

Equality Impact Assessment Template – Stage Two

Please complete this template if completion of the Stage 1 template has identified that a full Equality Impact Assessment is required.

Before proceeding with the Stage 2 Equality Impact Assessment, you should discuss the scope of the analysis with service managers in your area. You will also need to refer to the equality impact assessment guidance.

Name of item being assessed:	Mental Health Supported Accommodation
Version and release date of item (if applicable):	
Owner of item being assessed:	June Graves
Name of assessor:	June Graves
Date of assessment:	8.1.16
Date Stage 1 EIA completed:	9.10.15

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.

Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union		Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	
Other (please specify) Savings consultation feedback via on line survey and face to face meeting with users of the service.			x

2. Please provide details on how you have used the available evidence, information you have selected as part of your Impact Assessment?

We have reviewed and analysed the feedback information from the consultation which specifically asked the following questions:

1. Are you, or anyone you care for, a user of this service?
2. What do you think we should be aware of in terms of how this proposal might impact people?
3. Do you feel that this proposal will affect particular individuals more than others, and if so, how do you think we might help with this?
4. Do you have any suggestions as to how this service might be delivered in a different way?
5. Do you have any suggestions on how we can ensure people are aware of other sources of

support available?

6. Is there any way that you, or your organisation, can contribute in helping to alleviate the impact of this proposal?

This information has been collated into a summary set of documentation which has allowed us to identify if any previously unidentified issues have been raised and/or any alternative options not previously considered.

There were 12 responses to this savings proposal:

- 11 online responses
- 1 response from a Bromford Consultation meeting held with 3 Council officers : 9 people attended which were a mixture of service users and support workers plus one mental health practitioner. (Summary notes of this mtg were entered onto the online database as a response).

Organisations that provided a response:

- West Berkshire Council Housing
- Tilehurst Parish Council Service
- UNISON West Berkshire
- GP Chair and Clinical Lead Newbury & District CCG
- Berkshire Healthcare NHS – NHS foundation trust
- Pangbourne Parish Council

The feedback provided a clear overview of the value that the service provided, concern in relation to the impact of service cuts in terms of additional pressures being placed on other statutory services (i.e CMHT), which will have a greater cost implication.

3. If you have identified any gaps in relation to the above question, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.

No new gaps identified.

STEP 2 – Involvement and Consultation

1. Please use the table below to outline any previous involvement or consultation with the appropriate target groups of people who are most likely to be affected or interested in this policy, strategy, function or service

Target Groups	Describe what you did, with a brief summary of the responses gained and links to relevant documents, as well as any actions
Age – relates to all ages	The service is provided to adults 18+, but age alone is not a distinguishing factor in how the service is accessed and there should be no greater impact on this group than on any other.

Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.

This service provides support to people with mental health issues. In recognition of the challenges this presents in taking part in a formal process we worked closely with the support provider to identify the best possible ways in which to engage and collect the views and feedback of those most likely to be affected. A small group meeting was arranged for service users to meet with council officers who informally worked through the questions conversational style to take the direct responses to the questions posed. We encouraged people to use their own words and undertook to use anonymous direct quotes that would reflect the actual feelings of those who attended. The support provider was encouraged to, and did work, directly with those who did not attend to complete hard copy feedback forms or to use the online tool.

Responses indicated the proposed budget cuts would impact on vulnerable individuals with Mental Health difficulties.

Impact identified included:

- Impact on the emotional & physical well being of individuals & their families
- Impact on the recovery of individuals
- Greater risk of homelessness for those individuals who use the service.
- Increased demand for other services – impact will translate to other services (i.e greater demand for CMHT - CMHT do not have the resources to provide the level of support required)

Preventative nature of service was highlighted, and positive impact on people's independence – keeping people out of hospital, preventing people escalating to more intense services (such as Prospect Park hospital), acting as early intervention.

The users that responded reflected the

	<p>positive impact the service had had on their lives. One service user stated that ‘people will die’ without this service as the support provided stops people from deteriorating back to very poor levels of mental health and in some circumstances risk of suicide.</p> <p>One respondent made it clear that WBC had a legal duty under section 117 of the 1983 MHA (Reference made to High Court Judgement 'Stennett') and to assessed needs. They made it clear that they felt that the MH Act, Care Act or MCA was not being implemented by WBC for this group or their Carers.</p> <p>Finally one response indicated that whilst there would be an impact on the people who live at the project there is alternative mental health accommodation provision at Garland Court and Bramble Court. These are support-package led, so residents of Fountain Gardens could still be supported within these schemes if the right package was put in place. Alternatively dependent on the individual circumstances, the Housing Service could work with the support provider to move the individuals into other accommodation.</p>
<p>Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.</p>	<p>Gender reassignment is not a distinguishing factor and there should be no greater impact on this group than on any other.</p>
<p>Marriage and Civil partnership –.protects employees who are married or in a civil partnership against discrimination. Single people are not protected.</p>	<p>Marriage and Civil partnership are not distinguishing factors and there should be no greater impact on this group than on any other.</p>
<p>Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place</p>	<p>Pregnancy and maternity are not distinguishing factors and there should be no greater impact on this group than on any other.</p>

Race - includes colour, caste, ethnic / national origin or nationality.	Race is not a distinguishing factor and there should be no greater impact on this group than on any other.
Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.	Religion and belief are not distinguishing factors and there should be no greater impact on this group than on any other.
Sex - applies to male or female.	Sex is not a distinguishing factor and there should be no greater impact on this group than on any other.
Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.	Sexual orientation is not a distinguishing factor and there should be no greater impact on this group than on any other.

2. Who are the main stakeholders and what are their requirements?

People with mental health difficulties living in this supported accommodation who are in receipt of housing related support aimed at move on to more independent living with little or no ongoing support needs.

Staff providing support within the scheme may be impacted by a decision to withdraw funding in terms of their ongoing employment at this location.

3. Amongst the identified groups in the previous question, what does your information tell you about the potential take-up of resulting services?

This service is provided within a supported accommodation environment where the landlord is also the support provider. The landlord decision in relation to the availability of the accommodation ongoing will not be known until such time as the Council has made a final decision regarding funding for the support service.

Should the landlord choose to withdraw the accommodation then alternative accommodation will need to be found, *the Housing team would proactively assist with alternative accommodation options.*

One respondent to the consultation highlighted that other supported living schemes exist for people with mental health problems which could be accessed if there is capacity.

STEP 3 – Assessing Impact and Strengthening the Policy

What will be done to improve access to and take-up of, or understanding of the policy, strategy, function or service? (these are the measures you will take to mitigate against adverse impact)

CMHT and Housing professionals will work together to assess and identify the individual needs of those people currently accommodated within the scheme to determine levels of vulnerability and capacity to move onto more independent living.

Should the decision be to progress with the proposal then no further placements will be made at the scheme and the appropriate contractual notice given to the provider. This would allow sufficient time to work with the current cohort to make alternative arrangements for accommodation should the landlord choose to withdraw.

STEP 4 – Procurement and Partnerships

Is this project due to be carried out wholly or partly by contractors? Yes/No (please delete)

If 'yes', have you done any work to include equality considerations into the contract already? Specifically you should set out how you will make sure that any partner you work with complies with equality legislation.

N/A

STEP 5 – Making a Decision

Summarise your findings and give an overview of whether the policy, strategy, function or service will meet the authority's responsibilities in relation to equality and support the Council's strategic outcomes?

The consultation outcome identified the value of the service in providing housing related support to people with mental health difficulties aimed at move on to more independent living with little or no ongoing support.

Feedback has not uncovered any further issues which would prevent the council from proceeding with this proposal. Whilst it is understood a decision to withdraw funding will have an impact on the users of the service, given the level of financial savings the Council is required to make to achieve a balanced budget position and maintain core statutory services, the recommendation is to proceed with the proposal as described with no changes.

STEP 6 – Monitoring, Evaluating and Reviewing

Before finalising your action plan, you must identify how you will monitor the policy/function or the proposals following the Equality Impact Assessment and include any changes of proposals you are making.

What structures are in place to monitor and review the impact and effectiveness of the new policy, strategy, function or service?

Proactive working with the cohort of people residing at the scheme by CMHT and Housing will have the overview of subsequent support/accommodation and the suitability to meet individual needs.

STEP 7 – Action Plan

Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.

	Actions	Target Date	Responsible post
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			holder & directorate
Involvement & consultation	No further planned consultation on proposals. Work with individuals residing in the scheme with CMHT and Housing teams to assess and identify how needs will be met.	Feb – March 2016	
Data collection	No further data collection planned at this point as the service will have ended		
Assessing impact	Proactive working with the cohort of people residing at the scheme by CMHT and Housing will have the overview of subsequent support/accommodation and the suitability to meet individual needs.	Feb – March 2016	Service Manager for Long Term
Procurement & partnership	N/A		
Monitoring, evaluation and reviewing	No specific monitoring identified		

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Assessor		
Name: June Graves	Job Title: Head of Care Commissioning, Housing and Safeguarding	Date: 12.1.16

Service Director or Senior Officer (sign off)		
Name:	Job Title:	Date:

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): Rachel.craggs@westberks.gov.uk