

Equality Impact Assessment

Directorate: Wellbeing	
Service: Adult Social Care/ Commissioning	
Name of Officer/s completing assessment: Craig Brewin	
Date of Assessment: Feb 2017	
Name of service/function or policy being assessed: Housing Related Support	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? To support the community and voluntary sector to deliver a range of priority outcomes across social care and public health and wellbeing. Ensuring that there is clear value for money links to the agreed outcomes. Contracts are coming to an end during 2015 and re-commissioning will be on the basis of the agreed priorities.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. Commissioning, Adult social care, CCG, public health and the voluntary and community sector</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Primarily young people. Upper age varies in different units Disability: Not specifically targeted at this group Gender Reassignment: Not specifically targeted at this group Marriage and Civil Partnership: Not specifically targeted at this group Pregnancy and maternity: Support is provided in a 6 unit hostel for young single mothers. Race: Varies with turnover in supported units Religion and Belief: Varies with turnover in supported units Sex: Varies with turnover in supported units. Disproportionately male. Sexual orientation: Varies with turnover in supported units Other:</p>

	<p>Housing Related support services are designed to help people maintain a tenancy and/or provide support to move into independent accommodation from hostel type accommodation. People are at risk of homelessness and can have a variety of personal issues. Some require further support from social care.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The reconfigured service will be designed to provide greater support to people in their own homes, and we will be looking to move people on ,ore quickly to ensure hostel accommodation is available for others in need. We are planning to extend the reach of the service to address the wider need to avoid homelessness.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>We will be reconfiguring housing related services but we need to ensure that those currently living in hostel accommodation have their needs met at the point of move on.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>The new strategy will take into account the needs of people currently accommodated and information is being provided from existing providers. The new strategy will take into account homeless trends and link HRS better with other services.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>We have had initial discussions with providers and the Children's Trust. Some changes to services and costs have already been agreed.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>The reconfiguration of the service will be achieved the retendering of services, and these will be co-designed with providers and connected to the new housing strategy.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Will be reviewed as part of the Housing strategy. Housing Related Support Board will oversee reconfiguration and impact. New contracts with providers will contain clear information relating to equalities issue.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Complete information gathering to support new strategy	All	Craig Brewin	Needs of current users addressed in reconfiguration proposal	HRS Board	Sept 2017	Meetings with providers held

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Name: Signed: Craig Brewin.....(Person completing the EIA) Name: Signed:(Policy Lead if not same as above) Date: Feb 2017
