</p> | <p>Other</p> <p>No</p> | <p>(If other please specify)</p> |

13 What are the concerns?
(please continue on a
separate piece paper)

The Supporting People programme is designed to support people with vulnerabilities. Therefore by definition the services target Older people , BME communities , hard to reach groups , people with disabilities and socially excluded individuals in the borough.

By definition the services commissioned by supporting people should have a positive impact in addressing the needs of people who may be experiencing barriers to independent living because of Age, Race, Gender or Disability.

The Supporting People programme focuses housing related support services on over 21 defined vulnerable groupings. Client record data for 2008 shows that since 2003 the total number of units of provision has increased by 50+ units. It also shows that services are more representative of Harrows ethnic demographic with SP services accessed by more of the Black and Asian communities in 2008 than in 2003. SP has also commissioned new services for the Somali community and Sensory Impairment to meet gaps in provision.

There do exist areas of concern as regards the potential for a differential impact to occur within commissioned services . However the strategy sets out to address these.

The concerns are :

- **The accessibility of provision for people falling outside of the 21 defined vulnerable groups**
- **The lack of provision for gypsy and travellers**
- **The need to reconfigure and provide more supported accommodation for people with Longer term needs**
- **The need to provide more housing and support options for older people.**
- **The accessibility of provision for people with a physical disability**
- **The ability to respond to the need for accessible provision for people from refugee and newly emerging communities**

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| 14 Does the differential impact amount to adverse impact i.e. could it be discriminatory, directly or indirectly? | Yes | 15 If yes, can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason? | Yes |
|---|------------|--|------------|

16 Have you considered ways in which the adverse impact might be reduced or eliminated?

Yes. As well as continued monitoring and action planning with providers of their services and a commitment from the SP team to monitor the characteristics of service user take up against data including the census and JSNA.

We will specifically in response to the concerns listed in section 13 take the following actions as part of the SP strategy 2008-11 :

- **Commissioning of a generic floating support service to cater for service users falling outside of the eligibility of the current services e.g. young people with a physical disability**
- **Work with housing colleagues to find the appropriate support solutions for gypsy and traveller communities**
- **Delivering a review and procurement plan in line with the Transformation project's accommodation strand to increase supported housing for those with LT needs by 2010.**
- **Deliver the SP elements of the Older Persons Housing review by promoting the need for a housing needs assessment for people being assessed for sheltered housing , reviewing support charges and commissioning more flexible support models while increasing extra care sheltered provision.**
- **Working with Housing colleagues and colleagues from Social Services PD team to ensure that appropriate accommodation is made available to those with PD – and with SP providers to ensure that housing related support is accessible to those with PD.**
- **The ability to respond to the need for accessible provision for people from refugee and newly emerging communities will come from the continued monitoring and reconfiguration of services to ensure accessibility and the mainstreaming of provision such as the Somali floating support service.**
- **In general accessibility to services should be improved by the move on panel and the single point of referral which will be implemented by 2008**

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| <p>17 How have you made sure you have consulted with the relevant groups and service users from Ethnic Minorities? Disabled people? Men and women generally?</p> | <p>Through our service user consultation mechanisms which include a set of trained west London peer consultants, as well as through provider and service user events.</p> | | |
| <p>18. Please give details of the relevant service users, groups and experts you are approaching for their views on the issues</p> | <ul style="list-style-type: none"> - POPP - D&A PB - DV PB - LDPB - Teenage Parents forum - SP Provider Forum - AHMT - CSG | | |
| <p>19 How will the views of these groups be obtained? (Please tick)</p> | <p>Focus groups. Questionnaires. Provider forums</p> | <p>20 Please give the date when each group/expert was contacted</p> | <p>Consultation ran from Dec 07 to August 08.</p> |

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21 Please explain in detail the views of the relevant groups/experts on the issues involved. (Please use a separate sheet if necessary)

General support for the strategy and for retaining preventative services.

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22 Taking into account the views of the groups/experts, please clearly state what changes if any you will make, including the ways in which you will make the function/policy accessible to all service users, or if not able to do so, the areas and level of risk (Please continue on a separate sheet if necessary)

- **Changes were made to the strategy e.g. including planning to commission a generic floating support service as a consequence of feedback.**
- **Service user focus groups will be established as a consequence of service user feedback**

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| <p>23 Please describe how you intend to monitor the effect this function/policy has on different minority groups (Please continue on a separate sheet if necessary)</p> | <p>Quality Assessment Framework</p> <p>&</p> <p>Client Record returns as reported to the CLG via St Andrews compared to JSNA and census data.</p> | | |
| <p>24 If any elements of your function/policy are provided by third parties please state, what arrangements you have in place to ensure that to ensure that the Council's equal opportunities criteria are met</p> | <p>Expectations are outlined in contracts and monitored via the Quality assessment framework and Performance Monitoring framework</p> | | |
| <p>25 Please list any performance targets relating to equality that your function/policy includes, and any plans for new targets (Please continue on a separate sheet if necessary)</p> | <p>KPI 3 for the SP programme reported to CLG The level of access to services for vulnerable people. (This will include access to BME groups, proportion of people given access under Cross Authority Group (CAG) arrangements in relation to the CAG baseline survey, the profile of people assisted in terms of age, gender and support need)</p> | | |
| <p>26 How will you publish the results of this Impact assessment?</p> | <p>Harrow Intranet – SP page</p> | <p>27 Date of next assessment</p> | <p>August 2009</p> |

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Signed:
NAME:
Completing officer

Date:

Signed:
NAME:
Lead Officer

Date:

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Please list actions you intend to take as a result of this assessment. Attach additional sheets if necessary.

IMPROVEMENT PLAN

| ISSUE IDENTIFIED | ACTION REQUIRED | LEAD OFFICER | TIMESCALE | COMMENTS |
|-----------------------------|------------------------------|--------------|-----------|----------|
| Issues listed in section 13 | Actions listed in section 16 | Nick Davies | 2010 | |
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This will be undertaken in the following way:

1. Providers will continue to be monitored to ensure that their services promote access and diversity.

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Notes : The programme provides services for homeless singles and families , where as noted in the homelessness strategy EIA 'BME groups are disproportionately affected'
It also focuses resources on Older People who proportionately have a greater need for housing related than younger people (who it should be noted are also catered for through the programme).