Equality impact assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Housing Related Support – Physical and Sensory Disability

Assessment team leader name: Karen Wayman

Date of assessment: 3rd July 2012

Department responsible: Adults, Health & Housing

Service Area: Integrated Commissioning Younger Adults and Housing

Other members of assessment team:

Name	Position	Area of expertise	Comments
Marta Hancock	Customer	User of Services	
Maureen Parker	Customer	User of Services	
Karmel Fenwick	Customer	User of Services	
Phil McNellis	Service Manager	DCC Enablement Resource Team	
Marion Whitmore	Day Service Worker	DCC Enablement Resource Team	
Robin Ash	Campaigns Officer	British Deaf Association	
Dermot Bishop	Rehabilitation Officer	DCC Action for Blind People	

Question	Response/ findings
What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	Supporting People (SP) is a programme of housing related support services funded by Government as a named un-ring fenced grant within Area Based Grant. The programme in Derby has historically received about £10m per year and has operated as a partnership with voting input at Board level from Derby NHS, Derbyshire Probation Service, and Derby City Council. The Supporting People programme plays an important role in promoting links between health, housing, probation, social care, the police and other stakeholders for the planning and delivery of services for vulnerable people. In Derby, the original Supporting People grant allocation was approx £10m per year. In the run up to 1st April 2003, the Council established contracts with all of the legacy services that had received income from one of the previously separate funding streams. Since 2003 the Council has produced two Supporting People strategies and a housing support needs analysis, undertaken to help define commissioning priorities. It has now been agreed, as part of the Council's overall budget strategy that the funding available for housing related support is reduced by £6.144m over two years (2012-2014). The remaining budget would be £3.323m.
Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements	Supporting People Team monitors performance, quality and contractual obligations, together with the involvement of the Peer Review group. Strategic Partners including our Core Strategy Group and Commissioning Board are responsible for decision-making processes about Supporting People policies and practice, service provision. Providers have contractual obligation under the terms of their contracts and the quality assessment framework to ensure that all policies and procedures are in place and reviewed at least every three years.

Identifying potential equality issues and factors

Question	Response/ findings
What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring.	The physical and sensory disability group are a vulnerable customer group. Services that are funded by Supporting People are of a preventative nature and help avoid escalating needs.
Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?	There are currently 32 units (or individuals) funded with physical and sensory disabilities supported under the Supporting People programme. This customer group has one of the lowest numbers supported under the programme as a primary group due to requiring specialist support. There is a lower take up of service from BME groups and emerging communities.
Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	**The Adults, Health & Housing Commissioning Strategy for Physical and Sensory Impairment 2011-2014 states:** 1,483 adults aged 18-64 in Derby were receiving community based support (JSNA 2009) physical disability, frailty and sensory impairment. There were 5,148 adults aged 65+ with physical disability, frailty and sensory impairment. Derby's overall population… • Physical disability prevalence rates estimate for 2010 11,344 people in Derby with a moderate PD and an additional 3,243 with a serious PD (PANSI). • Deaf – 1,570 people are registered with the NHS as deaf or hard of hearing in Derby (31st March 2010), of which 610 were aged 18-64 – this is an under-estimate as people with a moderate hearing impairment do not register. Deafness is very high in Derby compared to the PANSI prevalence rate which indicated 45 people aged 18-64 people with a profound hearing impairment and 5,320 with a moderate or severe hearing impairment. This excludes people who are registered as blind – 65 adults aged 18 and over in Derby are blind, deaf with speech (10), deaf without speech (5) or hard of hearing (50) .

	• Blind – Prevalence rates indicates that in 2010, 101 adults aged 18-64 have a serious visual impairment, (PANSI)this is an under-estimation as actual figures show that at March 2008 there were 340 people registered as blind and additionally 185 registered as partially sighted (aged 18-64). Of all ages registered as blind (995) 455 had additional disabilities such as learning disabilities, physical disabilities, mental health, deaf with speech, deaf without speech, hard of hearing, of these 100 were aged 18-64. • Dual sensory - prevalence rate 572 people per 100,000 (SENSE),with 16% aged 20-59, 16% aged 60-69 and 62% 70+ which equates to 1,268 people in Derby. It is estimated that by 2030 that this will increase to 806 per 100,000 people, 2,261 people who are deaf blind.
Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?	The potential of decommissioning Housing Related Support (HRS) programmes for those with physical and sensory disabilities could be potentially serious. • Costs would need to be met fully by partner agencies and these could rise in some services from approximately £500 per individual per week to £3,000 per week. This would create a significant impact on statutory funds • The Council's investment in the Supporting People programme since 2003 would become futile • Pressure and stress for individuals when they have to cope with complex housing benefit issues. • Services would close with a loss of tenancy and independence, with customers regressing • Customers would be cut off from the community (particularly the deaf community) leaving them feeling isolated and displaced • Customers would have to move out of area and find alternative specialist placements, leaving them largely estranged from their families and family support • Increase in the abuse and harassment of customers with physical and sensory disabilities • Professional and specialised support skills would be lost to the community.

Question	Response/ findings
Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	**Positive** The Supporting People programme has reduced hospital and residential care admissions and enabled customers to live independently with support in the community at relatively low cost to the Council. The human impact has increased and supported customers' physical needs and mental welfare. Small provider units provide help to customers that cannot be provided by Statutory services. Intensive support is provided to support people and help them to choose what support they want or need help with. Customers are encouraged to live independently and have life choices. Information is given to customers easily and support given to them to decide what services they need. There are wardens providing cover for schemes on a 9-5 basis. There is a unique service for deaf people in Derby with specially trained workers equipped to deal with deaf people and those with multiple disabilities. Contributes to a diverse range of access and communication brought into the community and breaks down barriers within the community. **Negative** Warden cover has already been reduced (previously 24/7). Customers not being ready to move on from their existing accommodation and support. A loss of housing providers acting as a buffer between customers and services. No one to help with issues causing considerable stress to customers. Takes away customers' rights to live where they want to live if services in Derby are decommissioned. Closure of services could result in customers' having to move out of area and away from their family due to lack of specialist provision.

	The cost for the Council will rise on a weekly basis.
	Loss of community cohesion and engagement via wardens with sheltered housing.
	The Council will lose out on the investment that they have put in to Supporting People since 2003.

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
Loss of tenancies with support increasing safeguarding	Physical and Sensory Disability customers, DCC Housing Department, Safeguarding Team and Operational Teams	Loss of accommodation will impact on homelessness for a specialised customer group and increase safeguarding concerns.	Work in partnership for appropriate alternative provision and to alleviate safeguarding concerns as far as is practically possible.
	Families and Carers	No tenancy support will increase the pressure on families and carers responsibilities.	Ensure that support forums and groups are available to support families and carers in the community. Carers Assessments to be encouraged.
Specialist PSD support will be required 'out of area' to meet customer needs.	Physical and Sensory Disability customers, families and carers.	Delays in accommodating customers or lack of suitable accommodation provision impacting on their physical and mental welfare and support needs impacting on families and carers responsibilities.	Work in partnership with DCC Housing Department and other Local Authorities where needed for cross authority placements.

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
	Operational Teams, DCC Housing Department and other Local Authorities.	Pressure on professional teams and authorities to find suitable accommodation with appropriate support.	As above.
High increase in costs to provide appropriate provision.	DCC Operational Teams, Housing Department and other Local Authorities.	High increase in budget pressures and the need to use residential accommodation.	Ensure FACS and Personal Budgets are used to provide support with regular monitoring and review.
	Customers.	Loss of independence affecting mental welfare and future living in a more controlled environment.	As above.

Objectives for minimising negative impacts - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	Risk assessments need to be conducted for all customers
Specific	Risk assessments undertaken to ensure safeguarding issues are taken into account
Measurable	Numbers of risk assessments undertaken
Achievable	A partnership approach will need to be developed to look at the way forward given limited resources against all partners
Relevant	Reducing inequalities, increasing individual well-being and meeting Derby City Plan targets
Timed	12 months

Objective/Target:	Loss of tenancies with specialised support
Specific	Ensure customers are supported in tenancies
Measurable	Number of customers supported and where
Achievable	A partnership approach will need to be developed to look at the way forward given limited resources against all partners
Relevant	Reducing inequalities, increasing individual well-being and meeting Derby City Plan targets
Timed	12 months

Objective/Target:	High increase in costs to provide appropriate provision
Specific	Examine most cost effective ways to support customers
Measurable	Number of customers supported
Achievable	A partnership approach will need to be developed to look at the way forward given limited resources against all partners
Relevant	Reducing inequalities, increasing individual well-being and meeting Derby City Plan targets
Timed	12 months