



Equality Impact Assessment Form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area: Social Services	Head of Service: Robert Sainsbury	Person Responsible for the assessment: Peta Daniels/Supporting People Team	Date of Assessment: November 2012	
Name of the policy/practice to be assessed: Supporting People Local Commissioning Plan (LCP)			Is this a new, existing or policy/practice under review?	New
1. Briefly describe the purpose of the policy/practice: If the policy/practice is under review, please list any options under consideration		It is a requirement of the Welsh Government for all LAs to produce a three year LCP to replace the annual Supporting People Operational Plan. The format is prescribed by the latest Supporting People guidance, which outlines the new arrangements for the programme, and includes information on priorities for development, project proposals/service developments and spend plans for the next three years. The LCP will provide greater opportunity for all stakeholders, including service users, to contribute to the planning and commissioning of services at a local and regional level. The LCP will be scrutinised locally by the Supporting People Planning Group, approved by Cabinet member/ Leader of the Council and regionally by the Supporting People Regional Collaborative Committee.		

<p>2. Name any associated policy, legislation, corporate objective etc:</p>	<ul style="list-style-type: none"> • Single Integrated Plan • Corporate Plan (2012-17) • Annual Improvement Plan • Health, Social Care and Well-being Strategy (2011-14) • Children and Young People's Plan (2011-14) • Corporate Parenting Strategy • Community Safety Business Plan (2012-13) • NewportCity Council Homelessness Action Plan (2012-13) • Draft Local Housing Strategy (2012-17) • Newport City Council Strategic Equality Plan and Equality Objectives (2012-16) • Community Strategy for Newport (2005/2015) • Mental Health Delivery Plan • Strategy for Older People
<p>3. Who are the main stakeholders in relation to the policy/practice?</p>	<ul style="list-style-type: none"> • Housing and Accommodation Providers • Support Providers • Supporting People Planning Group (SPPG) • Regional Collaborative Committee (RCC) • Service users and potential service users • NCC: Housing Needs department, Supporting People Team • Cabinet Member for Social Care and Wellbeing/Leader of the Council • Local Health Board & Gwent Public Health Team • Gwent Police • Probation and Youth Offending Services • Social Services Departments • Voluntary Agencies
<p>4. Who performs the service?</p>	<p>Supporting People Team tasked with producing the LCP. Agreed/ratified by Cabinet Member/Leader of the Council, SPPG and RCC Agreed/ratified by Welsh Government</p>
<p>5. What outcomes are wanted from this policy/practice?</p>	<ul style="list-style-type: none"> • To inform the general public of service gaps in current supported housing provision in Newport and Gwent. • To inform the general public of local and regional priorities for development. • To inform the general public of project proposals/service development design. • To inform the general public of spend plans for the next 3 financial years. • To provide sufficient information for the SPPG and RCC to make decisions about commissioning the priorities included.

	<ul style="list-style-type: none"> • For the Council to agree the LCP. • For the Minister for Housing, Heritage and Regeneration to approve the LCP and subsequent allocation of Supporting People Programme Grant. • To provide appropriate supported housing to identified groups of vulnerable people in Newport to increase their independence and wellbeing. • To contribute to the LA's strategic priorities contained within its strategies and plans, e.g. One Newport's Single Integrated Plan. • To ensure equal access to services for vulnerable client groups and protected characteristics.
<p>6. What factors could contribute to/detract from the outcomes (risks/opportunities)?</p>	<p>Risks:</p> <ul style="list-style-type: none"> • Failure to keep to the LCP production timetable. • Failure for Cabinet Member/Leader of the Council, SPPG and RCC to ratify the Plan. • Failure of approval from the Minister for the LCP and allocation of funding. • Lack of sufficient information to enable informed decisions by SPPG and RCC. • RCC challenge or non-approval of the Plan. • Conflicts of interest • Failure to reach consensus by members of SPPG and RCC • Changes to governance arrangements. • Errors made in calculations for funding. • "Underspend" resulting in decreased funding for subsequent years <p>Opportunities:</p> <ul style="list-style-type: none"> • All stakeholders, including service users, able to contribute to the planning and commissioning of services at a local and regional level. • Highlight gaps in provision and identify appropriate service design models to meet those gaps • Highlight overprovision of services and provide opportunity to re-model/re-develop existing services • Additional funding to support vulnerable groups and increase their independence and wellbeing. • Ensure funding is fairly and appropriately allocated and value for money is achieved. • Contribute to LA's strategic corporate priorities. • Raise the profile of the Supporting People programme corporately, locally and regionally. • Complementing existing and newly-developed Council services. • Improve service provision via an open and transparent commissioning process.
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement:</p>	<ul style="list-style-type: none"> • Advice and assistance sought from the LA's lead EIA officer • Discussion with other Gwent Supporting People Teams and Gwent Lead Officer's Group. • Agreement sought from SPPG and Leader of the Council • Three-week consultation period for the draft LCP with all stakeholders

<p>8. Give a summary of the information the council has taken into account for this assessment:</p>	<ul style="list-style-type: none"> • Analysis of GNME forms returned to the Supporting People Team • Annual mapping of current supply of supported housing in Newport and Gwent • Project proposals submitted to the Supporting People Team for the past three years • Previous Supporting People Operational Plans (2004 to 2011) • Supporting People Quarterly Monitoring Questionnaire information • NCC Homelessness data/statistics (WHO12) for 2011/12 • Stats Wales and Data Unit Wales data/statistics for 2011/12 • Latest Census (2011) information • Welsh Index of Multiple Deprivation (2011) information • Daffodil trend data • Annual Needs Mapping days in Newport with partner agencies • Meeting with current and past supported housing service users • Stakeholder and service user feedback from service reviews • Information from annual reports, support provider waiting lists, referrals and statistics • Consultation on the LCP with stakeholders and service users (19/10/12 to 09/11/12) • Information and statistics contained in relevant local, regional and national strategies, plans and reports • Latest Welsh Government Supporting People programme guidance
<p>9. Does the policy/practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion/belief • Welsh language • Gender reassignment • Marriage/civil partnership • Sexual orientation • Pregnancy and Maternity 	<p>The Supporting People programme itself promotes equality of opportunity, and meeting the needs of vulnerable groups is an integral part of the programme.</p> <p><u>Age</u></p> <ul style="list-style-type: none"> • Any vulnerable person over the age of 16 is eligible for supported housing; any dependent children will benefit from parents receiving support. • There are specific schemes designed to meet the needs of older people aged 55+, frail elderly people and younger people aged 16/17 and 18 to 24. • A gap in provision has been identified for young care leavers and additional supported housing schemes have been prioritised. • Additional schemes for older people have been identified and prioritised. <p><u>Gender</u></p> <ul style="list-style-type: none"> • Existing supported housing schemes accommodate both males and females. • A small number of schemes are gender specific due to specific circumstances of people requiring support, e.g. domestic abuse refuges. • Any new schemes developed will take into consideration all the information gathered concerning gaps in supported housing provision and evidence of need in service design, e.g. a gender neutral domestic abuse service is currently being commissioned

Disability

- Any new supported housing schemes developed have to meet Welsh Government standards with regard to accessibility.
- Some support is already provided for people with disabilities in their own homes through existing floating support schemes and at current supported housing schemes.
- A gap in service provision has been identified for people with a range of physical and sensory disabilities and suitable floating support schemes have been identified as future priorities.

Race

- Some services have been developed specifically for minority ethnic (ME) groups, where there is clear evidence of need.
- There has been an increase in use of direct access services by some ME groups, particularly economic migrants, refused asylum seekers and single refugees.
- People with no recourse to public funds are able to access services, but there is a cost to the service provider, so this is not sustainable for an extended period of time.
- Language Line is available where required and EMAS and a language tablet is on site within the Information Station
- A gap in service provision has been identified for refugees and Gypsy Travellers and floating support schemes have been prioritised for both these groups

Religion/Belief

- People applying for supported housing are asked about their religion/cultural needs as part of the application process and appropriate action is taken where necessary.
- Supported housing schemes would not restrict access on this basis and would endeavour to accommodate any specific requirements arising from a resident's religion or belief.

Welsh Language

- Support providers would make arrangements for people to be able to access supported housing through the medium of Welsh.
- Supported housing schemes would not restrict access on this basis, but some people may be reluctant to accept a place on the basis that Welsh is not the first language

Gender Reassignment

- No impact anticipated – supported housing schemes would not restrict access on this basis. Nobody has indicated that they are transgender since monitoring began, but this may be due to a reluctance to state this.

	<p><u>Marriage/Civil Partnership</u></p> <ul style="list-style-type: none"> • Some schemes will only accept single people on the grounds of safety and the support is usually individually tailored to address that person's specific needs. • Some existing floating support schemes specifically support young couples/families • Generally fixed supported housing schemes do not cater for couples if they both have support needs, although <i>extraCare</i> and sheltered schemes and some hostels do accommodate couples. If this was identified as a gap in provision, plans for developing an appropriate project could be implemented. <p><u>Sexual Orientation</u></p> <ul style="list-style-type: none"> • People applying for supported housing are asked about their sexual orientation. • Support providers should have Equal Opportunities policies, which would outline their approach to harassment of residents based on their sexuality. • Supported housing schemes would not restrict access on this basis. <p><u>Pregnancy and Maternity</u></p> <ul style="list-style-type: none"> • Existing supported housing schemes are dedicated for young mothers/families. • A service has been remodelled to cater for this protected characteristic, based on evidence of need, to ensure continuity of support. • Additional floating support units have been prioritised for young families with multiple support needs
<p>10. Summary of the impact of the policy/practice on the general equality duty:</p>	<ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation, advance equality and opportunity, and foster good relations: these general duties are fundamental values of the Supporting People programme. • The aim of the programme is to fund the support to vulnerable people from a range of client groups in order that they gain and retain independence by remaining in their own homes or securing appropriate accommodation. • Supporting People programme-funded schemes deliver housing-related support but also have shown to have wide benefits improving health and well-being, reducing crime and anti-social behaviour and returning people back to work, further education and training.

Equality Action Plan -		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of:-		
Age Gender Etc	<ul style="list-style-type: none"> To continue to monitor the profile of service users and potential service users by protected characteristic using existing SP monitoring forms – on-going. To use up-to-date statistics, reports and research to assist in the monitoring process. To target the promotion of supported housing schemes at groups which are currently under represented by using appropriate formats and content to increase inclusivity. To investigate ways of ensuring people are comfortable disclosing personal information, such as being transgendered. To monitor couples needing to access schemes specifically for single people 	Supporting People Manager
If there are decisions pending that will affect this policy/practice please state when and how the decision will be taken:	<ul style="list-style-type: none"> Proposals in the Housing White Paper have the potential to significantly increase the demand for supported housing services. Phased implementation from April 2013 if legislation achieves Royal assent. Welfare reform agenda. Phased implementation from January 2012 Future funding allocations may be affected by allocations from central government 	Supporting People Manager
How will the policy/practice be: <ul style="list-style-type: none"> Monitored Performance assessed Reported 	<ul style="list-style-type: none"> By SPPG, RCC and Welsh Government LCP will be updated on an annual basis by the SP Team 	Chairs of SPPG and RCC, Welsh Government SP Governance Officer, Supporting People Manager
Does the EIA need to be revisited in 6 months/a year?	November 2013 as part of the annual LCP development process.	Supporting People Manager

Signed (lead officer)



Signed (Head of Service)



Date 17th December 2012