

Fairness and Equalities Impact Assessments F&EIAs (2016)

This form presents evidence that equalities, Welsh language and fairness have been considered when taking policy and service delivery decisions in Newport City Council.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Under the General Equality Duty we have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity and
 - Foster good relations
- across the nine protected characteristics.

Under the Welsh Language Measure 2011 the Welsh language cannot be treated any less favourably than the English language

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Service Area: Adult & Community Services	Head of Service: Chris Humphrey	Person responsible for the assessment: Peta Daniels	Date of Assessment: December 2017 Version (if applicable)
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1. What is the policy/ service being assessed?

Supporting People Local Commissioning Plan (LCP)

2. What is the purpose of the policy/service change?

The LCP is a 3-year document, updated on an annual basis and the inclusion of an Equality Impact Assessment is a requirement of the Welsh Government. This F & EIA relates to the latest annual update of the 3-year plan.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users/ potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
Age	Potentially all citizens of Newport aged 16+ with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups of all ages but also specifically for vulnerable young	The re-modelling of existing schemes for people aged 55+ based on assessed need to include people living in all tenures of accommodation. Within existing support schemes, ensuring support is provided based on need rather than just tenancy.	Supporting People Team and Supporting People Planning Group	Annually for inclusion in the LCP

		people aged 16 to 24, single people with support needs aged 25 to 54 and people aged 55+ with support needs.	One of the priorities of the LCP is to develop a specialist scheme for homeless young people and young ex-offenders		
Gender reassignment	Potentially any citizens of Newport considering/ already undergoing/who have undergone gender reassignment and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups and would take gender reassignment into consideration if the need for such a support service was evidenced	<p>Knowledge of existing services that could support people affected by gender reassignment.</p> <p>Should demand be identified on a regional basis, Newport's SP team could work with Gwent colleagues to develop a service</p>	Supporting People Team, Supporting People Planning Group, Regional Support People Teams and Regional Collaborative Committee	Annually, for inclusion in the LCP and Regional Commissions Plan (RCP)
Disability	Potentially all citizens of Newport aged 16+ with a physical and/or sensory disability and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development specifically for people with physical and sensory disabilities and support provision has been developed for people with sensory impairments	<p>Issues around physical and sensory disabilities are identified during assessment of support needs and the most appropriate support service is allocated.</p> <p>Due to identified need, an existing memory loss service has been expanded further to support more people and a dedicated support worker is being funded to support people with physical disabilities.</p>	Supporting People Team, Supporting People Planning Group	Annually for inclusion in LCP

			By extending an existing older person's project, additional support for people with sensory loss is being provided as a pilot scheme		
Marriage/Civil Partnership	Potentially all citizens of Newport aged who are married/in a Civil Partnership and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups and includes all familial arrangements	Further increases in floating support provision have resulted in support being provided to more couples, e.g. rough sleepers and homeless people. The development of extraCare schemes has enabled more couples to continue to live together when they can no longer manage completely independently. The reconfiguration of bedsits in sheltered schemes has also achieved the same outcome Provision of support around forced marriage and FGM issues	Supporting People Team, Supporting People Planning Group and housing providers	Annually for inclusion in LCP
Pregnancy and Maternity	Potentially all female citizens of Newport aged 16 + who are pregnant and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups but also specifically for vulnerable young parents/parents to be	Re-modelling of an existing service, based on evidence of need, to ensure continuity of support for young pregnant females. Provision of additional floating support units for young families with multiple support needs	Supporting People Team, Supporting People Planning Group	Annually for inclusion in LCP

Race	Potentially all citizens of Newport aged 16+, of any ethnicity and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups from all races	All services are accessible to people from all races. Services have been developed specifically for ME groups, including Gypsy Travellers, where there is clear evidence of need. All referral forms and other Supporting People forms have provision for the monitoring of ethnicity. Additional funding has been provided for interpretation and translation services	Supporting People Team, Supporting People Planning Group and referrers	Annually for inclusion in LCP
Religion/belief (or the absence of)	Potentially all citizens of Newport aged 16+, with any religion/belief and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups	All services are accessible to people with any religious belief. All referral forms and other Supporting People forms have provision for the monitoring of religion/belief.	Supporting People Team, Supporting People Planning Group and referrers	Annually for inclusion in LCP
Sex	Potentially all citizens of Newport aged 16+ and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups but also specifically for gender-based schemes.	The majority of services are accessible to people of any gender. Some services have been developed specifically based on gender where there is clear evidence of need, e.g. Women's Aid refuges. All referral forms and other Supporting People forms have provision for the monitoring of gender. Consideration should be given	Supporting People Team, Support Providers, Supporting People Planning Group and referrers	Annually for inclusion in LCP

			to increasing the number of male support workers to address the current gender imbalance.		
Sexual Orientation	Potentially all citizens of Newport aged 16+ and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups	<p>Collaborative arrangements with partner organisations, e.g. the Dyn and Triangle Projects. All referral forms and other Supporting People forms have provision for the monitoring of sexual orientation.</p> <p>Should demand be identified on a regional basis, Newport's SP team could work with Gwent colleagues to develop services for people identifying as LGBTQI</p>	Supporting People Team, Supporting People Planning Group and referrers	Annually for inclusion in LCP
Welsh language	Potentially all citizens of Newport aged 16+ whose first language is Welsh and with an assessed housing support need	Production of the LCP identifies current supply, needs and gaps in provision and priorities for development for a range of client groups inclusive of all languages	<p>Ensuring information/forms are available in Welsh on request to comply with Welsh Language Act. All referral forms and other Supporting People forms have provision for the monitoring of first language.</p> <p>A summary version of the LCP could be provided in Welsh on request</p>	Supporting People Team, Supporting People Planning Group and referrers	Annually for inclusion in LCP

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity. Consultation at an initial stage should be along broad themes. It is appropriate to ask what services are valued, how services could be changed and or what could be done differently. This feedback should then inform your business case proposals and the F&EIA. When specific proposals have been drawn up, they too will need to be consulted upon. All stakeholders and their views need to be represented.

Regional needs mapping event held with support providers and stakeholders to identify current gaps in supported housing provision

Regional needs mapping event held with service users to establish what is good/bad about their support service and what else could be provided. A service user website has been developed and an online questionnaire is available for service users to give their opinions about support services received and needed

Regional Supporting People Twitter account available to all stakeholders

Service users and potential service users complete a questionnaire which provides information about their accommodation and housing related support needs and this information is included in the LCP. They are also consulted about the service they receive during initial and ongoing service reviews.

Project proposal forms are used as part of the LCP planning and development process

As part of the planning process, the LCP is subject to a period of consultation with stakeholders, service users and the general public.

The final LCP is taken to the Supporting People Planning Group and Cabinet Member for approval prior to submission to the Regional Collaborative Committee.

Submitted to RCC for information and feedback

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

- Analysis of Gwent Needs Mapping Exercise (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 annually
- Previous Supporting People Operational Plans (2004 to 2011) and annual LCP updates
- NCC Homelessness data/statistics (WHO12) and ONS for 2016/17
- Stats Wales and Data Unit Wales data/statistics for 2016/17
- Latest Census information (2011) and other ONS reports

- Welsh Index of Multiple Deprivation (2014) information
- One Newport Ward profile information and Needs Assessment
- Regional Annual Needs Mapping days with partner agencies and 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
- Information and statistics contained in relevant local, regional and national strategies, plans and reports
- Latest Welsh Government Supporting People programme guidance
- Public Health Wales statistics
- Regional Social Services and Wellbeing Needs Assessment

6. How will the relevant groups be advised of the changes and the F&EIA?

The LCP and summary version includes a link to this F&EIA and is available on the Supporting People webpage on Newport City Council's website. Notification of the availability of the final LCP is sent to all relevant agencies.

7. How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

- Health Inequalities - the LCP is primarily concerned with providing services for a range of vulnerable groups, including people with mental health issues and people with physical/sensory impairments and monitors physical and mental health outcomes as part of the Welsh Government's Supporting People Outcomes Framework and SAIL research project
- Child Poverty - the LCP identifies and addresses gaps in provision around Financial Inclusion and support work with families with complex needs and a range of support issues, which consequently assists in addressing issues of child poverty

- Skills and Work - the Supporting People programme ensures that the provision of suitable floating support for all eligible client groups will have a positive impact in this area and is measured as part of the Outcomes Framework.
- Tackling domestic violence - the LCP is directly concerned with tackling domestic violence through the identification of local and regional gaps in supported housing provision and the re-modelling of services to meet changing demand.
- Alcohol and substance misuse - the LCP is directly concerned with alcohol and substance issues through the identification of gaps in supported housing provision, the re-modelling of existing services and development of new schemes to meet demand, especially for those with enduring alcohol problems.
- Homelessness - the LCP's primary concern is in homelessness prevention as it is concerned with the provision of accommodation and floating support for homeless people with a range of support needs, identifying unmet need and proposing schemes for development or re-modelling in conjunction with the Housing Needs Unit. The Housing (Wales) Act 2014 includes specific references to the important contribution Supporting People services will make towards its successful implementation, especially in the duty on homelessness prevention.
- Armed Forces Veterans - the LCP is not directly concerned with armed forces leavers but the provision of suitable supported accommodation/floating support services will have a positive impact for members of the community who have previously served in the armed forces and will contribute to the Welsh Government's National Housing Pathway for Ex-Service Personnel and Armed Forces Covenant

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

Supported accommodation schemes are predominantly located towards the City Centre, with easy access to services and facilities. Floating support services cover the whole of the Newport area, as the service is provided in the service user's own home. Analysis of people currently on the generic floating support service shows a predominance of service users in the most deprived areas of Newport.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

The LCP shows the range of supported accommodation available through the city, both fixed and floating support, which is available to people from all backgrounds and community groups etc. who have a housing-related support need. All schemes funded under the Supporting People programme that are included in the LCP are part of the Welsh Government Outcomes Framework,

one of which is that “people are feeling part of the community”. The LCP highlights a range of floating support services which are crucial in addressing the needs of hard-to-reach groups and those who are isolated, for example, floating support schemes for refugees, older people, Gypsy Travellers and European Migrants

10. In summary, how does the changed service/policy promote equality?

The Supporting People programme itself promotes equality of opportunity, and meeting the needs of vulnerable and hard-to-reach groups is an integral part of the programme. Regular monitoring takes place with regard to most of the protected characteristics and equal opportunities policies and procedures are inspected as part of the review process.

The Supporting People Team and Supporting People Planning Group are mindful of ensuring a fair distribution of funding to eligible client groups throughout the City Council area. The LCP illustrates this in both supply and needs mapping and in the sections concerned with Priorities for Development and Service Developments.

11. In summary, how does the changed service/policy eliminate discrimination?

The reduction of unlawful discrimination, harassment and victimisation, advancement of equality and opportunity, and fostering good relations are general duties and 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, and the programme has expanded its services to include a wider range of hard-to-reach, marginalised and vulnerable groups of people within the confines of the available funding.

Supporting People programme-funded schemes deliver housing-related support but have also been shown to have wide benefits in improving health and wellbeing, reducing crime and anti-social behaviour and returning people back to work, further education and training.

Under the Supporting People review process, support provider’s Equal Opportunities Policies are assessed for compliance with current equalities legislation and any complaints are analysed.

Completed by / Date: Peta Daniels/Nigel Stannard, 20/12/17

Signed off by / Date:  Chris Humphrey, 21/12/17