



EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Housing Related Support – STC-G

This version of the Equality Impact Assessment updates previous versions so as to reflect the position at 25th October 2018.

Equality Impact Assessment/ Analysis (EqIA)

Group	People
Business Units/Service Area	Social Care and Support
Plan/ Strategy/ Policy/ Service being assessed	Housing Related Support STC-G
Is this is a new or existing policy/service?	Existing
If existing policy/service please state date of last assessment	12/10/16
EqIA Review team – List of members	Kate Harker Hugh Gaster Jackie Soulier
Date of this assessment	Original report 20.01.14 Updated 04.08.15 (version 5) Updated 12.10.16 (version 6) Updated 25.10.18 (version 7)
Signature of completing officer (to be signed after the EqIA has been completed)	<i>H. Gaster</i> Hugh Gaster
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	No
Name and signature of Head of Service (to be signed after the EqIA has been completed)	<i>John Linnane</i> John Linnane
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	<i>Michael Wood</i> Michael Wood

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



*Working for
Warwickshire*

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
State the Function/Policy /Service/Strategy being assessed:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
STC – G Housing Related Support		✓			✓				✓			✓			✓	✓					✓						
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how.																											
The current five Housing Related Support (HRS) services were commissioned after a full public consultation in 2014. The new service structure was then authorised by Cabinet on 08/10/15. Following a competitive tender exercise four new services commenced on 01/08/16 with the fifth service being tendered shortly afterwards and commencing on 01/04/17. These services currently work countywide to assist vulnerable people to attain and / or maintain the skills																											
YES																											

<p>required to then move on to independent living. As such they help to alleviate inequalities for some of the county's most vulnerable citizens.</p> <p>However, HomeGroup, the provider of accommodation based HRS for people aged 25 and above have given notice that they will not be continuing to provide that service beyond 31.07/19. It will therefore be necessary to tender a new service to ensure continued provision.</p>	
<p>Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.</p> <p>By offering specific support to gain and/or maintain stable accommodation, re-aligned services will promote independent living and individual resilience. By taking a strategic approach to service development, we will be able to support those customers in the most need and thereby reduce the impact on acute services. Services will be focused on those in most need across the County.</p>	<p>No</p>

Form A2 – Details of Plan/ Strategy/ Service/ Policy

Stage 1 – Scoping and Defining

(1) What are the aims and objectives of Plan/Strategy/Service/Policy?

The current services were designed / commissioned in accordance with four key principles requiring that they must:

- prevent / reduce escalation of need and protect / enhance wellbeing.
- support those customers in need and eligible under the Care Act 2014 assessment to maximise their independence and to reduce the risk of needing acute / long term care .
- support those who are at risk of losing or not maintaining their independence. The most vulnerable will generally be those with multiple needs, **for example**: homelessness, mental ill health, substance misuse and / or offending behaviour. They will have one main need that is complicated by others or a combination of lower-level issues that together give cause for concern in terms of their ability to maintain independence. ('edge of care')
- complement other services provided and represent an effective use of resources based on need.

These principles remain and will be applied to the forthcoming tender for a replacement provider for the HomeGroup accommodation based service.

(2) How does it fit with Warwickshire County Council's wider objectives?

It supports the one of the two Council outcomes under the One Organisational Plan 2020 that:

“Warwickshire’s communities and individuals are supported to be safe, healthy and independent”

In addition it also supports the following People Group Outcomes:

- *'People are independent and stay in control'*
- *'People are more self sufficient '*
- *'Commissioning is person centred and outcome based'*
- *'Our people are independent, resilient and safe'*
- *'Services are delivered in partnership'*

<p>(3) What are the expected outcomes?</p>	<p>The expected outcomes are that customers are supported so that they are able to live more independently in the community when the support is complete.</p>
<p>(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)</p>	<p>The groups with protected characteristics that are likely to benefit are wide ranging and include Gender, Race, Disability, Sexual Orientation, Religion/Belief, Age, Gender Reassignment, Marriage / Civil Partnership.</p>
<p><u>Stage 2 - Information Gathering</u></p>	
<p>(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?</p>	<p>The current services were commissioned after a public consultation conducted from 08/09/2014 to 28/11/2014. The consultation covered the entire HRS programme. As part of this exercise paper copies of the consultation questionnaire were sent to all HRS customers. Responses were received from a wide range of customers and also from stakeholders, including HRS service providers, relatives of customers, and other interested parties.</p> <p>The results of that consultation were fed into a report to Cabinet which was approved on 08.10.15</p> <p>From this the 5 current Housing Related Support services were commissioned.</p> <p>In April 2018 the council commissioned Homeless Link to conduct research covering a number of aspects of Warwickshire's HRS programme, included assessing the likely future need for these services, assessing the impact of what has been provided to date, and identifying potentially alternative ways of meeting these needs in the future. The findings of this report will inform the tender.</p> <p>The proposed new service is required to replace a service which is coming to an end as a result of the current provider giving notice that they no longer wish to continue beyond 31.07.19 and so will continue to provide accommodation based HRS for people aged 25 and above, including ex-offenders.</p>

<p>(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?</p>	<p>At the point when the five current services were commissioned consultations were conducted with HRS customers, stakeholders, including service providers, and other interested parties through the public consultation that ended on 28th November 2014. As part of this process ducting 49 focus groups were held.</p> <p>Key stakeholders were also engaged via the Warwickshire Housing Related Support Partnership Group whose membership included the Heads of Housing from the five districts / borough housing authorities and representatives of Probation and Public Health. The group supported the process of developing new services.</p>																																								
<p>(3) Which of the groups with protected characteristics have you consulted with?</p>	<p>The original consultation questionnaire was sent to every HRS customer. In addition, we worked with service providers to facilitate feedback from their customers.</p> <ul style="list-style-type: none"> - 1,172 questionnaire responses were received, completed in paper form or online. Of those who completed the attached equality questions, 69.6% were customers of an HRS service and 4.2% were family carers or informal carers. - 10.2% were aged between 16 and 29; 15.6% were 30 to 44; 18.1% were 45 to 59; 28.5% were 60 to 75 and 27.7% were 75 years old or older. The preponderance of older people reflects the considerable interest of older people concerning proposals for services for that age group. - 90.09% were White British with the remainder spread over a number of ethnic origins as follows: White Irish (1.87%), Asian or Asian British (1.72%), Gypsy or Irish Traveller (1.58%), Mixed / multiple ethnic group (1.44%), Black/African/Caribbean/Black British (1.44%), and 'Other White' (1.29%). - We also conducted 49 focus groups of which 33 were with customers of services for people with a learning disability. These sessions were conducted by Grapevine, an organisation that specialises in working with people with learning disabilities or autism. (151 customers or others with Learning Disabilities attended). <p>The remaining focus groups are summarised below:</p> <table border="1" data-bbox="651 1038 1890 1358"> <thead> <tr> <th>Primary Client Group catered for by service</th> <th>Focus Groups</th> <th>Customers attending</th> <th>Relatives / Carers attending</th> </tr> </thead> <tbody> <tr> <td>Young People at Risk / care leavers</td> <td>3</td> <td>16</td> <td>0</td> </tr> <tr> <td>Frail Elderly</td> <td>1</td> <td>14</td> <td>1</td> </tr> <tr> <td>Homeless Families</td> <td>1</td> <td>3</td> <td>0</td> </tr> <tr> <td>Offenders</td> <td>2</td> <td>12</td> <td>0</td> </tr> <tr> <td>Older people</td> <td>5</td> <td>60</td> <td>6</td> </tr> <tr> <td>Physical and / or Sensory Disability</td> <td>1</td> <td>5</td> <td>0</td> </tr> <tr> <td>Single homeless</td> <td>2</td> <td>18</td> <td>0</td> </tr> <tr> <td>Young parents</td> <td>1</td> <td>3</td> <td>0</td> </tr> <tr> <td>TOTAL</td> <td>16</td> <td>131</td> <td>7</td> </tr> </tbody> </table> <p>In addition, 5 individual interviews were conducted with members of the Gypsy and Traveller community.</p>	Primary Client Group catered for by service	Focus Groups	Customers attending	Relatives / Carers attending	Young People at Risk / care leavers	3	16	0	Frail Elderly	1	14	1	Homeless Families	1	3	0	Offenders	2	12	0	Older people	5	60	6	Physical and / or Sensory Disability	1	5	0	Single homeless	2	18	0	Young parents	1	3	0	TOTAL	16	131	7
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Stage 3 – Analysis of impact			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE As this is a continuation of an existing service, adverse effects are not anticipated.	DISABILITY As this is a continuation of an existing service, adverse effects are not anticipated.	GENDER As this is a continuation of an existing service, adverse effects are not anticipated.
	MARRIAGE/CIVIL PARTNERSHIP Not applicable – applies to WCC staff only	AGE As this is a continuation of an existing service, adverse effects are not anticipated.	GENDER REASSIGNMENT As this is a continuation of an existing service, adverse effects are not anticipated.
	RELIGION/BELIEF As this is a continuation of an existing service, adverse effects are not anticipated.	PREGNANCY MATERNITY <ul style="list-style-type: none"> Not applicable. This service provides for single people. 	SEXUAL ORIENTATION As this is a continuation of an existing service, adverse effects are not anticipated.
(2) If there is an adverse impact, can this be justified?	Not applicable		

<p>(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	<p>Not applicable</p>
<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?</p>	<p>The retendering of the service will promote equality by continuing to assist those who require support with accommodation to acquire the skills required to then subsequently live independently in the community.</p>
<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>By helping vulnerable people to acquire the skills required to live independently and to thus to enjoy life in common with the remainder of the people of the county.</p>
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>The main barrier to accessing service will be due to service availability and resultant waiting lists for support.</p>
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>To continue to support vulnerable people to gain and / or maintain the skills required to live independently</p>

<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<p>One of the of the desired outcomes of the new service will be to support customers to live healthy lives both physically and mentally</p>
<p>(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	<p>One of the outcomes of existing HRS services is to contribute to improved health and well-being outcomes. This outcome will continue to be pursued in the new service.</p>
<p>(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?</p>	<p>One of the outcomes of a existing HRS services is to contribute to improved health and wellbeing outcomes and in so doing this will reduce health inequalities.</p>

<p><u>Stage 4 – Action Planning, Review & Monitoring</u></p>																																																							
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1)Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqIA Action Plan</p> <table border="1"> <thead> <tr> <th data-bbox="521 427 1111 491">Action</th> <th data-bbox="1111 427 1294 491">Lead Officer</th> <th data-bbox="1294 427 1588 491">Date for completion</th> <th data-bbox="1588 427 1832 491">Resource requirements</th> <th data-bbox="1832 427 2074 491">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="521 491 1111 592">Commission new accommodation based services for young people, single homeless people to support multiple and complex needs, including those presented by adult offenders.</td> <td data-bbox="1111 491 1294 592">Deanna Phillips / Louise Cunningham</td> <td data-bbox="1294 491 1588 592">1/8/2016</td> <td data-bbox="1588 491 1832 592"></td> <td data-bbox="1832 491 2074 592">Complete - New service commenced 1/8/16</td> </tr> <tr> <td data-bbox="521 592 1111 692">Ensure new non-specialist HRS floating support service can support Travellers, working with the WCC Gypsy and Traveller Liaison Service.</td> <td data-bbox="1111 592 1294 692">Ewa Niepsuj / Hugh Gaster</td> <td data-bbox="1294 592 1588 692">1/8/2016</td> <td data-bbox="1588 592 1832 692"></td> <td data-bbox="1832 592 2074 692">Complete - Generic floating support service commenced 1/8/2016</td> </tr> <tr> <td data-bbox="521 692 1111 762">Commission new floating support service for young people</td> <td data-bbox="1111 692 1294 762">Louise Cunningham</td> <td data-bbox="1294 692 1588 762">1/8/2016</td> <td data-bbox="1588 692 1832 762"></td> <td data-bbox="1832 692 2074 762">Complete - New service commenced 1/8/16</td> </tr> <tr> <td data-bbox="521 762 1111 842">Commission new HRS accommodation based service for people aged 25 and above to ensure a continuation of service provision from 01.18.19</td> <td data-bbox="1111 762 1294 842">Hugh Gaster</td> <td data-bbox="1294 762 1588 842">01.08.19</td> <td data-bbox="1588 762 1832 842"></td> <td data-bbox="1832 762 2074 842"></td> </tr> <tr> <td data-bbox="521 842 1111 882"></td> <td data-bbox="1111 842 1294 882"></td> <td data-bbox="1294 842 1588 882"></td> <td data-bbox="1588 842 1832 882"></td> <td data-bbox="1832 842 2074 882"></td> </tr> <tr> <td data-bbox="521 882 1111 922"></td> <td data-bbox="1111 882 1294 922"></td> <td data-bbox="1294 882 1588 922"></td> <td data-bbox="1588 882 1832 922"></td> <td data-bbox="1832 882 2074 922"></td> </tr> <tr> <td data-bbox="521 922 1111 962"></td> <td data-bbox="1111 922 1294 962"></td> <td data-bbox="1294 922 1588 962"></td> <td data-bbox="1588 922 1832 962"></td> <td data-bbox="1832 922 2074 962"></td> </tr> <tr> <td data-bbox="521 962 1111 1002"></td> <td data-bbox="1111 962 1294 1002"></td> <td data-bbox="1294 962 1588 1002"></td> <td data-bbox="1588 962 1832 1002"></td> <td data-bbox="1832 962 2074 1002"></td> </tr> <tr> <td data-bbox="521 1002 1111 1042"></td> <td data-bbox="1111 1002 1294 1042"></td> <td data-bbox="1294 1002 1588 1042"></td> <td data-bbox="1588 1002 1832 1042"></td> <td data-bbox="1832 1002 2074 1042"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	Commission new accommodation based services for young people, single homeless people to support multiple and complex needs, including those presented by adult offenders.	Deanna Phillips / Louise Cunningham	1/8/2016		Complete - New service commenced 1/8/16	Ensure new non-specialist HRS floating support service can support Travellers, working with the WCC Gypsy and Traveller Liaison Service.	Ewa Niepsuj / Hugh Gaster	1/8/2016		Complete - Generic floating support service commenced 1/8/2016	Commission new floating support service for young people	Louise Cunningham	1/8/2016		Complete - New service commenced 1/8/16	Commission new HRS accommodation based service for people aged 25 and above to ensure a continuation of service provision from 01.18.19	Hugh Gaster	01.08.19																											
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<p>(2) Review and Monitoring State how and when you will monitor policy and Action Plan</p>	<p>To be reviewed annually commencing on 01.08.19</p>																																																						