

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	DASS
<b>Service Area</b>	
<b>Service/policy/function being assessed</b>	Housing Support and Preventative Services (HSPS) Supported Housing
<b>Which borough (s) does the service/policy apply to</b>	Wandsworth
<b>Staff involved</b>	Richard Wiles/Peter Khwaja
<b>Date approved by Policy and Review Manager</b>	25.01.16

### SUMMARY

#### Please summarise the key findings of the EINA.

It is proposed to make Direct Awards of varying lengths for all current HSPS services in the Spring of 2017 to allow for:

- review of the accommodation pathways for mental health, learning disabilities and substance misuse be undertaken to maximising efficiency in the use of different provision;
- the commissioning of HSPS for young people be more closely integrated into the commissioning of Children's Services

Preparations will be made for the procurement of HSPS services for young people and for ex-offenders during the 2017-18 financial year.

No immediate changes are proposed to HSPS services although it initiates a process in which services will be reviewed and some changes made in the medium to long term.

The services that are more likely to change in the medium to long term are those for people with Mental Health or Learning Disabilities. However the future design of these services is not yet known and there will be consultation with all affected stakeholders including those with protected characteristics to ensure they are fully engaged in the design process. A separate Equality Impact and Needs Analysis (EINA) will be conducted as part of this process.

### 1. Background

#### Briefly describe the service/policy or function:

Housing Support and Preventative Services (HSPS), formerly known as Supporting People (SP) services, provide long term and short term Housing related support in the form of accommodation-based and floating support services to help people to develop or maintain their independence. The provision covers the following client groups: Older People, Mental Health, Generic Learning Disabilities, Care Leavers, Young People at Risk, Teenage Parents, Drugs, Alcohol, Physical and Sensory Disabilities, Rough Sleepers, Ex Offenders, Single Homeless and Domestic Violence.

2. Analysis of need and impact

Protected group	Findings
Age	<p><u>Census data</u> 12.24% of residents are aged 60+ according to the 2011 Census.</p> <p><u>Provider data</u> (All HSPS information based on Snapshot survey of all HSPS Providers)</p> <ul style="list-style-type: none"> <li>• Older People - 100% of service users are over 55, average age 76 years</li> <li>• Mental Health - 22% of service users are over 55, average age 42 years</li> <li>• Learning Disabilities - 23% of service users are over 55, average age 44 years</li> <li>• Physical and Sensory Disabilities - 29% of service users are over 55, average age 46 years</li> <li>• Single Homeless - 0% of service users are over 55, average age not reported</li> <li>• Alcohol - 0% of service users are over 55, average age 40 years</li> <li>• Drugs - not reported</li> <li>• Ex Offenders - 0% of service users are over 55, average age 36 years</li> <li>• Young People at Risk - 0% of service users are over 55, average age 19 years</li> <li>• Young People Leaving Care - 0% of service users are over 55, average age 20 years</li> <li>• Rough Sleepers - 13% of service users are over 55, average age 47 years</li> <li>• Homeless Families at Risk - 0% of service users are over 55, average age 23 years</li> <li>• Teenage Parents - 0% of service users are over 55, average age 19 years</li> <li>• Generic - 16% of service users are over 55, average age 44 years</li> <li>• Domestic Violence - 0% of service users are over 55, average age 31 years</li> </ul>
Disability	<p><u>Census data</u> According to the 2011 Census, the day to day activities of 4.8% of residents are limited a lot with a further 5.8% seeing day to day activities limited a little. The Royal National Institute for the Blind (RNIB) estimate that there were 5,470 people living with sight loss, of whom 610 were living with</p>

	<p>severe sight loss, in Wandsworth in 2011. They forecast that the number of partially sighted and blind people will increase to 6200 living with sight loss, of whom 720 will be living with severe sight loss, by 2020.</p> <p><u>Provider data</u> (All HSPS information based on Snapshot survey of all HSPS Providers)</p> <ul style="list-style-type: none"> <li>• Older People - 14% of service users are registered disabled, well above census limited activity level</li> <li>• Mental Health - 16% of service users are registered disabled, well above census limited activity level</li> <li>• Learning Disabilities - 34% of service users are registered disabled, well above census limited activity level</li> <li>• Physical and Sensory Disabilities - 95% of service users are registered disabled, well above census limited activity level</li> <li>• Single Homeless - 4% of service users are registered disabled, just below census limited activity level</li> <li>• Alcohol - 14% of service users are registered disabled, well above census limited activity level</li> <li>• Drugs - 8% of service users are registered disabled, well above census limited activity level</li> <li>• Ex Offenders - 0% of service users are registered disabled, well below census limited activity level</li> <li>• Young People at Risk - 0% of service users are registered disabled, well below census limited activity level</li> <li>• Young People Leaving Care - 0% of service users are registered disabled, well below census limited activity level</li> <li>• Rough Sleepers - 0% of service users are registered disabled, well below census limited activity level</li> <li>• Homeless Families at Risk - 0% of service users are registered disabled, well below census limited activity level</li> <li>• Teenage Parents - 0% of service users are registered disabled, well below census limited activity level</li> <li>• Generic - 35% of service users are registered disabled, well above census limited activity level</li> <li>• Domestic Violence - 0% of service users are registered disabled, well below census limited activity level</li> </ul>
<p><b>Gender (sex)</b></p>	<p><u>Census data</u> 52% of residents are female, according to the 2011 Census.</p> <p><u>Provider data</u> (All HSPS information based on Snapshot survey of all HSPS Providers)</p>

	<ul style="list-style-type: none"> <li>• Older People - 54% of service users are female. This is just above the borough average.</li> <li>• Mental Health - 35% of service users are female. This is below the borough average.</li> <li>• Learning Disabilities - 48% of service users are female. This is below the borough average.</li> <li>• Physical and Sensory Disabilities - 45% of service users are female. This is below the borough average.</li> <li>• Single Homeless - 0% of service users are female. This is well below the borough average (one scheme, male only).</li> <li>• Alcohol - 5% of service users are female. This is well below the borough average.</li> <li>• Drugs - 25% of service users are female. This is well below the borough average.</li> <li>• Ex Offenders - 11% of service users are female. This is well below the borough average.</li> <li>• Young People at risk - 71% of service users are female. This is well above the borough average.</li> <li>• Young People Leaving Care - 45% of service users are female. This is below the borough average.</li> <li>• Rough Sleepers - 0% of service users are female. This is well below the borough average (mixed gender scheme).</li> <li>• Homeless Families at Risk - 100% of service users are female. This is well above the borough average.</li> <li>• Teenage Parents - 92% of service users are female. This is well above the borough average.</li> <li>• Generic - 51% of service users are female. This is below the borough average.</li> <li>• Domestic Violence - 100% of service users are female. This is well above the borough average (female only schemes).</li> </ul>
<b>Gender reassignment</b>	Data not collected
<b>Marriage and civil partnership</b>	Data not collected
<b>Pregnancy and maternity</b>	Data not collected
<b>Race/ethnicity</b>	<p><u>Census data</u> 28.6% of residents are BME according to the 2011 Census</p> <p><u>Provider data</u> All HSPS information based on Snapshot survey of all HSPS Providers</p> <ul style="list-style-type: none"> <li>• Older people - 28% of service users are BME. This is slightly below the borough profile for BME Residents</li> <li>• Mental Health - 44% of service users are BME. This is above the borough profile for BME residents.</li> <li>• Learning Disabilities - 27% of service users are BME. This is</li> </ul>

	<p>slightly below the borough profile for BME Residents</p> <ul style="list-style-type: none"> <li>• Physical and Sensory Disabilities - 42% of service users are BME. This is above the borough profile for BME residents</li> <li>• Single Homeless - 33% of service users are BME. This is above the borough profile for BME residents</li> <li>• Alcohol - 19% of service users are BME. This is below the borough profile for BME Residents</li> <li>• Drugs - 25% of service users are BME. This is slightly below the borough profile for BME Residents</li> <li>• Ex Offenders - 84% of service users are BME. This is well above the borough profile for BME residents</li> <li>• Young People at Risk - 79% of service users are BME. This is well above the borough profile for BME residents</li> <li>• Young People Leaving Care - 71% of service users are BME. This is well above the borough profile for BME residents</li> <li>• Rough Sleeper - 20% of service users are BME. This is below the borough profile for BME Residents</li> <li>• Homeless Families with Support - needs 50% of service users are BME. This is above the borough profile for BME residents.</li> <li>• Teenage Parents - 63% of service users are BME. This is well above the borough profile for BME residents</li> <li>• Generic - 51% of service users are BME. This is above the borough profile for BME residents.</li> <li>• Domestic Violence - 83% of service users are BME. This is well above the borough profile for BME residents</li> </ul>
<b>Religion and belief, including non belief</b>	<p><u>Census data:</u> In 2011, 53.0% of residents in Wandsworth were Christian. A further 27.0% stated that they had no religion, whilst 8.1% were Muslim</p> <p><u>Provider data:-</u> Data not collected.</p>
<b>Sexual orientation</b>	Data not collected
<b>Across groups i.e older LGBT service users or bme young men</b>	No cross cutting themes identified

**Data gaps.**

<b>Data gap(s)</b>	<b>How will this be addressed?</b>
Provider data does not cover all protected characteristics	Not practical to extend routine snapshot survey to cover all protected characteristics, but more detailed information will be obtained in relation to service users within each client group as

	detailed proposals are developed. As procurements are undertaken, service specifications will be reviewed to ensure monitoring returns are sufficient to provide assurance on equalities issues.
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### 3. Impact

Protected group	Positive	Negative
<b>Age</b>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. This will be carried through by the development of accommodation pathways for mental health, learning disabilities and substance misuse.</p> <p>The alignment of the commissioning of HSPS services for young people with other children’s services will support the development of a more integrated model of provision for young people.</p>	<p>The services for older people with support needs are already in contract through to July 2018 and there are no proposals in relation to these services. The other categories of provision with an above average proportion of older service users are those for mental health, learning disabilities and physical and sensory disabilities. The development of accommodation pathways and subsequent procurement of mental health, learning disabilities and substance misuse services entails the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of a direct award for two years which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications. The age profile of service users will be monitored to ensure that there is no unintended negative impact.</p>
<b>Disability</b>	<p>The development of accommodation pathways for mental health, learning disabilities and substance misuse is intended to secure more integrated provision for these groups of residents and to match the provision</p>	<p>The majority of the services covered by this EINA have an above average proportion of disabled residents as service users, the exceptions being services for young people, domestic violence, ex-offenders, single homeless people and homeless families. The development of accommodation</p>

	<p>offered more closely to identified need.</p>	<p>pathways and subsequent procurement of mental health, learning disabilities and substance misuse services entails the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications. The % of disabled service users will be monitored to ensure that there is no unintended negative impact.</p>
<p><b>Gender (sex)</b></p>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. The integration of commissioning of services for young people at risk and teenage parents into wider commissioning of children’s services, which have a high proportion of female users, has the potential to secure a more integrated service offer.</p>	<p>The services for young people at risk, domestic violence and teenage parents have a high proportion of female service users. Domestic violence refuges are part of a wider procurement of domestic violence services that forms outside the scope of the proposals in this paper. The proposed reviews and procurements entail the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications. The % of service users by gender will be monitored for all services to ensure that there is no unintended negative impact.</p>

<p><b>Gender reassignment</b></p>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. All new service specifications will ensure that hard to reach groups are engaged and supported by new services.</p>	<p>The proposed reviews and procurements entail the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications.</p>
<p><b>Marriage and civil partnership</b></p>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. All new service specifications will ensure that hard to reach groups are engaged and supported by new services.</p>	<p>The proposed reviews and procurements entail the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications.</p>
<p><b>Pregnancy and maternity</b></p>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. All new service specifications will ensure that hard to reach groups are engaged and supported by new services.</p>	<p>The services for teenage parents are intended to provide support in adapting to parenthood. The proposed procurement of these services entails the possibility of service change which might have a negative impact on some service users. The risk will be mitigated by integrating commissioning of this service into wider commissioning of children’s services and by making a direct award which will allow procurement and any service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications.</p>



<p><b>Race/ethnicity</b></p>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. All new service specifications will ensure that the needs of and access for people from BME groups are specifically considered.</p>	<p>Of the services covered by this EINA the following have above average BME residents as service users:</p> <ul style="list-style-type: none"> <li>• Services for people with mental health needs</li> <li>• Generic services (which also cater primarily for people with mental health needs)</li> <li>• Services for people with sensory and physical disabilities</li> <li>• Services for ex-offenders</li> <li>• Services catering primarily for young people</li> <li>• Domestic violence services</li> </ul> <p>The development of accommodation pathways and subsequent procurements entails the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications. The % of BME service users will be monitored to ensure that there is no unintended negative impact.</p>
<p><b>Religion and belief, including non belief</b></p>	<p>The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. All new service specifications will ensure that the needs of people with different religion and belief systems are considered.</p>	<p>The proposed reviews and procurements entail the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications. Impacts on people from different religious groups will be monitored to ensure that there is no unintended</p>

		negative impact.
<b>Sexual orientation</b>	The aim is to ensure that residents have access to integrated health and social care services which have been reviewed and reflect current and future needs. All new service specifications will ensure that the needs of people of different sexual orientations are considered.	The proposed reviews and procurements entail the possibility of service change which might have a negative impact on some service users. The risk will be mitigated and uncertainty minimised by the making of direct awards which will allow procurement and service change to be managed in a planned way. There will be a separate EINA in relation to each procurement undertaken, and service users will be consulted in the development of service specifications. Impacts on people of different sexual orientations will be monitored to ensure that there is no unintended negative impact.

#### 4. Actions

These actions will be tracked by the Policy and Review Team.

Action	Lead Officer	Deadline
EINA to be conducted as part of scoping for procurement of services for ex-offenders	Peter Khwaja	May 2017
EINA to be conducted as part of development of proposals for procurement of services for young people at risk and teenage parents	James Wheeler	May 2017
Detailed equalities information to be collated as part of the development of accommodation pathways for mental health, learning disabilities and substance misuse	Peter Khwaja	June 2017

#### 5. Consultation.

Consultation will be undertaken as part of the development of detailed review and procurement proposals