

Initial Equality Impact Assessment – Service Change

Department	Adult Social Services
Service	3 Woodthorpe Road (Supported Housing for People with Learning Disabilities)
People involved	Mike Abel (Commissioning Manager)

1. What are the aims of the service and what changes are being proposed?

3 Woodthorpe Road is an un-modernised supported housing scheme for people with mild learning disabilities. Service users have their own bedroom but other facilities are shared (kitchen/sitting room/bathrooms). The service, which provides support for 8 people (there is currently one void), is managed by Metropolitan and funded by the Council drawing on Supporting People funding. Referrals are made by the Community Learning Disability Team following assessment of service users.

The proposal is to move all 8 people to a newly built and specially designed supported housing scheme on the Osiers development in Central Wandsworth, due to open in January 2014. Each person will have their own self contained one bedroom flat with their own front door, living/kitchen area and bathroom. They will be supported to further develop their independence. The support will continue to be provided at the same level as at 3 Woodthorpe Road by Metropolitan under a Supporting People contract which expires at the end of March 2015. A retendering exercise will be initiated to select the provider beyond this date.

When all the residents have moved 3 Woodthorpe Road will be closed. If any of the residents change their mind about moving to Osiers then similar accommodation to 3 Woodthorpe Road, with communal facilities, would be made available to them in the borough – vacancies are available should this be necessary.

There have been three meetings with residents and relatives between June and September 2013 to consult them about the proposed move. All residents have actively participated in these meetings, which have also involved their relatives. All have been generally positive about the move and any concerns have been followed up. The meetings will continue until people settle in their new accommodation.

2. What is the rationale behind these changes?

3 Woodthorpe Road is not fit for purpose. It is un-modernised, with shared facilities and as such there is limited scope to promote people's independence. All government guidance, starting with the White Paper "Valuing People", have promoted modern supported housing for people with learning disabilities, and it is a key action point in the Learning Disability Joint Commissioning Strategy.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Do not put what the information shows you
	All tenants are known to adult social services and their accommodation arranged by the council. All service users' community care records are maintained on the adults social care client information system – including race, gender, disability and age. Service users needs are reviewed at least annually and the suitability of the support provided by Metropolitan will be assessed half yearly.
Race	Ethnicity recorded as 2 x Black British /Caribbean 6 x White British
Gender	5/3 male/female split
Disability	All the service users have mild learning disabilities.
Age	Males –; 22,28,48,64,68. Females – 36, 48, 52.
Faith	Data not systematically collected, but support service providers are required to operate within the Equalities Act and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire within the procurement process.
Sexual Orientation	Data not systematically collected but support service providers are required to operate within the Equalities Act and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire within the procurement process.

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Disability	<p>The Service is solely for people with learning disabilities and referrals are made by the Community Learning Disability Team following assessment.</p> <p>The proposed change will properly promote the independence of the people concerned who are currently in an un-modernised supported housing scheme with shared facilities that is not fit for purpose. They will have tenancies in the new scheme, with self-contained individual flats and the same level of support they currently receive at 3 Woodthorpe Road. This reflects a national best practice approach. Self-contained facilities will make it easier to adapt the living environment to changes in disability or frailty.</p> <p>Relatives and residents have been formally consulted about the changes at three meetings between June and September this year. They will be shown detailed plans and photographs of the proposed new flats early in October. These meetings will continue on a regular basis until people are settled and all concerns have been addressed.</p>	<p>Generally both residents and relatives are enthusiastic about the move and have a good understanding about the reasons for it. Possible negative impacts:</p> <ol style="list-style-type: none"> 1. Some are a little uneasy about the impact on their finances of living in a self contained flat but support workers will be on hand to help them manage their money and ensure that benefits are maximised. 2. There could be a risk of isolation when no longer in shared facilities. Support workers will actively ensure that people are not isolated in their flats. <p>Individual reviews are being completed with all residents. If any resident changes their mind about moving to Osiers a choice of alternative supported accommodation with shared facilities in the borough will be offered to them.</p>
Race	Of the 8 service users at 3 Woodthorpe Road 2 are BME service users. We anticipate that the positive impact of the	See above

	change will be similar for all. Any negative impact will be picked up and addressed during half yearly monitoring of the Metropolitan support service.	
Gender	There is a 5/3 male/female split. This will be monitored half yearly and any changes that may be due to the accommodation move addressed.	See above
Age	<p>Males – 22,28,48,64,68</p> <p>Females – 36,48,52</p> <p>The self-contained accommodation should make it easier for tenants to express their own preferences, given the wide age range this should be a significant improvement to quality of life.</p> <p>Self contained accommodation will be easier to adapt to provide support to meet individual needs as tenants age or develop levels of disability.</p>	See above
Faith	Faith is raised in service user reviews and addressed specifically in personalised individual support plans. Any concerns about the impact of the change will be addressed.	See above
Sexual orientation	Sexual orientation is raised in service user reviews and addressed specifically in personalised individual support plans. Any concerns about the impact of the change will be addressed.	See above

5. Is a full EIA required? No

- Is the service a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes.
- Overall will the change have a negative impact on any of the equality groups? No.

Comments - Please give the rationale here for not undertaking a full EIA

The new accommodation will provide a considerably better standard of facilities for tenants and will be self-contained rather than shared. It will enable tenants to further their independence and express themselves as individuals. No adverse impact is anticipated following the moves which are being carefully planned by the Learning Disability service and Metropolitan staff.

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

1. Service users have some concern about managing finances when living in self-contained accommodation. Support workers will help tenants to manage this change.
2. Tenants may become isolated in their flats. Support workers will actively ensure that tenants do not become isolated by encouraging interaction with others.
3. To help to manage the change, meetings with relatives will continue for at least 3 months after the move and action plans developed to address any concerns.
4. The support service provided by Metropolitan will continue to be monitored half yearly, this will be in addition to the annual reviews carried out by adult social services of the tenants needs for care and support.

Signed Mike Abel

Date: 24.09.13

Approved by: Clare O'Connor