

## EQUALITY ANALYSIS

### **Name of Policy/Decision or Activity: Procurement of the Housing Related Support Services – April 2014 onwards**

**Impact Assessment completed by:**

Name/Job Title: Karen Ovington  
(Contract Monitoring Lead)

**Responsible Officer:**

Name /Job Title: Sharon Lowes  
(Lead Commissioner)

Date: **23 May 2013**

# Purpose and Scope

## Purpose

**In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?**

It is proposed that the Housing Related Support Programme is subject to a procurement exercise, which would allow services to be commissioned via procurement for a range of support requirements. Benefits will include a fair and transparent use of public monies.

Implementation will be by April 2014.

## Scope

**In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.**

Customers currently receiving Housing Related Support services will be the main target for this decision and will include:

- Older People
- People with Mental Health Needs
- Single People with complex needs
- Young People/young parents with complex needs
- Families who are at risk of homelessness
- Women at risk of/experiencing domestic violence
- Ex – Offenders
- People with Drug and Alcohol Problems

These groups of customers are currently receiving services from a range of providers (both internal and external to the Council) who receive funding from the housing related support programme.

Provider organisations will also be the target for this decision as it will impact on how they deliver services in the future. Providers are made up of Registered Social Landlords (RSLs), and Voluntary and Charitable Organisations, which exist Locally, Regionally, and Nationally.

## Intelligence and Information

**What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.**

Over the last year, regular meetings have taken place with provider organisations either on a group or individual basis, in order that providers are aware of the challenges ahead. There has been cooperation from all of providers and an increased recognition for the need for collaboration across/amongst providers, in order that efficiencies can be achieved through smarter working. A number of mechanisms have been identified to obtain customer feedback on existing services and challenges faced when using support funded by housing related support monies.

The emerging information on Welfare Reform and the increased awareness of the positive impact of personalisation on meeting individual outcomes has enabled a better understanding of how the policy agenda is shifting.

A joint strategic needs assessment (JSNA) is being undertaken by the Council's Performance and Information team and the Commissioning Team which is for vulnerable people living in supported accommodation and therefore covers housing related support services. It highlights key issues and gaps in services in Sunderland and will feed into the process of reshaping housing related support services going forward from April 2014

We also plan to carry out more service user consultation with groups of service users to seek views on the proposed procurement activities and ask what people feel works and what doesn't work with regards to pathways to help us shape future services.

We want to talk about the future and what service users think about the changes we are planning and what they will mean for them as individuals.

## Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- 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.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	Review of Young People's services will aim to improve service delivery and improve move on and customer outcomes.	Services will continue to be available for all age groups and based on needs.	
Disability			Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.
Gender/Sex	Developments will be sensitive to the different needs of men and women in relation to service delivery for example women's refuges.		Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.
Marriage and Civil Partnership			Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.
Pregnancy and maternity			Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.
Race/Ethnicity		Services will remain open to all ethnic origins.	Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact

			on this group.
Religion/belief		Services will remain open to all religions/beliefs.	Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.
Sexual Orientation		Services will remain open to all sexual orientations.	Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.
Trans-gender/gender identity			Understand any potential negative impacts through further dialogue with equality groups directly on how proposals may impact on this group.

Further information is needed to be gathered on some groups where there may be some potential impacts but information is not available. To fill this gap some targeted consultation with representative groups will most likely be needed e.g. via equality forum.

**Other individuals or groups impacted on.**

**The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)**

Changes with how Housing Related Support Services will be delivered in the future will also have an impact on the following groups or individuals who access services:

- People and families on low – incomes
- Ex – offenders
- Those not in Education, Employment or Training
- Unemployed people (particularly long – term unemployed)

It is also anticipated that these changes will have a positive impact on:

- Supporting economic independence and helping people out of poverty
- Promoting health and wellbeing
- Tackling harmful behaviour and safeguarding children and adults at risk of abuse
- Reducing the risk of homelessness

Analysis would benefit from further consideration around the impacts on those groups highlighted as being impacted upon but which are not specifically protected characteristics (i.e. ex – offenders) who have been highlighted above.

**Gaps in intelligence and information**

**Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.**

The JSNA which is being undertaken on vulnerable people living in supported accommodation will further highlight gaps in services and from this recommendations will be made to the Commissioning Team on areas to focus on and to help in planning of future services. A further JSNA is being undertaken specifically around social inclusion services (all services other than for older people/people with disabilities) which will further increase knowledge and determine the needs of this group in terms of future service provision.

## **Policy/Decision Activity Title: Procurement of Housing Related Support**

**Responsible Officer: Sharon Lowes**

### **Summary of Impacts and Response to Analysis**

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

#### **Who will the policy/activity impact on and who will benefit?**

The changes in how housing related support services will be delivered in 2014/15 will have an impact on both Service Users and Provider organisations, with existing customers benefiting from services that meets their needs.

#### **Who doesn't benefit and why not?**

Although providers will see benefits with regards to how services are delivered, they may not be the successful provider through the procurement process.

#### **Who should be expected to benefit and why don't they?**

N/A

### **Response to Analysis, Action Plan and Monitoring Arrangements**

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continues with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

No major change

## Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Consultation with service users	Commissioning Team	May 2013 - onwards	Feedback/evaluation
JSNA – vulnerable people in supported accommodation	Commissioning Team	June 2013	Recommendations
Working with provider organisations	Commissioning Team	Ongoing	Meetings/events
Consultation/engagement with equality groups (i.e. equality forum)	Equality Forum/Commissioning Team	Ongoing	Evaluation/Recommendations
Revision of equality impact assessment to be undertaken using information from additional engagement/consultation	Commissioning Team	September 2013	Evaluation/Recommendations