

Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer.

Where do you work?
Service Area: Supporting People
Directorate: Community Services

(a) This EIA is being completed for a...

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>
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(b) Please name and describe below...

Supporting People Local Commissioning Plan 2015-2018

(c) It was initially screened for relevance to Equality and Diversity on...(03/12/2014)

(d) It was found to be relevant to...

Age <input checked="" type="checkbox"/>	Race <input type="checkbox"/>
Disability <input checked="" type="checkbox"/>	Religion or (non-)belief <input type="checkbox"/>
Gender reassignment <input type="checkbox"/>	Sex <input checked="" type="checkbox"/>
Marriage & civil partnership <input type="checkbox"/>	Sexual orientation <input type="checkbox"/>
Pregnancy and maternity <input type="checkbox"/>	Welsh language <input type="checkbox"/>
Poverty/social exclusion <input type="checkbox"/>	Carers <input type="checkbox"/>
Community cohesion <input type="checkbox"/>	

(e) Lead Officer

Name: Lowri Rees

Job title: Older People and Supporting People Coordinator

Date (dd/mm/yyyy): 03/12/2014

(f) Approved by Head of Service

Name: Mark Anderton

Date (dd/mm/yyyy): 03/12/2014

Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

What are the aims?

The LCP aims to set the commissioning direction for the next three years. It identifies our commissioning intentions for 2014-15

Who has responsibility?

The Supporting People Planning Group and the Supporting People team.

Who are the stakeholders?

Service User's, Service Providers, Referral agents, Statutory organisations, Non Statutory organisations

Section 2 - Information about Service Users(See guidance):

Please tick what information you know about your service users and provide details/ evidence of how this information is collected.

Age	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or (non-)belief	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	Welsh language.....	<input type="checkbox"/>
Carers	<input type="checkbox"/>		

What information do you know about your service users and how is this information collected?

Equalities monitoring information is requested on the Single Access Point referral form

Any Actions Required?

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Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	➔ <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case?

There will be some negative impacts on the following protected characteristics:

- Age
- Disability
- Sex (Women)

As there will be a reduction in the services available to these client groups in order to meet the reduced budget. This will be mitigated by the fact that these services will have a reduced capacity and will not be decommissioned in their entirety. Where services are to be decommissioned this is where other funding is going into the scheme and where there have been high levels of Voids and non engagement. Clients will be gradually wound down over the next 3 months (as move on is generally expected within SP funded services) and any who still require support will be referred to remaining services to meet this need. There will also be added investment in Disability, Substance misuse, ex offender, vulnerable people with support needs and sex (Women) by the increased funding for the Domestic Abuse refuge. A comprehensive review of sheltered accommodation is to take place over 2015-16 in line with the recommendations from the Aylward review in order to make Older People's services tenure neutral. We envisage this freeing up resources to provider more support in the community for Older People which will mitigate the impact of the reduction in floating support.

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view? Please provide details below.

Consultation on the proposals cannot be undertaken until Council has approved the plans to reconfigure and decommission services. Consultation is being arranged with service providers and service users on the themes of the plan.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge).

- Services have been reconfigured wherever possible to reduce capacity in place of decommissioning
- Where decommissioning has occurred this is due to lack of engagement, high levels of voids and funding being available through other sources.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see guidance for definitions on the above)

Please explain any possible impact on the above.

The Supporting People Programme advances equality of opportunity between different groups and reduces social exclusion and poverty by assisting vulnerable client groups to access and maintain accommodation. The programme assists vulnerable individuals to maintain their independence and helps to reduce the instances of admittance to institutionalised care settings

What work have you already done to improve any of the above?

Needs data is utilised to inform strategic planning of services year on year. Gaps analysis is conducted to focus the direction of future commissioning. Service User involvement frameworks are currently being developed to better engage with service users to ensure they are influencing and informing all future planning and commissioning within Supporting People both locally and regionally

Are the proposals likely to impact on Community Cohesion (see the guidance for more information)?

Supporting People schemes help assist community cohesion through active support planning which can focus on relationships with neighbours. They can also contribute to this agenda by reducing ASB and assisting vulnerable people to manage their tenancies more appropriately.

How will the Welsh language be treated, *in all aspects*, as favourably as English? e.g. how will the initiative provide / increase opportunities and remove / minimise barriers to using the Welsh language?

Welsh Language preference is not recorded on the referral forms however if this is a preferred language then providers are expected to do all that is feasible to meet this need.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- N/A
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Section 5 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

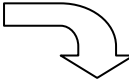
Monitoring arrangements: The Supporting People Program is a working partnership between Local Government, Service users, Health, Probation and Support Agencies and is overseen by the Supporting People Planning Group. The Supporting People planning Group has the responsibility of developing local services in line with national guidance and local need. The programme has continued to deliver an effective system of planning, commissioning, review and monitoring of housing related support services. All Supporting People schemes are monitored through the Welsh Government implemented evaluation process. All schemes are required to submit 6 monthly Outcomes monitoring information to ensure that service users are reaching their goals. The schemes are also monitored through the use of verification returns and a new audit process which is to be implemented this year.

Actions: None

Section 6 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...

<input checked="" type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

For outcome 3, detail the justification for proceeding here:

Section 7 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Forward this EIA report and action plan to your line manager for approval.
2. Make any necessary amendments/additions.
3. Attach to the Committee report and submit for inclusion on agenda

Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Discuss and agree with providers and partners the winding down of service that is to be reconfigured or decommissioned	Supporting People Team	March 31 st 2015	Schemes will be decommissioned or reconfigured in time for the new financial year	
Review and monitor progress against key improvement priorities	Supporting People Planning Group	Progress made against improvement priorities will be reviewed as part of the annual review of the LCP	Evaluation of effectiveness will be an ongoing process that forms part of the existing performance and reporting arrangements.	

*** Please remember to be 'SMART' when completing your action plan.**