

Equality Impact Assessment (EqIA)

This EqIA is for:

Younger Adults Housing with Support

Details are set out:

Housing with Support Strategy for adults 18-64 OfC

Officers undertaking the assessment:

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Assessment approved by:

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The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

This is an impact assessment for the implementation of Nottinghamshire County Council's Younger Adults (18-64) Housing with Support Strategy. The Strategy was considered at ASC+PH Committee on the 4th February 2019 and approval was given to engage with service users, carers and the public prior to further submission to Committee for formal sign off, scheduled for Spring/Summer 2019. The Younger Adults (18-64) Housing with Support Strategy looks to clarify the Council's ambitions for Younger Adults with disabilities whose needs mean that they need support to access appropriate accommodation and it sets out the principles by which we will operate in the area going forward.

The purpose of the Housing with Support Strategy is to ensure that:

- the right support is provided at the right time, in the right place for all Nottinghamshire residents who have an assessed need
- individuals have access to the right kind of housing to ensure maximum independence whilst their care and support needs are appropriately met
- people lead as fulfilling and positive lives as possible in a place they can call home.

This is in line with the guiding principles, ambitions, commitments and priorities set out in the Adult Social Care Strategy, ASCH Departmental Strategy and Nottinghamshire County Council's 'Your Nottinghamshire, Your Future' Strategy 2017-2021

When developing the strategy, we have engaged with some of our existing Service User forums to seek their views and advice, specifically the Learning Disability Partnership Board and a parent run group for children entering adulthood. The outcome of this was a general agreement with the

overarching ambitions and a desire to ensure that we would work closely with them on implementation plans for the strategy. In light of this, following consideration of the Strategy by ASCH+PH Committee on 4th February 2018 further engagement with stakeholders has now been approved and will commence through the Spring (2019).

Implementation of the Housing with Support Strategy will impact on Younger Adult's 18-64 who currently receive council provided support on a day to day basis, where an element of this support includes support to ensure their accommodation is suitable for their social care needs. At the end of 2018 the Council provided this type of Care and Support services to around 620 people (18-64 yrs) in Supported Accommodation and 647 people (18-64 yrs) in Residential and Nursing Care settings.

Embedding the Housing with Support Strategy will have a positive impact on individuals as it will enable them to live more independently, with greater choice and control over their environment and closer to an 'ordinary life'.

However, for some individuals this may mean they will be supported to move to a new house as they no longer require the levels of support provided in their current accommodation. Where possible, the individual will be supported to remain in their tenancy, however, where this cannot be facilitated due to changes in shared support, long term voids which the authority is unable to fill or where the individual has support needs which differ significantly from those they share with, they will be supported to move into more appropriate accommodation. Where a service user does not wish to move, and it is possible for them to stay in their existing accommodation, but the cost of continuing to be supported in this accommodation is higher than the individual is assessed as needing, or where the council becomes liable for void costs on empty rooms, they will be asked to pay this additional cost.

For those people with significant needs, where the likelihood of more independent living is low, a high quality consistent service needs to be maintained and, in many cases, support in specialist accommodation will provide this in the very long term. For others, with the potential to have greater independence and reduce reliance on paid for support, it should be considered a success if they are able to move on as a result of increasing their skill levels and confidence.

The implementation of the Housing with Support Strategy will have a disproportionate effect on people with the protected characteristic of disability as all of those impacted have a disability, as they are existing service users and therefore meet the eligible needs criteria set out in the Care Act 2014. Specifically, people with learning disabilities are likely to be more affected than people with other primary support needs, because people with a learning disability make up 70% of existing service users supported with accommodation. In addition, people with a learning disability and their families are historically more likely to have seen supported accommodation as a long term permanent solution and therefore there will be a greater level of culture change required.

This approach will enable parity of service as it will be based on risk and assessed need rather than service user group/primary care need. Ultimately, people will be enabled into having more choice and control in their ongoing everyday lives, but some service users may not have a choice about leaving their current accommodation as small scale supported living or residential care may be decommissioned.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

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Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>Age - This Housing with Support Strategy is applicable only to service users 18-64. Although there are service users over 64 who live within the Councils Supported accommodation</p> <p>Disability - This Housing with Support Strategy is applicable only to service users with a disability.</p> <p>A proportion of service users in this category who do receive accommodation with support will be impacted as they will no longer require supported accommodation as their needs can be met in general accommodation.</p>	<p>Where possible, if an individual no longer requires the level of support then they will be encouraged to move to a property with less support and more suitable to meeting their current needs.</p> <p>In some case an individual may be able to remain in their current property. However, this would be in negotiation with the landlord and would depend on whether it was part of a shared property or scheme where others still required supported accommodation.</p> <p>Where this is the case, the individual could remain where they are, but they may have to pay any additional costs over and above their assessed needs, including any contribution towards rent not covered by housing benefit.</p> <p>Further mitigations may be included following further public engagement.</p>	<p>Public engagement with service users, carers, and families, other stakeholders, partners and providers is planned for Spring 2019.</p>
<p>People with learning disabilities are likely to be more affected than people with other primary support needs, due to the fact that people with a learning disability make up 70% of existing service users supported with accommodation. In addition, people with a learning disability and their families are historically more likely to have seen</p>	<p>Where this is the case we will work closely with people and their families, implementing suggestions from the early engagement with forums, such as 'move on plans' to help people move at a pace they and the Council are comfortable with.</p>	<p>Public engagement with service users, carers, and families, other stakeholders, partners and providers is planned for Spring 2019.</p>

supported accommodation as a long term permanent solution and therefore there will be a greater level of culture change required		
Gender Reassignment - Unknown Pregnancy and Maternity - Unknown Race- Unknown Religion - Unknown Gender- Unknown Sexual Orientation - Unknown	There is no evidence we are aware of at this point to say that there will be a negative impact on any of these characteristics, so these remain unknown at this time. This will continue to be monitored and an assessment undertaken should it be determined that there is a negative impact on any additional protected characteristics.	Public engagement with service users, carers, and families, other stakeholders, partners and providers is planned for Spring 2019.

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Public engagement with service users, carers, and families, other stakeholders, partners and providers was approved at ASC+PH Committee on the 4th February 2019.

Sessions held

19th February 2019 – providers forum

27th February – Rumbletums – parents and carers group

19th March 2019 – SU group

26/29th March 2019 - Front line teams – Housing training including Housing with Support (HWS) strategy

The engagement activity to date has focused on what do the council needs to do to help Service Users, Carers, their families and other stakeholders understand the strategy. Questions have been asked of providers to make sure that the strategy ‘ask’ is appropriate and deliverable, service users have been supported to identify several ‘I’ statements identifying what good would look like for them and discussions have been had about the best way to present the document so that it is useful.

The feedback from the engagement events has been encouraging with the consensus being that it is good to have something written down which makes the councils offer clear and what we are asking for from providers and other partners. The carers spoken with to date have again been positive and they like having the clarity of the offer. Those carers that have been involved for a long time are still concerned about service users having tenancies for life and people having to move – however the strategy is very much about making sure that people have the right support at the right time in the right place. Service users themselves were more worried about being given the right information and having someone who would help them to work through the process when they were ready. A specific session for carers is planned on 26th April 2019.

Future activity

The engagement work will continue and be used to help develop the implementation plan. Once the strategy has been approved by policy committee, a programme of events is planned involving service users, officers delivering the activity and carers to map out areas of interaction and the additional work that is needed to support individuals and their families throughout their journey towards greater independence.