

Matter being dealt with by

Richard Burbidge

Tel

8489 2923

Fax

8881 5218

Email

richard.burbidge@haringey.gov.uk

10 May 2011

To: All Persons receiving papers for Cabinet Member Signings

Dear Member,

Cabinet Member Signing - Tuesday, 17th May, 2011

I attach a copy of the following reports for the above-mentioned meeting which were not available at the time of collation of the agenda:

4. PROPOSALS FOR THE RE-DESIGN OF THE SUPPORTING PEOPLE PROGRAMME AND CONTRIBUTIONS TO THE COUNCIL'S SAVINGS PLAN (PAGES 1 - 108)

(Report of the Director of Adult, Culture and Community Services): To approve the final report on the proposal to re-model the Supporting People Programme; to seek approval for the re-design of service levels and changes to the focus and delivery of provision following the completed consultation of the Adult, Culture and Community Services Supporting People Programme specific criteria applied to assess funding for the Third Sector and the private sector where appropriate.

5. EXCLUSION OF THE PRESS AND PUBLIC

The following item is likely to be the subject of a motion to exclude the press and public as it contains exempt information which either relates to the business or financial affairs of any particular person (including the Authority holding that information) or the amount of any expenditure proposed to be incurred by the authority under any particular contract for the acquisition of property or the supply of goods and services.

Note by the Head of Local Democracy and Member Services

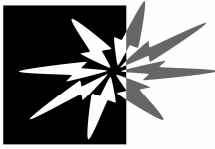
Item 6 allow for the consideration of exempt information in relation to item 4 which appears earlier on the agenda.

6. PROPOSALS FOR THE RE-DESIGN OF THE SUPPORTING PEOPLE PROGRAMME AND CONTRIBUTIONS TO THE COUNCIL'S SAVINGS PLAN (PAGES 109 - 118)

(Report of the Director of Adult, Culture and Community Services): To approve the final report on the proposal to re-model the Supporting People Programme; to seek approval for the re-design of service levels and changes to the focus and delivery of provision following the completed consultation of the Adult, Culture and Community Services Supporting People Programme specific criteria applied to assess funding for the Third Sector and the private sector where appropriate.

Yours sincerely,

Richard Burbidge
Cabinet Committees Manager



Haringey Council

Agenda item:

[No.]**Lead Member Report – Councillor Dogus****On 17th May 2011**

Report Title: Supporting People programme, proposed reductions 2011/12

Report of: **Mun Thong Phung, Director of Adult, Culture and Community Services**

Signed:

Contact Officer: Margaret Allen, Assistant Director Safeguarding & Strategic Services

Wards(s) affected: **All**Report for: **KEY DECISION****1. Purpose of the report (That is, the decision required)**

- 1.1. The purpose of this report is to implement the final funding decisions in relation to the budget reductions in the Supporting People programme.
- 1.2. On 24 February 2011 the cabinet member for Adult, Culture and Community Services (ACCS) agreed criteria for future funding in relation to the Supporting People Programme for 2011/12. These criteria were subject to consultation and this report seeks to confirm approval of the criteria as attached at Appendix 1.
- 1.3. These criteria were provisionally applied to assess the future commissioning of services and these provisional decisions were subject to consultation. Following appropriate consideration of the responses to this consultation and having had due regard to the Council's equality duties as set out in the Equality Act 2010 this report seeks Lead Member approval to implement funding decisions arising from the application of these criteria.

2. Introduction by Cabinet Member (if necessary)

- 2.1. The funding cuts from Central Government have meant that all areas of support and budget commitment be reviewed. The Supporting People programme is preventative in nature and the Council has a clear commitment to continuing to support local residents through this mechanism. A redesign option on the Supporting People programme has been drawn up, which will align the programme with future needs within the community and allow for savings to be made to contribute to the Council's savings plan.
- 2.2. On 22 March 2011 the cabinet agreed in principle to confirm the reduction in budget commitment of the Supporting People programme by £5m, subject to consultation and Equalities Impact Assessments. Cabinet further approved the redesign of the programme in line with the current and future needs of the Borough.
- 2.3. Consultation with users and providers has been carried out. A consultation report and summary are attached to this report at Appendix 2. Equality Impact Assessments (EQIAs) have been carried out on the sectors in the programme and are attached together with a summary at Appendix 3.
- 2.4. Following consideration of the consultation responses, and having regard to the Council's equality duties under the Equality Act 2010, cabinet approved the £5m reductions for 2011/12 at its meeting on 26 April 2011. Cabinet further approved a delegation of the final decisions to implement the reduction in budget of £5m to the cabinet member for ACCS.

3. State link(s) with Council Plan Priorities and actions and /or other Strategies:

- 3.1. ACCS Council Plan Priorities are:
- Encouraging lifetime well-being at home, work, play and learning;
 - Promoting Independent living while supporting adults and children in need; and
 - Delivering excellent customer focused cost effective services.

Full Council Plan Priorities can be found on the left hand side of the page at <http://harinet.haringey.gov.uk/index.htm>.

4. Recommendations

- 4.1. It is recommended that the criteria attached at Appendix 1 for the future funding of services under the Supporting People programme is confirmed in order for final decisions on funding of individual services to be made.
- 4.2. It is recommended that approval be granted for the recommendations as set out in Appendix A of this report to implement the funding changes to individual services resulting from the application of these criteria.

5. Reason for recommendation(s)

- 5.1. In order to make informed and equitable decisions regarding proposed reductions criteria were developed to assist in making decisions on future funding of organisations under the Supporting People Programme. The criteria put greater emphasis on the need for accommodation based services over floating support services. Various comments were received in consultation on the criteria and a summary can be found under the heading "Comments on the Criteria Used" of the consultation report attached at Appendix 2.
- 5.2. Although some expressed concerns at the approach taken to favour accommodation based services, many understood the need to make savings in the current financial climate and to protect the Borough's general provision of accommodation based services in preference to its floating support services.
- 5.3. It is therefore recommended that the criteria as set out at Appendix 1 are approved.
- 5.4. The detailed breakdown of the proposed reduction in budget to the Supporting People Programme can be found in the spreadsheet attached to this report.
- 5.5. The services within Supporting People can be separated into twelve sectors. Information on each sector is provided below.

5.6. Mental Health:

The proposals in relation to the Mental Health sector are as follows:

Current contracts value	£3,347,706
Recommended reduction	£ 582,769
Revised contracts value	£2,764,936

The 3 Mental Health contracts were established in a comprehensive way which means that it is difficult to disaggregate floating support from accommodation-based provision. The original proposal set a target reduction of 42% to each contract.

Following consultation, negotiations have resulted in a provisional agreement with providers of a 30% reduction to each contract which allows providers to make significant reductions with minimal impact on service users.

5.6 Learning Disability

The proposals in relation to the Learning Disability sector are as follows:

Current contracts value	£1,567,980
Recommended reduction	£ 281,005
Revised contracts value	£1,286,975

This sector is in the process of being remodelled to compliment the Transformation agenda and one service had already identified for decommissioning. In the future, Adult Social Care will take the lead on this work, which will allow greater consideration to be given to care packages where needed.

Additionally, most adults in this sector using floating support services are able to live independently; their reliance on support workers is relatively minimal as was reflected in the consultation feedback.

5.7 Older People

The proposals in relation to the Older People sector are as follows:

Current contracts value	£1,086,001
Recommended reduction	£ 186,757
Revised contracts value	£ 899,245

One of the services in the Older People's sector is due to cease at 31st May 2011, as the contract is expiring. This provider will exit the programme on 31st May. The remainder of the savings in this sector are through negotiated efficiency savings. A further additional provider has served notice on the council but this falls outside of the scope of the consultation.

5.8 Offender and Substance Misuse

The proposals in relation to the Offender and Misuse sector are as follows:

Current contracts value	£639,544
Recommended reduction	£ 46,912
Revised contracts value	£592,632

The Equalities Impact Assessment (EQIA) and consultation feedback directly influenced a review of the proposal for this sector, and led to additional negotiation meetings with a provider.

The result is a re-modelling of the alcohol service supplementing the existing pathway model but achieving a lower reduction in savings.

5.9 Home Improvement Agency

The proposals in relation to Home Improvement sector are as follows:

Current contract value	£132,946
Recommended reduction	£000,000
Revised contract value	£132,946

This service is a unique provision in the borough. Previous service reviews have

evidenced both quality and value for money (tested against accepted benchmark standards). EqlA and consultation feedback supports the retention of this service in line with the original proposal

5.10 **General Floating Support**

The proposals in relation to the General Floating Support sector are as follows:

Current contracts value	£4,413,371
Recommended reduction	£2,238,739
Revised contracts value	£2,125,000

In line with the criteria the original proposal was to seek significant reduction in expenditure in this area.

Negotiation meetings as part of the consultation process have achieved a substantial proposed amount.

Performance data received from the largest provider evidences that the re-modelled provision (already in place), now meets very good value for money with minimal impact on service users.

5.11 **BME Organisations**

The proposals in relation to the BME sector are as follows:

Current contracts value	£904,927
Recommended reduction	£360,333
Revised contracts value	£544,594

Although the reduction shown is listed in the reductions schedule, this saving was negotiated and agreed with providers in October 2010 and was approved by Cabinet Procurement Committee in the same month. The reduction figure therefore, is full year effect and no further reductions in this sector are proposed.

5.12 **Teenage Parents**

The proposals in relation to the Teenage Parents sector are as follows:

Current contracts value	£173,768
Recommended reduction	£123,768
Revised contracts value	£ 50,000

The service for this sector up until summer last year provided accommodation, however, it has been identified that accommodation is available through Housing and it has therefore been possible to continue to provide a floating service instead as an efficiency saving.

5.13 **Single Homeless**

The proposals in relation to the Single Homeless sector are as follows:

Current contracts value	£838,373
Recommended reduction	£000,000
Revised contracts value	£838,373

This sector is supported specifically by accommodation-based provision which is recommended to be retained at the current level. Removal of this accommodation-based service would effectively make this group of vulnerable people homeless and would be unreasonable as well as in conflict with the Council's Priorities.

5.14 **Young People**

The proposals in relation to the Young People sector are as follows:

Current contracts value	£506,865
Recommended reduction	£000,000
Revised contracts value	£506,865

No reduction in this sector was proposed as for this group of vulnerable people, services are not available elsewhere and removal of the support would very likely result in homelessness. This sector includes children leaving care and young homeless people, predominantly between 16 and 24, who are not children in need of care services from CYPS and do not qualify for adult social services support.

5.15 **Domestic Violence**

The proposals in relation to the Domestic Violence sector are as follows:

Current contracts value	£535,305
Recommended reduction	£248,869
Revised contracts value	£286,437

The Council funds refuge places which are used by women fleeing domestic violence from other boroughs. Haringey women requiring refuge places are housed in Out of Borough refuges. There would be an impact on the availability of refuge places for women from Haringey if the number of refuge places in Haringey was reduced. Additionally, the floating support service in Haringey provides support to Haringey residents in their own homes. There is therefore, a need to retain both elements of service provision. Negotiation meetings have secured agreement from providers to re-model all aspects of service delivery into a pathway model, in direct response to the EQIA and consultation feedback. This revised approach also allows for improved value for money in this sector.

5.16 **Physical Disability/HIV AIDS/Sensory Impairment**

The proposals in relation to the Physical Disability/HIV AIDS/Sensory Impairment sector are as follows:

Current contracts value	£106,665
Recommended Reduction	£000,000
Revised contracts value	£106,665

Accommodation-based provision for these service user groups is critical to maintaining independent living and is specialist in nature. No contract value reduction is proposed.

The total reductions achieved are lower than the required savings of £5m. However, the council will manage down, the budget pressure which means that in total the target saving of £5m can be delivered against the Council's requirement.

- 5.17 Currently the budget allocation for the Supporting People programme is £17m of which £3m is spent on delivering council-based services and £14m is contracted with external providers. There are currently 125 contracts in place to deliver services
- 5.18 The programme provides services to the following sectors: Mental Health; Learning Disability; Older People; Offender & Substance Misuse; Home Improvement Agency; Generic Floating Support to all age groups; BME Organisations; Teenage Parents; Single Homeless; Young People; Domestic Violence; and Physical Disability/sensory impairment/ HIV/AIDS. The programme also underpins the Rent Guarantee Scheme and links to the Council's Housing Strategy, the Move On Strategy and the Older People's Housing Strategy. Floating Support services are designed to support people to access housing and to sustain tenancies in some circumstances.
- 5.19 The programme has been externally evaluated by the Audit Commission as successfully delivering improved Outcomes for service users and in achieving robust governance and oversight of Council funds. The intention for the future is to use key skills within the programme Team to ensure continued delivery of both, within a reduced budget and re-designed programme.
- 5.20 The floating support contracts equate to approximately 13% of the Supporting People programme budget whilst approximately 85% of the budget is spent on accommodation-based contracts and 2% being made up of access to employment and Home Improvement Agency services. The retention of accommodation-based provision would therefore provide a stable resource for all sectors, having the least impact on any particular sector, something which floating support currently could not provide. The intention is to reduce floating support services to a single, generic service (over two years), aimed principally at the core of homeless people in the borough. It is deemed a lesser risk to remove Supporting People funding from floating support services, as most people accessing this service also have access to other support. These reductions would also reduce duplication and overlap in the

system.

5.21 All sectors within the programme have been reviewed in line with the criteria for the budget reductions and the Equalities Impact Assessments and consultation findings have informed the final proposals Recommended in Section 4 (above) The consultation responses and EQIAs have fed into the final proposals which are being presented to the cabinet member for final decisions in mid May.

5.22 Further consideration is given in Appendix A.

6. Other options considered

6.1. Implement the final funding decisions as laid out in the report of 24th February : This would fail to respond to the results of the consultation process and would result in such a severe reduction in services that the programme would struggle to deliver what have been internally and externally recognised as valuable and cost-effective preventative services protecting the most vulnerable in the community.

7. Summary

7.1. The Supporting People programme is an Invest-to-Save strategy which responds to the Prevention Agenda.

7.2. The programme has been externally evaluated as delivering good outcomes within robust governance and has successfully been reviewed in line with reducing income over the past 3 years.

7.3. The application of the criteria, (against which services were provisionally assessed), allowed the Supporting People team to make provisional decisions on the future funding of services within the programme. However, having considered the consultation feedback and having assessed the equalities impact under the public sector equality duty, it was determined that for certain services, other significant factors should be taken into account. In those instances, some services have been maintained which were provisionally assessed to end or be reduced.

7.4. The Supporting People funding criteria measured services within the programme against two separate criteria dependent firstly upon contract value. Contracts in excess of £850,000 per annum were subject to Criteria 1. This involved a contract review and negotiation procedure with providers of these services.

7.5. The remainder of services in the Supporting People Programme were assessed against Criteria 2. This consisted of an assessment against 'Strategic Relevance'; 'Impact'; 'Contract Capacity' and 'Other Significant Factor'. This resulted in five possible outcomes for services in the programme depending on scores awarded, determining whether a service is to:

- (i) end on 31 March 2011
- (ii) end at a subsequent agreed date
- (iii) continue at a reduced contract value
- (iv) continue at the existing contract value
- (v) continue at the existing contract value, subject to review

7.6. These provisional decisions were notified to providers and users on the 25th and 28th February to enable consultation to be undertaken. The final recommendations for services, having considered the responses to consultation and conducted Equalities impact Assessments, can be found in the attached spreadsheet .

Equalities impact Assessments, can be found at Appendix 3.

7.7. Approximately 13% of the programme is concentrated in Floating Support, with 85% being accommodation-based provision. The criteria put greater emphasis on the proposal to retain accommodation-based provision over floating support and sought to ensure that a focussed (smaller) floating support service is available to those most in need.

7.8. The retained services would (during 2011/12) be re-designed with a view to moving those relevant adult social care client groups into the personalisation agenda for future commissioning, and focussing the programme on the Hard-to-Reach groups, within significantly closer working arrangements with Community Housing and within a reduced cash envelope.

8. Chief Financial Officer Comments

8.1 As previously noted on 22 March 2011 Cabinet agreed in principle to a reduction on the budget allocation for the Supporting People Programme of £5m from 2011/12.

8.2 For 2010/11 the budget allocation for the Programme was £16.99m. Thus, in order to achieve the required reduction the commitment must be reduced to £11.99m. In addition to the £16.99m a further £770k had been allocated to cover costs of reducing the expenditure within the programme. This remains unspent in 2010/11 and a request will be made for this to be carried forward into 2011/12.

8.3 The proposal outlined in this report recommends an allocation of funding of £12.983m for 2011/12, i.e. £992k in excess of the allocated budget. A phased reduction from some of the larger providers means that the maximum saving cannot be achieved in the current financial year. It is proposed that agreement is given for the £770k allocated above to be made available in 2011/12 towards the £992k gap. The remaining, recurrent, balance of £199k will be met from within existing resources.

9. Head of Legal Services Comments

- 9.1. The decisions by the Cabinet Member concerning the recommendations set out in the report must be informed by and take into account the outcome of the consultation with service users and providers, which is set out in Appendix 2 to this report.
- 9.2. In reaching their decisions the cabinet member must also have due regard to the authority's public sector equality duty and thus should take into account the attached full equality impact assessments included at Appendix 3 to the report. The extent of the duty on the authority is set out in Appendix 4 to this report. As the attached equality impact assessments highlight the effect of proposals on a number of specific groups within the community, defined as those with protected characteristics under the Equality Act 2010 (by reason of their race, sex, age or disability), particular consideration must be given to those effects and to the proposals made to reduce or mitigate them.
- 9.3 The report also seeks approval to vary the contracts detailed in Appendix A. Power for the Cabinet Member to vary these contracts is contained within the Council's Constitution (Part 3, Section D paragraph 2.2 (d)).

The Council in exercising these powers need to take into account the views and opinions of users, providers and other stakeholders and have carried out extensive consultation on these proposals. The results of the consultation process are reflected in the final recommendations in this report. The revised proposals are as reasonable and as fair as can be expected. Further legal comments are contained in paragraphs 6.1 to 6.5 of the exempt information report attached at Appendix A

10. Head of Procurement Comments – [Required for Procurement Committee]

- 10.1. N/A

11. Equalities & Community Cohesion Comments

- 11.1. Equalities Impact Assessments have been carried out for all services which have been subject to the Root & Branch review within the Supporting People programme. These assessments are work in progress and should be updated as the re-designed services are developed.
- 11.2 Initial analysis indicates that 'reductions will have minimal or no effect on the service users as providers are able to deliver more efficient services for less money going forward'. Adult Services should:

- ensure that equalities information continues to be collected by Supporting People providers and analysed
- continue to monitor the impact of the re-designed services to maintain good quality of provision and outcomes for all service users.

12. Consultation

- 12.1. Consultation with users and providers in line with guidance from legal services has been carried out fully.
- 12.2. Consultation on the ACCS Supporting People criteria and the provisional decisions as a result of application of the criteria commenced in part on 25 February 2011 and the remainder on 28 February 2011, until 31 March 2011.
- 12.3. Further consultation with the users of these services took place from 4 March 2011 until 8 April 2011.
- 12.4. The Council received 1705 responses from service users, carers and family members and providers. The findings have directly influenced the final recommendations within this report and supported the Cabinet Report which was received by Cabinet on 26th April 2011. The findings can be found in the Consultation Report attached at Appendix 2.

13. Service Financial Comments

- 13.1. Efficiencies
Of the proposed £5m cuts, approximately £3.1m will be achieved through efficiencies, without impacting on service provision, and is inline with the Root & Branch review of the Supporting People programme.

14. Use of appendices /Tables and photographs

- 14.1. Appendix 1: Criteria agreed by cabinet member for Adult, Culture and Community Services on 24 February 2011
- 14.2. Appendix 2: Consultation Report and summary
- 14.3. Appendix 3: Equality Impact Assessments and summary
- 14.4. Appendix 4: The public sector single equality duty
- 14.5. Appendix A: Exempt Information - **not for publication**

15. Local Government (Access to Information) Act 1985

15.1. This report contains exempt and non-exempt information. Exempt information is contained in Appendix A and is **not for publication**. The exempt information is under the following category (identified in the amended Schedule 12A of the Local Government Act 1972 (3) Information relating to the financial or business affairs of any particular person (including the Authority holding that information)

This page is intentionally left blank

APPENDIX 1 Criteria agreed by cabinet member for Adult, Culture and Community Services on 24 February 2011

Adult, Culture and Community Services proposed approach for assessing funding for Supporting People Organisations 2011/12

Unlike those services assessed for Area Based Grant Funding in Adult, Culture & Community Services, the Supporting People programme not only operates under different criteria, it also needs to re-evaluate the future direction of the programme with significantly less money, due to the cuts being imposed. With that in mind, notwithstanding the requirement to secure savings by 1 April 2011 the criteria being followed by SP is that of the longer term services that shall be needed to re-model the programme. This is consistent with the report presented to Cabinet on 8th February 2011, where in principle agreement was given to the removal of £5m from the Supporting People programme. The Council is unable to comply with the suggested time limits for consultation set out in the Local Compact guidance due to the necessity to take timely decisions in respect of budgetary decisions for 2011/12. The Council is therefore proposing a lesser consultation period and would request that responses to this consultation are submitted by 5.00pm 18th March 2011.

Services are being measured against 2 criteria:

Criteria 1

Services with an annual contract value of £850,000 and above will be subject to a contract review with the existing contractors with a view to finding significant savings. This recognises that a large part of the Supporting People budget is spent with on these existing contracts and significant savings will need to be found in these contracts in order to make the overall savings to the Supporting People budget.. The Council is contractually committed to funding these contracts post April 2011 and therefore will need to enter contract negotiations to achieve the savings requirements.

There is a significant difference in value of the contracts, with smaller contracts providing completely different services: it has therefore been necessary to identify those contracts that have the highest value within the current programme in order to ensure that the Council is able to achieve significant savings whilst continuing to provide essential services. Smaller contracts affect a smaller proportion of the borough but may also represent how the programme is meeting niche needs – it is therefore essential that they are examined using specific criteria as set out below.

Criteria 2

Lower value contracts will be marked on criteria as listed below and the total score will determine whether the service is to:

- (i) end on 31 March 2011
- (ii) end at a subsequent agreed date
- (iii) continue at a reduced contract value
- (iv) continue at the existing contract value
- (v) continue at the existing contract value, subject to review

	Criteria		max	Maximum Score
1	Strategic Relevance			10
2	Impact	5	10	10
3	Contract Capacity	5	10	10
4	Other significant factors	0	5	5
				35

Proposed evaluation process for those contracts falling into criteria 2**1. Strategic Relevance**

All existing SP Providers have Strategic Relevance, as they provide housing related support and to end a service in the SP programme would, potentially, lead to a breakdown in appropriate support and possible transfer to an alternative, more expensive service. 10 points are awarded for Strategic Relevance.

2. Impact

There will be an impact on other services (including Council services), with the removal of SP services on this scale. This score relates to the decision on future funding from the SP grant, which removes an SP funded service from the programme and potentially transfers services delivery to another, more expensive service.

It has been deemed that there will be less of an impact with the withdrawal of floating support services, as opposed to accommodation based services, except where there is a contract capacity in excess of 300 service users.

The rationale for this, is that, Accommodation-based services meet the greater housing needs of the Borough; there is a need to retain as much stock as possible across all tenure types. To remove accommodation based services, would not only lose valuable stock but increase homelessness.

By contrast, in recognising that Floating Support services help maintain tenancies, there is also a statutory responsibility upon the Council to provide support where no other exists.

Floating Support services will be awarded 5 points and Accommodation-based services will be awarded 10 points.

3. Contract Capacity

Providers who have a contract capacity below 360 will be awarded 5 points. It is deemed that a Provider who has a contract capacity greater than 360, and therefore has greater throughputs (where an average duration for short term interventions is deemed to be 3 months), shall be awarded 10 points.

4. Other significant factors

It is possible that areas of Provider activity, or other sources of funding will be highlighted which may have a positive or negative influence on the status of the service after application of the other criteria and this needs to be taken into account. For example, other sources of funding.

Where this is proven to be the case, an award of 5 points can be given with reasons.

Provisional Determination

- (i) **end on 31 March 2011**
Where a service scores 20 points, or below and the contract is due to end on 31 March 2011, then, the service will end on 31 March 2011.
- (ii) **end at a subsequent agreed date**
Where a service scores 20 points, or below and there is a pre-existing agreement of a different termination date, the service will end on that date.
- (iii) **continue at a reduced contract value**
Where a service scores 25 points, or above and there is a Procurement Committee approval for a new contract, but at a reduced rate, the service will continue for the agreed period and at the agreed reduced rate.
- (iv) **continue at the existing contract value**
Where a service scores 25 points, or above and has been reviewed and Procurement Committee approval granted for a new contract, the service will continue for the agreed period at that agreed rate.
- (v) **continue at the existing contract value, subject to review**
Where a service scores 25 points, or above and was not fully reviewed in 2010/11, the contract will continue at the existing contract value, until its expiry date, subject to the renegotiation at any time of these terms, such renegotiation may include a reduced contract value and/or term..

Note: Any decisions will be subject to compliance with the Council's Contract Standing Orders and none of the above prejudices the Council's ability to renegotiate any contracts on more favorable terms.

This page is intentionally left blank

Appendix 2 Consultation Report and summary

Executive summary

- **Consultation Details**

The consultation for Supporting People organisations ran from 25th February to 31st March 2011 and for users of services from 4th March to 8th April. Those taking part contributed through a range of different channels including separate user consultation and sector provider meetings; by corresponding with the Council; or filling out consultation surveys. Providers were also encouraged to hold their own consultation events, with many choosing to do so. Supplementary and follow-up meetings also took place. Accessibility issues were addressed during the consultation in order to ensure that people with protected characteristics were able to participate.

There were over **1500** direct responses to the consultation including, as at the time this report was produced, **1391** completed surveys. In total, over **300** providers, users, relatives and carers attended the various meetings that we held. Also, we received a petition from HAGA with **283** signatures. All of these responses have been read and analysed.

- **Brief summary of key findings highlighting the key themes, impacts and responses for client groups across the various sectors**

The key findings are these:

Users of Services overwhelmingly would prefer it if 'much needed' services remained as they were and 'strongly opposed' or 'opposed' the proposal. Not too many individuals therefore contributed to the debate about how we might do things differently apart from suggesting ways in which we could or should be spending more rather than less on the SP programme.

Many people who responded to the consultation did so with personal stories outlining their experiences of their support to date and what life would be like for them should that care and support not be there or in its present form, including how they would struggle to cope or continue to live a normal life without services they'd come to depend on. Users of services expressed how they could be made homeless, experience physical or mental health issues, end up in hospital or prison, suffer a setback or be at risk or even a threat to themselves or others. There were worries too how these proposed changes would impact on partners, children or other family members.

Further details including the main sector differences are contained within the main body of the consultation report, however, the most highly rated services ranged from accommodation-type services, to advice and information, to help with overcoming language and cultural barriers, daily support and/or contact or help with other every day tasks.

Across the majority of sectors more users of services understood the reasons for the cuts than did not, even if they did not necessarily agree with why or how they were to be implemented. However, understanding of what was going on was roughly 50:50 within the BME and LD sectors and even less clear to younger respondents, teenage parents and Domestic Violence survivors.

Over two thirds of those users of services who responded said that they did not receive support from elsewhere. Moreover, the majority of consultees said that where they did so, this additional support came from the Council, a health professional, voluntary organisation or a similar source rather than a family member or carer. Of the remainder, almost a fifth had identified an alternative source of help. Less than 5% of service users said they would be made homeless or end up in prison whereas a quarter said they had nowhere else to go.

Several core themes emerged from the responses we received from those **providers, Voluntary Sector organisations and advocacy services** whom we consulted.

Commenting on the Proposal, several organisations expressed their opposition to any cuts in funding that threatened services for vulnerable people within the community. They also said they struggled to do all they wanted as things stood or thought the proposals disproportionate, regressive or something of a short term economy and worried for the future health and well-being of the client groups that they supported. Many providers made the case for their strategic relevance and the contribution they made.

Commenting on the Criteria Used, many providers understood the need to make savings in the current financial climate and supported plans to protect the Borough's general provision of accommodation-based services over floating support services despite the difficulty of separating SP funding from other funding streams, many of which were also, they said, facing cuts. The proposal was not however without its critics, some of whom saw the focus on accommodation based services or the application of the scoring mechanism as not without its problems, favouring paradoxically smaller and larger providers, arbitrary in nature or not necessarily in their clients best interests. These points were addressed during the various contractual negotiations.

Commenting on the Way Forward, the majority of providers confirmed that they were happy to work with the Council to reach a mutually acceptable outcome. Others were reluctant, as they saw it, to 'barter' one service against another. Several welcomed the fact that there had been an extension to existing contracts to cover the consultation period but were also worried about potential future cuts and implementation timescales.

Providers also worried their clients would have fewer opportunities or have a reduced voice in the community. Others raised safeguarding concerns or pointed to the extra demand for statutory and non-statutory services across the Borough and as they saw it the wider social impact of the proposals: rent arrears, loss of tenancies, a rise in criminality and other neighbourhood safety issues, substance misuse, rises in hospital admissions, debt and financial problems, unemployment levels etc.

There were concerns that unique or specialist services would be lost as would the local knowledge-base and that it should not simply be assumed that if a service was withdrawn, a client would necessarily want or be able to access another one (for example, because of language barriers). The notion of retaining only large scale generic floating support programmes would, some argued, diminish specialist knowledge in some sectors.

Supporting People Programme – 2011 Consultation Report

Introduction

This report sets out the main findings of the consultation regarding proposed cuts to the Supporting People (SP) programme. The findings will form part of the report to Cabinet when it makes its final decisions in April 2011.

Consultation Details

The consultation for Supporting People organisations ran from 25th February to 31st March 2011 and for users of services from 4th March to 8th April.

There were several main channels for the consultation. These included:

- the consultation survey, where participants completed questionnaires and in doing so responded to specific questions
- email or other written correspondence directly to the council or via a councillor or local member of parliament - which allowed any comments whatsoever to be made on the proposed changes.
- consultation meetings about the proposals – a number of events were held where various organisations and individuals were presented with information about the proposals and the consultation and then given the opportunity to discuss and comment upon the various aspects in detail.. **See below:**

General Provider Forums:	7 December 2010 25 January 2011 15 February 2011
--------------------------	--

Sector Provider Meetings:	
Black Minority Ethnic	28 February 2011
Domestic Violence	1 March 2011
Learning Disabilities	7 March 2011
Older People	2 March 2011
Single Homeless/Young People	3 March 2011
Generic Floating Support	10, 16 & 17 March 2011
Mental Health	10, 14 & 17 March 2011
Offenders and Substance Misuse	9 March 2011
HIV/Physical Disabilities/Sensory Impairment	10 March 2011
Home Improvement Agency	10 March 2011
Teenage Parents	23 March 2011

User Consultation Meeting	21 March 2011
---------------------------	---------------

- Providers were also encouraged to begin their own consultation with their clients, with many of them doing so. Newham Asian Women's Programme, for example, undertook a consultation with residents of accommodation-based services in Haringey. HAIL media group run by service users submitted a DVD showing the views of service users as part of their representation. Haringey Women's Forum also conducted some interviews by phone. Full list as follows:

Willow Housing	17 March	17 users
Turkish/Cypriot Women's Project	2 March	50 users
Newham Asian Women's Project	7 March	10 users
Haringey Somali Carers Trust	4 March	18 users
Haringey Women's Forum	8 April	12 users

- A special meeting of the practitioner group was held on 2nd February 2011. Several follow-up meetings were held with providers who wanted additional help in understanding the proposals and how they could respond to the consultation.
- Supplementary meetings were held with a number of groups/providers asking for the opportunity to put forward alternative options or discuss issues over the course of consultation. A meeting was also held with the Offenders and Substance Misuse Working Group.
- We also sought the views of advocates supporting the various (LD, BME Carers, People with MH issues, Older People, Homeless people etc) Supporting People groups.

Number of organisations' own questionnaires returned	48
Number of LBH questionnaires returned (1)	757
Number of LBH questionnaires returned (2)	634
Number of Provider responses	35
Number of supporting letters (service users, other organisation, MPs etc)	51
	1525

Responses to the Consultation

Our consultation sought to reach a wide-ranging audience and we received a significant number and varied set of responses.

There were over **1500** direct responses to the consultation including letters and emails, including, as at the time this report was produced, **1391** completed surveys. In total, over **300** providers, users, relatives and carers attended the various meetings that we held. Also, we received a petition from HAGA with **283** signatures.

Accessibility Issues

We produced information about the consultation in a number of accessible forms (other languages, audio, Braille, large print etc) on request and engaged independent advocates for those individuals and groups who needed it. For example, we received some 40 questionnaire responses in Turkish and arranged for support staff, translators as well as family members to be present at the users' consultation meeting on 21st March 2011.

Interpreting the Consultation Responses

A great deal of time and effort has been put into the responses by contributors to the consultation. For example, many individuals described their personal experiences and providers and local voluntary organisations discussed in detail the specific issues relevant to their organisation and members. All of these responses have been read and analysed. It is, however, not possible to repeat all the stakeholder responses in the body of this report. However, every effort has been taken to represent those views.

For the purposes of assessing the impact where possible and appropriate within the responses the different sectors of the SP programme affected by the budget reductions have been considered separately.

The key findings are these:

1. Views of users of services

Meetings with users of services:

115 people attended a service users' consultation meeting at the civic centre on 21st March 2011. Service Users found awareness sessions informative and helpful. The general view of those present was that SP organisations provided vital services and support. Moreover, the support that they received enabled them to achieve independence and improve their health and well-being. There was an understanding of the need to make savings but consensus in reducing rather than cutting them completely and that people did not want their organisation or niche-organisations as they saw it, to close. Some pointed to how language and other barriers would prevent users of service/them accessing alternative services or worried about their general availability and were concerned about the risks of increased homelessness and levels of isolation and reduced levels of independence and security.

User Survey Questionnaires:

(where numbers do not tally this equates to the fact that people for whatever reason did not answer all of the questions) Percentages also rounded up and down.

Questionnaire One

A total of 757 responses were received across the various sectors as follows: 26 (OP), 63 (PD), 108 (BME), 403 (GFS), 11 (DV), 32 (OSM), 48 (SH/YP), 66 (MH)

Does the service you receive meet your expectations	Yes	No	Some	NK, too early to tell, no comment
Total 754	720(96%)	26 (2%)	5 (<1%)	9 (<1%)

Overwhelming those users of services who responded said that the service they currently received met or exceeded their expectations.

Do you receive support from anywhere else? (This is opposite to what is said in the EqIAs)	Yes	No
Total 754	236 (31%)	518 (68%)

Just over two thirds of those users of services who responded said that they did not receive support from elsewhere. Where the remaining respondents said they did so, respondents were primarily receiving services from the OP, GFS, MH, PD and OSM sectors. Moreover, the majority of consultees who responded 'yes', highlighted that this additional support came from the Council in the form of a social worker or occupational therapist, a health professional or medical foundation, a voluntary organisation, family, friends or a carer or some other social or support service.

If this service was not available to you, where else would you go?	Nowhere	Not sure	Family or friends	Other (agency, GP, Council, hospital)	Homeless/in prison
Total 753	203 (27%)	377(50%)	17 (2%)	129 (17%)	27 (4%)

Many people who responded to the consultation did so with personal stories outlining their experiences of their support to date and what life would be like for them should that care and support not be there or in its present form. Many said it would be difficult, devastating and in a few cases even life-threatening for them including concerns that they would be a danger to themselves.

Half were unsure what other help and support was out there – something that might be addressed by better signposting/provision of information and advice. Of the remainder, almost a fifth had identified an alternative source of help.

Of the 4% of service users who said they would be homeless or end up in prison and just over a quarter who said that they had nowhere else to go, this would appear to have included a good many in accommodation-based provision, which is unaffected by the proposal.

Questionnaire 2

Responses were as follows:

Q. To what extent do you support our proposal to reduce or cease funding for this organisation?

Sector	Strongly Support	Support	Neither Support nor Oppose	Oppose	Strongly Oppose
BME				10	114
Supported Housing/Young People			1	6	44
Older People	1		1	4	93
Mental Health	4		4	14	125
Learning Disabilities					28
Generic Floating Support	3	1		1	21
Home Improvement Agency	1			1	23
Physical Disabilities	1				4
Teenage Parents					3
Offenders and Substance Abuse					1
Domestic Violence					5
Unknown	3	1	2	5	36
Totals (561)	13	2	8	41	497

Overwhelmingly those who responded were opposed or strongly opposed to the proposal.

Q2. Do you understand why Haringey Council is proposing to reduce or cease funding to organisations in some instances?

Sector	Yes	Not Sure	No
Black Minority Ethnic	61	21	31
Supported Housing/Young People	14	4	34
Older People	75	4	21
Mental Health	62	17	62
Learning Disabilities	20	2	6
Generic Floating Support	10	3	9
Home Improvement Agency	8	7	3
Physical Disabilities	5		
Teenage Parents	1	3	
Offenders and Substance Misuse	2		
Domestic Violence	2	1	7
Unknown	21	13	16
Totals (547)	281	75	191

In the majority of sectors more people understood the reasons for the cuts than did not, even if they did not agree with why or how we were imposing them – the notable exception was young people in supported housing. Moreover, the message seems to have been clearly understood in the BME, OP, LD and PD sectors.

When however added together with the ‘don’t knows’ and allowing for the small number of responses then there were many people across several sectors, notably young people in supported housing, teenage parents and Domestic Violence survivors who did not understand or were less sure of the reasons for the cuts and the situation was roughly 50:50 within the BME and LD sectors. There were a number of suggestions that we could have done more to explain what was happening; however, from the remarks received, there is also some evidence for the fact that this response owed as much to the fact that users of services generally disagreed with the proposals and were venting their feelings, especially given the response rates and attendance levels at meetings that were held. Going forward we may however need to do more to get our messages across in some specific sectors.

Q. How will the proposals impact upon you (Question asked respondents to indicate how it affected **one or more** of their equalities protected characteristics)

Sector	Age	Disability	Ethnicity	Gender	Pregnancy/ recently given birth	Religion	Sex	Sexual orientation
BME	38	43	53	16		31	1	
Supported Housing/Young People	30	27	13	1				
Older People	96	42	6	2		2	1	
Mental Health	19	104	10	4	1	1	1	2
Learning Disabilities	4	29					2	1
GFS	12	19	3	1		1	1	1
HIA	3	19	1					
Physical Disabilities	1	5						
Teenage Parents		2		1	2			
Offenders and Substance Misuse	0	0	0	0	0	0	0	0
Domestic Violence	5	1	7	4	1	3	1	1
Unknown	24	29	7	10	1	3	2	
Totals	208	320	100	39	5	41	9	5

This table lists the responses of those service users who responded. There are no major surprises here. You would expect age and disability to be prominent characteristics of the Older People's sector and disability a feature of the LD and MH sectors (as well as prominent characteristics overall given whom the Supporting people programme helps) and pregnancy/having recently given birth to be key characteristics of the group of teenage parents we help or ethnicity and religion to be as prominent as age and disability for the BME sector. There are no figures for OSM.

General observations:

Overwhelmingly users of services, regardless of sector, would prefer it if things stayed as they are or were unsure how the service could be provided differently. Not too many people therefore made suggestions of how, going forward, we might do things differently.

Some were concerned about the impact on future generations and the increased costs and pressures for other services: health, police, social services, housing services and the wider community impact. People highlighted the impact for them of the proposals but also commented on how this would impact on partners, children, relatives and others.

Main concerns voiced in the consultation by users of services were the thoughts of being made homeless, experiencing MH and other health issues, or in some cases ending up back in hospital or having a relapse. Many generally worried how they would cope or live a normal life. In a few cases, users said that they felt that their lives would be put in jeopardy or that they would even be a harm to themselves. Some spoke of potentially

having to move somewhere else. Several people thought the consultation a sham or were simply bored by it.

Users of services almost universally valued the services they received, some worrying that other agencies or organisations would not be as understanding of their situation. Moreover, they appeared to value the same 5 or 6 things about their service, regardless of sector or provider, namely:

- Accommodation/support with their tenancy
- Advice and information, counselling and advocacy services
- Daily Support and help with every day tasks
- Their carer or support worker
- Help at home
- Opportunities for social interaction

Trips out and other social activities was also mentioned. Many said they would miss educational, language, keep fit and other activities, therapies and classes.

For users of services of those organisations that provide primarily or solely accommodation-based support, housing was understandably the service they most highly value. A number of users, particularly in the OP and GFS Sectors valued a safe environment and cited the burglary support programme.

The continuity of a support worker and having someone to talk to was particularly valued by people with MH issues who responded, closely followed by help in setting up home or having somewhere to live.

Some 40 questionnaires were returned in Turkish. They pretty much were saying the same thing as the remainder of the BME sector including along with Chinese and Kurdish respondents how they would miss the language and cultural specific services of their SP provider, particularly interpretation services and help with reading and writing, due to the language barriers.

For some 30 Somalis who responded, it was primarily the housing support and advice services that they received.

Blind or partially sighted respondents mentioned that among the things they would miss most were the talking book service and Braille classes.

DV survivors spoke of the benefits of having a women only service helping them and, in some cases, their children to remain safe and to rebuild their confidence and self-esteem. It was also highlighted that the DV sector (unlike other SP sectors) uses Floating Support to assist those DV survivors in Haringey who want to remain in their own homes and take perpetrator action. Combining Floating Support with the Sanctuary Scheme gives them additional security to remain in their own home in the borough, reducing homelessness as a result.

Those users with mental health issues spoke of how the services that they received were helping them to cope, improve their physical and mental well-being and to be more independent.

In the case of Older People, the thing they valued most was the daily contact and support and the security that came from a routine visit by their, scheme manager, support worker or other person who enabled them to live independently in their own homes. The consultation also highlighted a need for specialist provision for supported accommodation for Older People with learning disabilities. Discussions have begun with one provider who is willing and able to establish such a service.

In the case of Learning Disabilities, according to the consultation, people with LD would need long 'lead-in' times to absorb the impact of any change and to make adjustments if they were to avoid relapses.

Asked how the service they received could be provided differently, very few people came up with concrete proposals and said they either genuinely did not know or by a slightly greater ratio, that the service ought to remain the same as now. Quite a few people even suggested that more not fewer resources were needed. Quite a number did not, for whatever reason, respond to this question.

Those who did answer this question suggested a charity fund-raising for their project or sector or other sources of funding, more volunteers but worried that they wouldn't be as 'professional'; wanted more help to 'move on' to independent accommodation, or the age limits for services to be extended, more English lessons, something for the children or help to find work. There was also a suggestion about merging services.

Those with an alcohol-related illness worried about a relapse and the impact for children and loved ones. They also said that they did not like or rate alternative sources of provision.

2. Providers and Voluntary Sector organisations including advocacy services

Throughout this section of the report, we have sought to include recurring themes emerging from stakeholder responses, rather than detailing specific, individual issues or outlining every point of view. Detailed comments are attached.

In the correspondence and meetings with them, providers were given the opportunity to reject the proposal and the offer of a termination of their contract, accept the consequences of reduced levels of expenditure and/or discuss a revised model of service delivery. They also had an opportunity to explain the impact that a reduction in expenditure would have for them. They were advised that their comments would inform the consultation and Equalities Impact Assessments

Core themes:

1. Comments on the Proposal.

Several organisations expressed their opposition to any cuts in funding that threatened services for vulnerable people within the community, particularly on top of previous or other cuts to their budgets, elsewhere in the Council or the wider public sector. Some felt that services currently (LD for example) did not meet the needs of their users of services in Haringey as it was, with providers in a couple of sectors going as far as to say that users of services in their organisations would cease to receive a service if this proposal went

ahead. Others saw cutting services as regressive, something of a false economy or disproportionate. Some felt that flexibility would be lost with these changes as would a person's independence and choice. Providers were worried for the support of their client groups and that this would put them at risk, cause hardship and distress, particularly given the demographics of the Borough.

Many providers have made the case for their strategic relevance, said how they already offered value for money and gave examples of how they made a positive contribution to the well being and independence of their users of services.

A number of respondents worried that the cuts would result in arrears, loss of tenancies, increased neighbourhood disputes, fewer options, inclusivity or a reduced voice in the community. Others pointed to their fears of a rise in safeguarding concerns in terms of both the number of victims and perpetrators of abuse across all of the sectors, people neglecting some of their basic needs and putting their health and wellbeing at risk with a resultant increase in health problems. Others pointed to the impact for health, criminal justice, social services and other organisations with a rise in potential custodial sentences and criminal convictions, relapses and increased substance misuse, debt and financial problems, loss of employment and a potential increase in hospital admissions and higher predicted costs.

The notion of retaining only large scale generic floating support programmes would, some argued, diminish specialist knowledge in some sectors.

2. Comments on the Criteria Used

Many understood the need to make savings in the current financial climate and supported plans to protect the Borough's general provision of accommodation-based services in preference to its floating support services.

Some however said that it is difficult to separate SP funding from other funding streams, many of which were also being cut.

Those providing accommodation-based services were relieved and welcomed the emphasis on them. Others saw the focus on accommodation based services rather than floating support services as a short term solution only and likely to impact on the levels of 'move on'. Some thought that the prioritisation methods did not however work in the best interests of their client group/sector for example, survivors of domestic violence.

However, both providers and non-providers were worried about the loss of some specialist floating support services, more so than generic ones. Floating support, for some, was seen as a life saver and an essential part of a range of provisions.

Some agreed with the rationale for measuring impact on the basis of avoiding losing accommodation-based services and creating homelessness. Whereas others suggested specialisms, the diversity of service users and equalities issues should be taken into account and that value for money should consider quality as well as cost factors.

Several others queried, as they perceived it, the arbitrary nature of the Council's scoring system for determining the impact of stopping a service, asked to be awarded additional points under the system or thought the criteria being applied, unclear and generally lacking in detail and wanted more information on how the savings would be apportioned between the various providers. These points have been addressed during the various contractual negotiations.

A number of respondents agreed with the points awarded whereas others said that the proposed cuts were not being evenly spread across all sectors or that they had a disproportionate impact on them (SP-funded MH and GFS services for example) or failed to recognise the unique nature of their service. Others considered the criteria unfair to small providers and that there were greater opportunities for economies of scales within larger organisations or argued that the weighting should be reversed as larger organisations were more able to sustain a funding cut.

3. Comments on the Way Ahead – the Future

A number of [the majority of] providers who responded confirmed that they were happy to work with the Council to reach a mutually acceptable outcome. Others were reluctant, as they saw it, to 'barter' one service against another. Several would welcome a phased reduction over 6-12 months to enable a more seamless transition and reduce levels of risk. Others welcomed the fact that the council was provisionally minded to continue to commission their service after the 31st March 2011.

A month's extension had been granted to existing contracts to cover the period of the consultation and councillors reaching a final decision. Some asked for extensions to their contracts to end of FY 2012 in order to be better able to budget for the final quarter of the year. Some providers raised concerns that delays had shunted costs onto them. Others welcomed the fact that the contract price would not be reduced further this year but were anxious about the future and wanted to know if there would be other cuts as this affected their ability to plan and invest. Several providers explained how reductions of this magnitude would impact on their staffing levels, that they would not survive without their SP contract.

Some highlighted how no single organisation could deal effectively and safely with any given situation and how this was best achieved by a multi agency response. Several providers said they said they would need to discontinue support, close services or reduce the level of service to their users of services and felt that this would impact upon provision or place a higher demand on statutory services and increased referrals to other agencies in the borough. Some raised the point that it should not be assumed that the client of a service being withdrawn will have another service that they will want to or be able to access (for example, because of language barriers) and were concerned that users of services would fall through the safety net.

One or two providers pointed to how they were the only provision in the Borough or unique and how The Big Society had limitations when it came to frontline services. Looking ahead, many predicted or pointed to rising if not even 'above average' levels of demand for services in Haringey over the coming years when compared to other parts of the country, due to both an increasingly ageing population and Haringey being one of the more culturally-diverse and deprived boroughs in London.

Some respondents appreciated efforts to protect services as much as possible. Others worried that these were short term savings and would have lasting consequences for the community and those groups and individuals they supported and cared for and saw real value in investing in smaller community-based organisations that meet a specific need and thereby the loss of a valuable partner and local knowledge base or benefits that a specialist organisation such as theirs brings to the borough.

Notes on Interpreting the data

Qualitative research

There are a number of issues to bear in mind when interpreting the data. First, a consultation such as this is predominantly qualitative in nature and has involved listening to what people have said and the way in which they have said it and interpreting their completed surveys.

This does not devalue their evidence – far from it. Qualitative methods based on ‘themes’ and ‘concerns’ are much-used and well-respected in research.

A number of verbatim comments are included to illustrate and highlight key issues that were raised. These are attributed, where appropriate to specific audiences or sectors.

Quantitative research

Statistical data is included in order to illustrate the relative importance of particular issues compared with others and to specific groups with protected characteristics as well as to assist commissioners and others shape a future potentially without some SP services or current levels of SP funding.

Some figures/response rates in the report are relatively small given the scale of the sector or overall numbers consulted; they must therefore be treated with caution.

Other Caveats and assumptions

In reading this report, the following other caveats and assumptions need to be taken into account:

1. It is important to bear in mind that responses may be based on differing levels of knowledge.
2. There were submissions from providers, voluntary organisations etc. This group of stakeholders is likely to be particularly engaged and have much expertise in the subject area, and as a result, many of the submissions comprised detailed, well-researched responses.
3. Many of the users, relatives and carers and providers who have responded would be directly affected by the proposals and thus have a personal interest in the outcome.
4. Not all participants, for whatever reason, chose to answer all questions.
5. While every attempt has been made to classify each participant into the correct category for reporting purposes and capture equalities data, it is not always possible to be certain to which specific category respondents belong. There were for example a number of surveys that could not be attributed to a group or sector.
6. While the consultation was open to everyone, the respondents were self-selecting, and certain types or groups of people have inevitably been more disposed to contribute than others.

This page is intentionally left blank

Appendix 3 Equality Impact Assessments and summary

Executive Summary Equality Impact Assessments

Background:

The Supporting People (SP) programme delivers housing-related support to vulnerable client groups totalling almost 9000 people across the borough. Approximately 3000 of those people benefit from services directly provided by the council. The programme aims to support people to live independently, and this takes the form of either "Floating Support" services or accommodation-based provision, and these are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria

Floating Support is characterised as responding to:

- Tenancy attainment/sustainability
- Community Integration
- Access to training, education and employment
- Independent living skills
- Advice, advocacy, emotional support and counselling
- Community safety
- Preventing hospitalisation, residential or secure unit care
- Promoting rehabilitation
- Preventing family breakdown
- Preventing homelessness

Accommodation-based provision is characterised as responding to:

- Tenancy/owner occupier attainment/sustainability
- Independent and domestic living skills
- Developing social skills/behaviour management
- Advice, advocacy emotional support & counselling
- Community safety
- Managing finances and benefit claims
- Gaining access to other services/community organisations
- Establishing social contacts and activities
- Establishing personal safety and security
- Supervising and monitoring of medication, health & wellbeing
- Peer support and befriending

The budget allocation for Supporting People programme in 2010/11 was £17m; of which £3m was spent on council In-House services and £14m on external provision.

In order to meet the savings target and bridge the gap between available funding and expenditure on the Supporting People programme, the Council must find savings of £5m.

The council, being mindful of its legal obligations to ensure consultation and Equalities Impact Assessments (EqIAs) are carried out in relation to the proposed savings, acknowledged that time should be allowed for the findings from the EqIAs to inform the debate, before final decisions are made on the programme cuts.

The programme is divided into 13 sectors and for the purposes of conducting EqIAs, the different sectors of the SP programme have been considered separately.

EqIA process – consideration of available data, research and information

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data (dependent on the type of service provided and in line with OPDM/CLG requirements on the national programme).

Although this is a limited sample, it provides an insight into the characteristics of SP service users across each sector.

The basis for the EqIAs was related to the gender and ethnicity of the service users and the SP client sample was benchmarked against the borough profile (ONS mid-year estimates 2009)

An assessment of the impact was measured for each sector on the basis of both differential impact (where service user groups with protected characteristics, may be adversely affected by a reduction in funding to SP provision) and overall impact (on the total user groups benefiting from services in a specified sector).

Where possible, mitigation of the impact has been identified for each sector, and is contained within each of the sector EqIAs.

The consultation process has also informed the results of the EqIAs for each sector, and is supported by a chronology of meetings with service users and providers, and questionnaires which have been used to seek views directly from service users in that process.

Findings from the consultation can be found in the Supporting People Consultation Report.

Summary of findings from EqIAs

The Supporting People report put before Cabinet on 22nd March 2011 essentially fell into two parts.

The first part was a proposal on how to achieve the required cuts of £5m in 2011/12 with the second part proposing a model for how the remaining SP programme could be re-engineered in order to continue to deliver services to those identified as most in need of the services, and in assisting SP providers to identify alternative sources of funding and new operating models/options going forward.

The findings from the EqIAs across the sectors, (and in line with the consultation findings), identified that the proposal which was originally made, was essentially sound as a strategic delivery plan.

Sectors which were considered to be most needed (e.g. accommodation-based provision) were identified as carrying the greatest risk with the lowest achievable mitigation if they were considered for withdrawal.

The proposal favours retaining accommodation-based provision in the programme.

Equally, the EqlAs and consultation process showed that for those sectors of the programme which are proposed for reductions in expenditure/cuts; the risks identified are lower and there is greater mitigation to respond to those risks.

The proposal on a particular sector which has been directly informed by the EqlAs is Domestic Violence.

As a result of the EqlA (and consultation responses), it is now proposed that the SP team works to re-model the combined services in this sector across both floating support and accommodation-based provision to secure improved value for money without the loss of much needed services.

Conclusion

It is evident that any cuts to the SP programme will inevitably carry some level of risk; However, the EqlAs bear out the rationale in the proposal on funding reductions, and where specific evidence of unacceptable risk has been seen, changes have been made accordingly to the proposed reductions in the programme, although there has been a minimal requirement to do so.

The EqlAs have been quality assured by the Equalities and Diversity Officer who is satisfied that the appropriate due diligence has been applied to the process and the findings are sound.

Margaret Allen
April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Domestic Violence
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

This proposal identifies savings of £307,551 in the Domestic Violence sector, which represents a 57% reduction in expenditure.

It is proposed that domestic violence accommodation-based services and floating support will be retained through renegotiating contracts with service providers to make savings across the sector. Refuge places will be retained as part of the reciprocal arrangement with neighbouring boroughs and every effort will be made to keep as many floating support services as possible. Floating support provides much needed support to Haringey residents who have experienced domestic violence and are living independently in their own homes.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services. Resources will be focused on accommodation-based provision in these areas as the retention of these services will guarantee service users' security of tenure.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Domestic Violence Sector

Domestic violence is any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality.

The SP Domestic Violence sector has a capacity to support 67 service users at any one time and supports about 100 women per year, and their children. The sector comprises a range of accommodation-based refuges and floating support services for individuals and children who have experienced violence and abuse. This support enables women to increase their self-esteem and to live independently in a safe environment, either within a refuge or their own home.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP domestic violence services have the following characteristics:

- 100% of service users are women (see Table 1).
- 9% of service users have a disability.
- All service users are aged 16 to 69, with the majority (73%) aged between 18 and 38.
- A number of BME groups are over-represented compared with the borough profile (see Table 2):
 - Black/Black British groups are over-represented.
 - Asian/Asian British groups are over-represented, especially Pakistani women.
 - Mixed groups are over-represented, most notably Mixed White and Black Caribbean.

Table 1: Gender of SP DV service users compared with borough profile (SPCR)

Gender	Domestic Violence Services	Haringey Borough Profile*
Male	0%	51%
Female	100%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP DV service users compared with borough profile (SPCR)

Ethnicity	Domestic Violence Services	Haringey Borough Profile*
White	36%	65%
White British	15%	48%
White Irish	2%	4%
Other White	19%	14%
Mixed	12%	5%
White and Black Caribbean	6%	1%
White and Black African	2%	1%
White and Asian	1%	1%
Other Mixed	3%	1%
Asian or Asian British	18%	8%
Indian	3%	3%
Pakistani	10%	1%
Bangladeshi	3%	2%
Other Asian	2%	2%
Black or Black British	29%	19%
Caribbean	12%	8%
African	15%	9%
Other Black	2%	1%
Chinese or Other Ethnic Group	2%	4%
Chinese	0%	2%

Other Ethnic Group	2%	2%
--------------------	----	----

* Borough population figures ONS 2005

Domestic Violence Provider Equalities Data

Equalities data for SP Domestic Violence service users was collected as part of a service review of these services during 2010/11. Data was collected from 5 of the 6 domestic violence service providers. The data corroborates the SP Client Record Data, showing that the services are used exclusively by women and that the majority of service users (64%) are young women, aged 20 to 39.

The provider data also supports the finding that Black/Black British and Asian/Asian British women are more likely to use SP Domestic Violence services than others (see Table 3). It should be noted that one provider delivers services specifically for Asian women and this is reflected in the service user profile. Unlike the SP Client Record Data, the provider data does not show that Mixed groups are over-represented, therefore, it is unclear whether these groups are over-represented among service users.

Table 3: Ethnicity of SP DV service users compared with borough profile (Provider data)

Ethnicity	Domestic Violence Services	Haringey Borough Profile*
White	23%	65%
Mixed	3%	5%
Asian or Asian British	35%	8%
Black or Black British	37%	19%
Chinese or Other Ethnic Group	2%	4%

The provider data in Table 4 shows that there are distinct ethnicity profiles for accommodation-based and floating support service users. This data may be skewed for accommodation-based services, where data is available for 3 out of 4 providers, one of which is a service specifically for Asian women. The available data shows that Black/Black British women are more likely to receive floating support whereas Asian/Asian British women are more likely to receive accommodation-based support.

It is important that the proposed sector remodelling takes account of the differential user profiles of floating support and accommodation-based services so that a specific group is not disadvantaged through the sector reshaping.

Table 4: Ethnicity of SP DV service users by support type (Provider data)

Ethnicity	Floating support	Accommodation-based
White	34%	15%
Mixed	3%	2%
Asian or Asian British	8%	56%
Black or Black British	55%	24%
Chinese or Other Ethnic Group	0%	3%

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP domestic violence services:

- Women of all ages, especially younger women;

- Women with a disability;
- Black/Black British and Asian/Asian British women.

Overall Impact

The SP Domestic Violence sector will be remodelled to achieve savings across the sector. It is anticipated that these savings will be achieved through efficiencies in contract rates, therefore, the overall impact should be minimised. Any reduction in domestic violence services would affect adults and children who are experiencing or fleeing from domestic violence, and their ability to live safely. It is likely that this would have a knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing and increased use of temporary accommodation.
- Potential safeguarding risks for vulnerable clients and children.

Mitigation of the Impact

To mitigate the impact of the funding reduction to SP domestic violence services, work will be carried out with the current service providers to remodel the services available. It is anticipated that these savings will be achieved through efficiencies in contract rates in order to maintain both refuge and floating support provision, and to minimise the overall impact.

Safeguarding risks will be mitigated through the existing adult and children's safeguarding referral and investigation processes.

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 1 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqIA has identified that the proposal to reduce SP Domestic Violence sector expenditure by £307,551 will have the following impact:

- The overall impact will be minimised through remodelling the SP domestic violence sector to achieve the proposed savings. This process will aim to preserve refuge and floating support services;
- Groups with equalities protected characteristics will be affected by any reduction in services, in particular, younger women, women with a disability, Black/Black British women and Asian/Asian British women.

Step 8 - Summarise the actions to be implemented

- Work with service providers to remodel the SP domestic violence sector.
- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Mental Health
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

This proposal identifies savings of £1,406,037 in the Mental Health sector, which represents a 42% reduction in expenditure.

It is proposed that resources will be focused on accommodation-based services over floating support provision within the Mental Health sector, although every effort will be made to keep as many floating support services as possible. The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remove floating support services, as most people using these services have access to other forms of support.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Mental Health Sector

The [Haringey Public Health Report 2009](#) identifies that mental health needs are high in Haringey, with people from some Black and Minority Ethnic groups more likely than others to suffer from mental health problems. There are a number of determinants of good mental health which contribute to the overall level of need. These include deprivation, unemployment, housing and homelessness. Mental illness is particularly common in some of Haringey's newer refugee communities, whose members have often experienced traumatic experiences in their home countries.

The SP Mental Health sector currently supports around 200 people and includes the following services:

- Accommodation-based services for people with an enduring mental health problem;
- Shared housing for those with the ability to live independently, who can eventually move-on;
- Outreach support to those already in their own homes within the community.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP Mental Health services have the following characteristics:

- All service users have a form of disability, as defined by the Equalities Act 2010.
- Providers in this sector provide services to working age people with mental health issues, with the majority (58%) aged between 32 and 52.
- 62% of service users are men, which is higher than the borough profile (Table 1).
- 39% of service users are Black/Black British, meaning that this group is over-represented compared with the borough profile (see Table 2). White Other groups are also over-represented amongst service users.

Table 1: Gender of SP mental health service users compared with borough profile (SPCR)

Gender	Mental Health Services	Haringey Borough Profile*
Male	62%	51%
Female	38%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP mental health service users compared with borough profile (SPCR)

Ethnicity	Mental Health Services	Haringey Borough Profile*
White	51%	65%
White British	29%	48%
White Irish	4%	4%
Other White	18%	14%
Mixed	3%	5%
White and Black Caribbean	2%	1%
White and Black African	1%	1%
White and Asian	0%	1%
Other Mixed	0%	1%
Asian or Asian British	3%	8%
Indian	1%	3%
Pakistani	0%	1%
Bangladeshi	1%	2%
Other Asian	1%	2%
Black or Black British	39%	19%
Caribbean	20%	8%
African	15%	9%
Other Black	3%	1%
Chinese or Other Ethnic Group	4%	4%
Chinese	1%	2%
Other Ethnic Group	3%	2%

* Borough population figures ONS 2005

Mental Health Provider Equalities Data

Equalities data for SP Mental Health service users was collected as part of a service review of these services during 2010/11. The information below corroborates the SP Client Record Data, showing that men and Black/Black British people are more likely to use SP Mental Health services than others.

Table 3: Gender of SP mental health service users compared with borough profile (Provider data)

Gender	Mental Health Services	Haringey Borough Profile*
Male	67%	51%
Female	33%	49%

Table 4: Ethnicity of SP mental health service users compared with borough profile (Provider data)

Ethnicity	Mental Health Services	Haringey Borough Profile*
White	47%	65%
Mixed	3%	5%
Asian or Asian British	5%	8%
Black or Black British	43%	19%
Chinese or Other Ethnic Group	1%	4%

The provider data indicates that the gender profile is very similar for accommodation-based and floating support service users. This data also shows that there is a similar ethnicity profile for accommodation-based and floating support service users (see Table 5).

Table 5: Ethnicity of SP mental health service users by support type (Provider data)

Ethnicity	Floating support	Accommodation-based
White	48%	45%
Mixed	4%	2%
Asian or Asian British	4%	8%
Black or Black British	43%	45%
Chinese or Other Ethnic Group	1%	0%

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP mental health services:

- People with mental health issues;
- People with a disability;
- Men;
- Black/Black British people;
- White Other groups.

Overall Impact

A reduction in funding to the SP Mental Health sector will result in a reduction in the availability of floating support services to these clients. Fewer people will receive these services which may affect their ability to live independently. It is also likely that this may have a knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing and increased use of temporary accommodation.
- These proposals may also potentially result in an increased demand for adult social care, health and associated voluntary sector services.
- Potential safeguarding risks due to the reduced support for vulnerable adults.

The overall impact is likely to be minimal since service users with the highest needs will continue to receive accommodation-based support. In addition, many service users with mental health issues meet FACS eligibility criteria and receive other statutory mental health support services.

Mitigation of the Impact

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Safeguarding risks will be mitigated through the existing adult safeguarding referral and investigation processes.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- Sector meetings were held on 10, 14 and 17 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqIA has identified that the proposal to reduce SP Mental Health sector expenditure by £1,406,037 will have the following impact:

- Although floating support services will be retained as far as possible, there will be reduced availability of these services;
- The reduced level of floating support services may affect some service users' ability to live independently and safely, placing more demand on housing, health and social care services.
- Groups with equalities protected characteristics will be affected by the proposed reduction in services, in particular, people with mental health issues, people with a disability, men, Black/Black British groups and White Other groups.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Generic Floating Support
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

This proposal identifies savings of £2,659,632 in the Generic Floating Support sector, which represents a 60% reduction in expenditure.

This reduction reflects the proposal to focus resources on accommodation-based services over floating support provision, although every effort will be made to keep as many floating support services as possible. The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remove floating support services, as most people using these services have access to other forms of support.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Generic Floating Support Sector

The SP Generic Floating Support sector currently supports around 1378 people and delivers a wide range of support across three areas of need:

- Older People;
- Families;
- Single homeless people with additional needs, such as mental health, substance misuse and offending issues.

The support services are available regardless of tenure. Referrals are either self-referrals or are made from various statutory and voluntary agencies.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP Generic Floating Support services have the following characteristics:

- 43% of service users have a disability.
- The age of service users varies from 16-17 to 80+ years, with a fairly even distribution.
- 58% of clients are male, which is slightly above the borough profile (see Table 1).
- 21% are Black/Black British Caribbean, meaning these groups are significantly over-represented compared with the borough profile (see Table 2).

Table 1: Gender of SP generic floating support service users compared with borough profile (SPCR)

Gender	Generic Floating Support Services	Haringey Borough Profile*
Male	58%	51%
Female	42%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP generic floating support service users compared with borough profile (SPCR)

Ethnicity	Generic Floating Support	Haringey Borough Profile*
White	53%	65%
White British	38%	48%
White Irish	5%	4%
Other White	10%	14%
Mixed	4%	5%
White and Black Caribbean	2%	1%
White and Black African	0%	1%
White and Asian	0%	1%
Other Mixed	2%	1%
Asian or Asian British	3%	8%
Indian	1%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	2%	2%
Black or Black British	31%	19%
Caribbean	21%	8%
African	9%	9%
Other Black	1%	1%
Chinese or Other Ethnic Group	4%	4%
Chinese	1%	2%

Other Ethnic Group	3%	2%
--------------------	----	----

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP generic floating support services:

- People with disabilities;
- Men;
- Black/Black British Caribbean people.

Older people, families and single homeless people with additional needs may also be affected.

Overall Impact

A reduction in funding to the SP Generic Floating Support sector will result in a reduction in the availability of floating support services. Fewer people will receive these generic services which may affect their ability to live independently. It is also likely that this may have a knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing and increased use of temporary accommodation.
- These proposals may also potentially result in an increased demand for adult social care, health and associated voluntary sector services.
- Potential safeguarding risks due to the reduced support for vulnerable adults.

Mitigation of the Impact

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Safeguarding risks will be mitigated through the existing adult safeguarding referral and investigation processes.

Data and consultation feedback indicates that most people using generic floating support services also do (or can) access other support services as well.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.

- Sector meetings were held on 10, 16 and 17 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqlA has identified that the proposal to reduce SP Generic Floating Support expenditure by £2,659,632 will have the following impact:

- Although floating support services will be retained as far as possible, there will be a reduced availability of these services;
- The reduced level of floating support services may affect some service users' ability to live independently, placing more demand on housing, health and social care services.
- Groups with equalities protected characteristics will be affected by the reduction of services, in particular, people with disabilities, men and Black/Black British Caribbean people.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Learning Disabilities Sector
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

This proposal identifies savings of £281,005 in the Learning Disabilities sector, which represents an 18% reduction in expenditure.

It is proposed that resources will be focused on accommodation-based services over floating support provision within the Learning Disabilities sector. The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remove floating support services, as most people using these services have access to other forms of support.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Learning Disabilities Sector

The Borough Profile shows that 614 adults in Haringey have learning disabilities and are receiving social care services. The SP Learning Disabilities sector currently supports around 160 people and includes the following services:

- Accommodation-based services for people with an enduring learning disability;
- Shared housing for those with the ability to live independently, who can eventually move-on;
- Outreach support to those already in their own homes within the community.

Step 2 - Consideration of available data, research and information

Supporting People Client Records Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP Learning Disabilities services have the following characteristics:

- All service users have a form of disability, as defined by the Equalities Act 2010.
- Providers in this sector provide services to working age people with learning disabilities, with the majority (88%) aged between 32 and 52.
- 63% of service users are men, which is higher than the borough profile (Table 1).
- 25% of service users are Black/Black British, meaning that this group is over-represented compared with the borough profile (see Table 2). White British groups are also over-represented among service users.

Table 1: Gender of SP learning disabilities service users compared with borough profile (SPCR)

Gender	Learning Disabilities Services	Haringey Borough Profile*
Male	63%	51%
Female	38%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP learning disabilities service users compared with borough profile (SPCR)

Ethnicity	Learning Disabilities Services	Haringey Borough Profile*
White	69%	65%
White British	63%	48%
White Irish	6%	4%
Other White	0%	14%
Mixed	0%	5%
White and Black Caribbean	0%	1%
White and Black African	0%	1%
White and Asian	0%	1%
Other Mixed	0%	1%
Asian or Asian British	6%	8%
Indian	6%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	0%	2%
Black or Black British	25%	19%
Caribbean	19%	8%
African	6%	9%
Other Black	0%	1%
Chinese or Other Ethnic Group	0%	4%
Chinese	0%	2%
Other Ethnic Group	0%	2%

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP learning disabilities services:

- People with a disability, in particular those with a learning disability;
- Men;
- Black/Black British people;
- White British people.

Overall Impact

A reduction in funding to the SP Learning Disabilities sector will result in a reduction in the availability of floating support services to these clients. Fewer people will receive these services which may affect their ability to live independently and safely. It is also likely that this may have a knock on effect on other services, such as:

- These proposals may potentially result in an increased demand for adult social care, health and associated voluntary sector services.
- Potential safeguarding risks due to the reduced support for vulnerable adults.

Mitigation of the Impact

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Safeguarding risks will be mitigated through the existing adult safeguarding referral and investigation processes.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 7 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011

and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqlA has identified that the proposal to reduce SP Learning Disabilities sector expenditure by £281,005 will have the following impact:

- There will be reduced availability of floating support services;
- The reduced level of floating support services may affect some service users' ability to live independently and safely, placing more demand on health and social care services.
- Groups with equalities protected characteristics will be affected by the reduction in services, in particular, people with learning disabilities, men, White British people and Black/Black British people.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago
Designation: Acting Head of Service, Supporting People, Contracts & Complaints
Signature: Nick Crago
Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone
Designation: Principal Equality and Diversity Officer
Signature: Eve Featherstone
Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen
Designation: Assistant Director, Safeguarding and Strategic Services
Signature: Margaret Allen
Date: 18 April 2011

HARINGEY COUNCIL**EQUALITY IMPACT ASSESSMENT FORM****Haringey Council**

Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Offenders and Substance Misuse
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

This proposal identifies savings of £116,912 in the Offenders and Substance Misuse sector, which represents an 18% reduction in expenditure. This will be achieved through retaining accommodation-based services and remodelling the current floating support services, within the Pathway model already in existence.

The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remodel floating support services to improve efficiency. Some floating support services will be retained as this support enables people with alcohol misuse issues to live safely and independently in their own homes.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EIQAs), the different sectors of the SP programme affected by the budget reduction have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Offenders and Substance Misuse Sector

The SP Offenders and Substance Misuse sector currently supports around 130 people with substance misuse problems or offenders leaving prison, and includes the following services:

- Hostel accommodation;
- 24 hour accommodation for recovering alcoholics;
- Shared housing for those with the ability to live independently, who can eventually move-on;
- Floating support to those already in their own homes within the community;
- Centre-based floating support services delivered by HAGA.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP Offender and Substance Misuse services have the following characteristics:

- 11% of service users have a form of disability.
- Providers in this sector provide services to working age people with offender or substance misuse issues, with the majority (77%) aged between 25 and 52.
- 71% of service users are men, which is significantly higher than the borough profile.
- 33% of service users are Black/Black British and 13% are White Irish, meaning that these groups are over-represented compared with the borough profile (see Table 2).

Table 1: Gender of SP offenders and substance misuse service users compared with borough profile (SPCR)

Gender	Offenders and Substance Misuse Services	Haringey Borough Profile*
Male	71%	51%
Female	29%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP offenders and substance misuse service users compared with borough profile (SPCR)

Ethnicity	Offenders and Substance Misuse Services	Haringey Borough Profile*
White	57%	65%
White British	32%	48%
White Irish	13%	4%
Other White	12%	14%
Mixed	7%	5%
White and Black Caribbean	4%	1%
White and Black African	1%	1%
White and Asian	0%	1%
Other Mixed	2%	1%
Asian or Asian British	2%	8%
Indian	1%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	1%	2%
Black or Black British	33%	19%
Caribbean	18%	8%
African	10%	9%
Other Black	5%	1%
Chinese or Other Ethnic Group	1%	4%
Chinese	0%	2%

Other Ethnic Group	1%	2%
--------------------	----	----

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP Offenders and Substance Misuse services:

- People with disabilities;
- Men;
- Black/Black British people;
- White Irish people.

Overall Impact

A reduction in funding to the SP Offenders and Substance Misuse sector may result in a reduction in the availability of floating support services. Fewer people will receive these services which may affect their ability to live independently and safely. It is also likely that this may have a knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing and increased use of temporary accommodation.
- These proposals may also potentially result in an increased demand for adult social care, health and associated voluntary sector services.
- Potential safeguarding risks due to the reduced support for vulnerable adults.

Mitigation of the Impact

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Safeguarding risks will be mitigated through the existing adult safeguarding referral and investigation processes.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 9 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011

and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqlA has identified that the proposal to reduce SP Offenders and Substance Misuse sector expenditure by £116,912 will have the following impact:

- Although floating support services will be remodelled and retained as far as possible, there may be reduced availability of these services;
- The reduced level of floating support services for people with offender and substance misuse problems may affect their ability to live independently and safely, placing more pressure on housing, health and social care services.
- Groups with equalities protected characteristics will be affected by any reductions in services, in particular, people with disabilities, men, Black/Black British groups and Irish groups.

Step 8 - Summarise the actions to be implemented

- Work with service providers to remodel the SP offenders and substance misuse floating support services.
- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Teenage Parents
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

Current expenditure in this sector is £173,768. This proposal identifies savings of £53,768 in the Teenage Parent sector, which represents a 31% reduction in expenditure.

It is proposed that the existing SP Teenage Parent provision will be remodelled to achieve the proposed savings. The reshaping will focus resources on floating support services, since this type of support is considered most practical for this user group. Teenage parents are less dependent on SP services to maintain their security of tenure as many of them have access to other forms of housing.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services. Resources will be focused on accommodation-based provision in these areas as the retention of these services will guarantee service users' security of tenure.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Teenage Parents Sector

There are currently 20 teenage parents supported across the SP programme. The SP Teenage Parent sector comprises the following services:

- Support to live in a safe environment with in-house support or mentoring;
- Support to live independently with visiting or floating support;
- Access to crèche, nursery and primary school facilities and engaging teenage parents in development of parenting skills;
- Support to access training, education and employment opportunities;
- Advice and support regarding housing applications and liaison with utility companies;
- Close links to the Children & Young People's Service, particularly the Teenage Parent Co-ordinator and Re-integration Officer.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the Teenage Parent services have the following characteristics:

- 100% of service users are women (see Table 1).
- 20% of service users have a disability.
- All service users are aged 16 to 24, with 40% aged 16-17 and 60% in the 18-24 age category.
- 40% of service users are Black/Black British and 20% are Mixed White and Black Caribbean, meaning that these groups are over-represented compared with the borough profile (see Table 2).

Table 1: Gender of SP TP service users compared with borough profile (SPCR)

Gender	Teenage Parent Services	Haringey Borough Profile*
Male	0%	51%
Female	100%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP TP service users compared with borough profile (SPCR)

Ethnicity	Teenage Parent Services	Haringey Borough Profile*
White	40%	65%
White British	40%	48%
White Irish	0%	4%
Other White	0%	14%
Mixed	20%	5%
White and Black Caribbean	20%	1%
White and Black African	0%	1%
White and Asian	0%	1%
Other Mixed	0%	1%
Asian or Asian British	0%	8%
Indian	0%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	0%	2%
Black or Black British	40%	19%
Caribbean	40%	8%
African	0%	9%
Other Black	0%	1%
Chinese or Other Ethnic Group	0%	4%
Chinese	0%	2%
Other Ethnic Group	0%	2%

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP teenage parent services:

- Young women;
- Women with disabilities;
- Pregnant women and young mothers;
- Black or Black British women;
- Mixed race women.

Overall Impact

The SP Teenage Parent sector will be remodelled to achieve savings across the sector. It is anticipated that these savings will be achieved through service efficiencies, therefore, the overall impact should be minimised. Any reduction in teenage parent services would affect teenage parents and their children, and their ability to live independently. It is likely that this would have a knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing and increased use of temporary accommodation.
- These proposals may also potentially result in an increased demand for health, adult social care and associated voluntary sector services.
- Potential safeguarding risks for vulnerable clients and children.

Mitigation of the Impact

To mitigate the impact of the funding reduction to SP teenage parent services, work will be carried out with service providers to remodel the services available. It is anticipated that these savings will be achieved through efficiencies in order to minimise the overall impact.

Safeguarding risks will be mitigated through the existing adult and children's safeguarding referral and investigation processes.

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.

- A sector meeting was held on 23 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqIAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqIA has identified that the proposal to reduce SP Teenage Parent sector expenditure by £53,768 will have the following impact:

- There will be reduced availability of services for teenage parents, which may affect service users' ability to live independently, placing more pressure on housing, health and social care services.
- Groups with equalities protected characteristics will be affected by the reduction in services, in particular, young women, women with disabilities, pregnant women and young mothers, Black or Black British women and mixed race women.

Step 8 - Summarise the actions to be implemented

- Work with service providers to remodel the SP teenage parent sector.
- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Home Improvement Agency
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

It is proposed that the current expenditure of £132,946 is retained in the Home Improvement Agency sector.

The Home Improvement Agency is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;

- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Home Improvement Agencies Sector

The Home Improvement Agency (HIA) is a service that provides advice and technical services to clients requiring repairs, improvements and adaptation to their homes. The service is targeted at elderly and disabled home owners and private tenants in Haringey. In 2009/10, the HIA visited 4,285 households at least once. The HIA actively targets services at BME groups, with 64% of services users from BME groups.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey demonstrates that the people who use the SP HIA services have the following characteristics:

- 98% of service users are aged 60 or over.
- 73% of service users are female, which means that women are over-represented compared with the borough profile (Table 1).
- 90% of service users are from single person households.
- 15% are Black/Black British Caribbean, meaning these groups are over-represented compared with the borough profile (Table 2).

Table 1: Gender of SP HIA service users compared with borough profile (SPCR)

Gender	HIA Services	Haringey Borough Profile*
Male	27%	51%
Female	73%	49%

*ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP HIA service users compared with the borough profile (SPCR)

Ethnicity	HIA Services	Haringey Borough Profile*
White	65%	65%
White British	48%	48%
White Irish	6%	4%
Other White	10%	14%
Mixed	2%	5%
White and Black Caribbean	2%	1%
White and Black African	0%	1%
White and Asian	0%	1%
Other Mixed	0%	1%
Asian or Asian British	3%	8%
Indian	2%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	1%	2%
Black or Black British	21%	19%
Caribbean	15%	8%
African	4%	9%
Other Black	1%	1%
Chinese or Other Ethnic Group	4%	4%
Chinese	0%	2%
Other Ethnic Group	4%	2%
Refused	6%	n/a

*Borough population figures ONS 2005

Step 3 - Assessment of Impact

Overall Impact

There will be no negative impact as a result of this proposal, as no reduction in funding is being proposed.

Differential Impact

Although there will be no negative impact from this proposal, it is useful to consider the characteristics of the service users. Any change to this service would affect the following service user groups:

- Women;
- Older People;
- Black/Black British Caribbean people.

Mitigation of the Impact

There will be no negative impact as a result of this proposal, as no reduction in funding is being proposed.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 10 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

It is proposed that the current expenditure of £132,946 is retained in the Home Improvement Agency sector. Therefore, there will be no negative impact of these proposals.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the wider SP programme.

- Ongoing equalities monitoring of service use.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

Service: Safeguarding and Strategic Services
Directorate: ACCS
Title of Proposal: Supporting People Programme – Physical disabilities, HIV and Sensory Impairment (PD/HIV/SI)
Lead Officer: Margaret Allen – Assistant Director
Names of other Officers involved: Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

It is proposed that the current expenditure of £97,429 is retained in the Physical Disabilities/HIV/Sensory Impairment sector, which provides accommodation-based services.

This reflects the proposal to focus SP resources on accommodation-based services over floating support provision. The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remove floating support services, as most people using these services have access to other forms of support.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual

circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Physical Disability, HIV and Sensory Impairment Sector:

This sector provides accommodation-based services to people with physical disabilities, HIV or a sensory impairment. Referrals are either self-referrals or are made from various statutory and voluntary agencies. Approximately 60 people receive these services at any one time.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey demonstrates that the people who use the SP PD/HIV/SI services have the following characteristics:

- 74% of service users have a disability.

- Providers in this sector provide services to working age people with physical disabilities, HIV or a sensory impairment, with the majority of service users (73%) aged between 32 and 59 years.
- 54% of clients are male, which is slightly above the borough profile (Table 1).
- 36% are Black/Black British and 21% are White Other, meaning these groups are significantly over-represented when compared with the borough profile (Table 2).

Table 1: Gender of SP PD/HIV/SI service users compared with borough profile (SPCR)

Gender	PD, HIV & SI Services	Haringey Borough Profile*
Male	54%	51%
Female	46%	49%

*ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP PD/HIV/SI service users compared with the borough profile (SPCR)

Ethnicity	PD, HIV & SI Services	Haringey Borough Profile*
White	51%	65%
White British	26%	48%
White Irish	4%	4%
Other White	21%	14%
Mixed	4%	5%
White and Black Caribbean	2%	1%
White and Black African	1%	1%
White and Asian	0%	1%
Other Mixed	1%	1%
Asian or Asian British	6%	8%
Indian	2%	3%
Pakistani	1%	1%
Bangladeshi	0%	2%
Other Asian	3%	2%
Black or Black British	36%	19%
Caribbean	15%	8%
African	18%	9%
Other Black	3%	1%
Chinese or Other Ethnic Group	3%	4%
Chinese	1%	2%
Other Ethnic Group	2%	2%

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Overall Impact

There will be no negative impact as a result of this proposal, as no reduction in funding is proposed.

Differential Impact

Although there will be no negative impact from this proposal, it is useful to consider the characteristics of the service users. Any change to this service would affect the following service user groups:

- People with a disability, particularly physical disabilities, HIV and sensory impairment;
- White Other people;
- Black or Black British people.

It is also important to note that the HIV services provide services to young lesbian, gay, bisexual and transgender (LGBT) people within Haringey.

Mitigation of the Impact

There will be no negative impact as a result of this proposal, as no reduction in funding is being proposed.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 10 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

It is proposed that the current expenditure of £97,429 is retained in the Physical Disabilities/HIV/Sensory Impairment sector. Therefore, there will be no negative impact of these proposals.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the wider SP programme.
- Ongoing equalities monitoring of service use.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Single Homeless and Young People
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

It is proposed that the current expenditure of £1,345,238 in the Single Homeless and Young People sector, which provides accommodation-based services.

This reflects the proposal to focus SP resources on accommodation-based services over floating support provision. The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remove floating support services, as most people using these services have access to other forms of support.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

Savings have already been made in the BME and Older People sectors through contract renegotiation, which will contribute over £550,000 towards the 2011/12 savings.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual

circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Single Homeless and Young People (SH&YP)

This sector provides a mixture of accommodation-based services to young people at risk and those leaving care, and to single homeless people. Single homeless service users often have an additional need, such as drug or alcohol misuse, mental health issues, learning disabilities or offending. Approximately 200 people receive these services at any one time.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey demonstrates that the people who use the SP Single Homeless and Young People services have the following characteristics:

- 8% of service users have a disability.

- Providers in this sector provide services to working age people, with the majority of service users (65%) aged under 31 years.
- 66% of service users are male, which is above the borough profile (Table 1).
- 38% of service users are Black/Black British and 7% of service users are Mixed White and Black Caribbean, meaning these groups are significantly over-represented compared with the borough profile (Table 2).

Table 1: Gender of SP SH&YP service users compared with borough profile (SPCR)

Gender	Single Homeless & Young People Services	Haringey Borough Profile*
Male	66%	51%
Female	34%	49%

*ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP SH&YP service users compared with borough profile (SPCR)

Ethnicity	Single Homeless & Young People Services	Haringey Borough Profile*
White	39%	65%
White British	25%	48%
White Irish	4%	4%
Other White	10%	14%
Mixed	9%	5%
White and Black Caribbean	7%	1%
White and Black African	0%	1%
White and Asian	0%	1%
Other Mixed	2%	1%
Asian or Asian British	2%	8%
Indian	0%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	2%	2%
Black or Black British	38%	19%
Caribbean	24%	8%
African	13%	9%
Other Black	1%	1%
Chinese or Other Ethnic Group	6%	4%
Chinese	1%	2%
Other Ethnic Group	5%	2%

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Overall Impact

There will be no negative impact as a result of this proposal, as no reduction in funding is being proposed.

Differential Impact

Lead Member Report 17/05/2011
Appendix 3 Equality Impact Assessment

Although there will be no negative impact from this proposal, it is useful to consider the characteristics of the service users. Any change to this service would affect the following service user groups:

- People with disabilities;
- Young people;
- Black or Black British Caribbean people;
- Black or Black British African people; and
- Mixed White and Black Caribbean people.

Mitigation of the Impact

There will be no negative impact as a result of this proposal, as no reduction in funding is being proposed.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 3 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

It is proposed that the current expenditure of £1,345,238 is retained in the Single Homeless and Young People sector. Therefore, there will be no negative impact of these proposals.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the wider SP programme.
- Ongoing equalities monitoring of service use.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago
Designation: Acting Head of Service, Supporting People, Contracts & Complaints
Signature: Nick Crago
Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone
Designation: Principal Equality and Diversity Officer
Signature: Eve Featherstone
Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen
Designation: Assistant Director, Safeguarding and Strategic Services
Signature: Margaret Allen
Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – BME Sector
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the SP programme in 2011/12.

This EqIA assesses the impact of a reduction in expenditure in the BME sector of £360,333, which represents a 40% reduction. These efficiencies have already been achieved through contract renegotiation and some decommissioning, and will contribute to the 2011/12 SP programme savings.

The BME sector provides centre-based advice and information to a number of different BME groups. The reduction in expenditure in the BME sector is in line with the general proposal to focus SP resources on accommodation-based services over floating support provision. It is considered a lesser risk to remodel such services, as most people using these services have access to other forms of support.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services. The retention of accommodation-based provision will guarantee service users' security of tenure.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reduction have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit

from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the BME Sector

The BME organisations comprise 14 support services which deliver floating support services to specific communities within Haringey. Contracts are in place to serve the Cypriot/Turkish Cypriot, Chinese, Pan-African, Somali, Kurdish, Polish and Traveller communities. Referrals are either self-referrals or are made from various statutory and voluntary agencies.

The BME sector supports approximately 172 people over 65 years old, 500 disabled users, 600 men and 800 women from the various communities mentioned above. Many of these clients experience difficulties maintaining their tenancies, dealing with housing benefit claims and managing utility bills due to language barriers, and do not have family or carers to advocate on their behalf.

The BME support services aim to improve community integration, independent living, national identity, access to mainstream local services and assisting with language barriers, e.g. via translation services.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP BME services have the following characteristics:

- 22% of the people who use the BME services have a disability.
- The age of the service users varies from 1–10 to 75-79 years. The majority of service users (84%) are aged 18 to 52.
- 61% of service users are female which is higher than the borough profile (see Table 1).
- 76% of service users are recorded as being in the 'White' category, suggesting that this group is over-represented compared with the borough profile (see Table 2). However, it is likely that this is an anomaly of the sample data due to service providers not returning data to the Client Record Office (records are available for 82 service users from the BME sector).

Table 1: Gender of SP BME sector service users compared with borough profile (SPCR)

Gender	BME Services	Haringey Borough Profile*
Male	39%	51%
Female	61%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP BME sector service users compared with borough profile (SPCR)

Ethnicity	BME Services	Haringey Borough Profile*
White	76%	65%
White British	7%	48%
White Irish	65%	4%
Other White	4%	14%
Mixed	1%	5%
White and Black Caribbean	0%	1%
White and Black African	0%	1%
White and Asian	1%	1%
Other Mixed	0%	1%
Asian or Asian British	0%	8%
Indian	0%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	0%	2%
Black or Black British	7%	19%
Caribbean	0%	8%
African	7%	9%
Other Black	0%	1%
Chinese or Other Ethnic Group	16%	4%
Chinese	4%	2%
Other Ethnic Group	12%	2%

* Borough population figures ONS 2005

Service User Consultation Questionnaire Equalities Data

Equalities data for SP BME service users was collected through questionnaires as part of the service user consultation process. Service users of six BME services returned questionnaires. Significant numbers of questionnaires were received for the following three services: Haringey Phoenix Group, Haringey Somali Community and Cultural Centre, and the Turkish Cypriot Women's Project. This creates some limitations to the use of this data as it represents only certain groups within the SP BME sector.

The data corroborates the Client Record data, showing that women are over-represented among service users (Table 3) and that the majority of service users are of working age.

However, the service user questionnaire ethnicity data (Table 4) presents a different picture to that of the Supporting People Client Record Data. It shows that the following groups are over-represented when compared with the borough profile:

- White Other groups (notably White Kurdish, White Turkish and White Turkish Cypriot).
- Black African groups.

Table 3: Gender of SP BME sector service users compared with borough profile (service user consultation questionnaire data)

Gender	BME Services	Haringey Borough Profile*
Male	19%	51%
Female	75%	49%
Not stated	6%	n/a

* ONS Mid-year Estimates 2009

Table 4: Ethnicity of SP BME sector service users compared with borough profile (service user consultation questionnaire data)

Ethnicity	BME Services	Haringey Borough Profile*
White	61%	65%
White British	2%	48%
White Irish	0%	4%
Other White	59%	14%
Mixed	2%	5%
White and Black Caribbean	1%	1%
White and Black African	1%	1%
White and Asian	0%	1%
Other Mixed	0%	1%
Asian or Asian British	1%	8%
Indian	0%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	1%	2%
Black or Black British	35%	19%
Caribbean	2%	8%
African	33%	9%
Other Black	0%	1%
Chinese or Other Ethnic Group	1%	4%
Chinese	1%	2%
Other Ethnic Group	0%	2%

* Borough population figures ONS 2005

The Supporting People Client Record data and the service user questionnaire data present a differing picture with regard to ethnicity. Therefore, when considering the differential impact of these proposals, it is most appropriate to consider the specific target groups within the SP BME sector.

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP BME sector services:

- People with a disability;
- Women;
- People of working age.

Service remodelling may also affect the following groups, for whom the BME services are provided:

- Cypriot groups;
- African groups, with specific services for Somali, Eritrean and Ethiopian groups;
- Kurdish and Turkish groups;
- Chinese groups;
- Eastern European groups.

Support to Eritrean and Ethiopian groups is provided by retained BME organisations, which allows for the decommissioning of two small service providers which did not have any service users.

Overall Impact

The SP BME sector has been remodelled through contract renegotiation and decommissioning to achieve efficiency savings across the sector. The overall impact on service users has been minimised by agreeing new contract rates across the majority of contracts. Any resulting reduction in centre-based advice and information services may have a limited effect on service users' ability to live independently. It is possible that this may knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing and increased use of temporary accommodation.
- These proposals may also potentially result in an increased demand for adult social care, health and associated voluntary sector services.
- Potential safeguarding risks due to reduced support for vulnerable adults.

Mitigation of the Impact

To mitigate the impact of the funding reduction to SP BME services, work has already been carried out with service providers to remodel services. Savings have been achieved through efficiencies in contract rates in order to minimise the overall impact.

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual

budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services. Safeguarding risks will be mitigated through the existing adult safeguarding referral and investigation processes.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.
- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 28 February 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqlA has identified that the proposal to reduce BME sector funding by £360,333 will have the following impact:

- The overall impact will be minimised through remodelling the SP BME sector to achieve the proposed savings.

- Groups with equalities protected characteristics will be affected by a reduction in services, in particular, women, people with disabilities, people of working age, and the BME groups who use the services (Cypriot, African, Kurdish, Turkish, Chinese and Eastern European people).

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011. Following this, it will be published in the public domain.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

Service:	Safeguarding and Strategic Services
Directorate:	ACCS
Title of Proposal:	Supporting People Programme – Older People
Lead Officer:	Margaret Allen – Assistant Director
Names of other Officers involved:	Nick Crago, Camlee Voisin-Baptiste, David Powell, Maggie Cameron-Ratchford

Step 1 - Identify the aims of the policy, service or function

Following the Comprehensive Spending Review and grant settlement in 2010, Haringey Council is required to make significant financial savings. Approximately £5 million of savings will need to be delivered by the Supporting People (SP) programme in 2011/12.

This EqIA assesses the impact of a reduction in expenditure in the Older People sector of £193,849, which represents an 18% reduction. These efficiencies have already been achieved through service remodelling and contract renegotiation, and will contribute to the 2011/12 SP programme savings.

Resources will be focused on accommodation-based services over floating support provision within the Older People sector. The retention of accommodation-based provision will guarantee service users' security of tenure. It is considered a lesser risk to remove floating support services, as most people using these services have access to other forms of support.

It is proposed that savings will not be made in the Single Homeless, Young People, Physical Disabilities, Sensory Impairment and HIV/AIDS sectors within SP. These are all accommodation-based services.

Home Improvement Agency funding will be retained. This is a unique service within the borough which provides housing repairs, improvements and adaptations to help vulnerable people to maintain their independence and continue to live in their own homes. The service covers a range of tenures and delivers value for money.

For the purposes of conducting Equalities Impact Assessments (EqIAs), the different sectors of the SP programme affected by the budget reductions have been considered separately.

Overview of the Supporting People Programme

The Supporting People (SP) Programme delivers housing related support to vulnerable client groups and almost 9000 people in Haringey, approximately 3000 of whom benefit from services provided directly by the Council. The programme aims to support people to live independently in their own homes. Support services are either 'accommodation-based' or 'floating support', and are provided according to level of need as well as individual circumstances. The SP providers are contracted to deliver against a set of national quality standards and locally agreed performance criteria.

Floating support aims to help service users with:

- Tenancy attainment;
- Sustaining tenancies;
- Community integration;
- Access to training, education and employment;
- Independent living skills;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Preventing hospitalisation, rehabilitation, residential care or secure units;
- Preventing family breakdown;
- Preventing homelessness.

Accommodation-based services aim to help service users with:

- Setting up and maintaining a home or tenancy;
- Developing domestic and independent living skills;
- Developing social skills/behaviour management;
- Advice, advocacy, emotional support and counselling;
- Community safety;
- Managing finances and benefit claims;
- Gaining access to other services/community organisations;
- Establishing social contacts and activities;
- Establishing personal safety and security;
- Supervising and monitoring of medication, health and well being;
- Peer support and befriending.

Overview of the Older People's Sector

The SP Older People's sector supports over 3000 people and includes the following services:

- Accommodation-based support in sheltered housing schemes;
- Floating support to those already in their own homes within the community;
- A community alarm service.

These services enable older people to maintain independence in their own homes, with the additional security of an on-site scheme manager in sheltered housing schemes and access to a 24 hour emergency control centre.

Step 2 - Consideration of available data, research and information

Supporting People Client Record Equalities Data

SP client data is collated centrally by the Supporting People Client Record Office. The latest available data from 2009/10 provides details of over 2250 SP service users in Haringey. It should be noted that some providers are not required to submit this data. Although this is a limited sample, it provides an insight into the characteristics of Supporting People service users across each sector.

The Supporting People client data for Haringey indicates that people who use the SP Older People services have the following characteristics:

- 76% of service users have a disability.
- The majority of service users are aged over 65 (79%), with a significant proportion aged over 80 (32%).
- The proportion of male and female service users is in line with the borough profile (see Table 1).
- 28% of service users are Black/Black British, meaning that this group is over-represented compared with the borough profile (see Table 2).

Table 1: Gender of SP older people service users compared with borough profile (SPCR)

Gender	Older People Services	Haringey Borough Profile*
Male	62%	51%
Female	38%	49%

* ONS Mid-year Estimates 2009

Table 2: Ethnicity of SP older people service users compared with borough profile (SPCR)

Ethnicity	Older People Services	Haringey Borough Profile*
White	60%	65%
White British	46%	48%
White Irish	5%	4%
Other White	9%	14%
Mixed	4%	5%
White and Black Caribbean	2%	1%
White and Black African	0%	1%
White and Asian	1%	1%
Other Mixed	1%	1%
Asian or Asian British	4%	8%
Indian	1%	3%
Pakistani	0%	1%
Bangladeshi	0%	2%
Other Asian	3%	2%
Black or Black British	28%	19%
Caribbean	22%	8%
African	5%	9%
Other Black	1%	1%

Chinese or Other Ethnic Group	4%	4%
Chinese	1%	2%
Other Ethnic Group	3%	2%

* Borough population figures ONS 2005

Step 3 - Assessment of Impact

Differential Impact

The equalities data shows that the following groups with protected characteristics may be adversely affected by a reduction in funding to SP older people services:

- Older people;
- Older people with a disability;
- Black/Black British people.

Overall Impact

A reduction in funding to the SP Older People sector will result in a reduction in the availability of floating support services to these clients. Fewer people will receive these services which may affect their ability to live independently and safely. It is also likely that this may have a knock on effect on other services, such as:

- It is possible that there may be a rise in applications for social housing.
- These proposals may also potentially result in an increased demand for adult social care, health and associated voluntary sector services.
- Potential safeguarding risks due to the reduced support for vulnerable adults.

The overall impact is likely to be minimal since service users with the highest needs will continue to receive accommodation-based support. In addition, many service users meet FACS eligibility criteria and have access to other statutory support services.

Mitigation of the Impact

To mitigate the impact of the funding reduction to SP older people services, work has already been carried out with service providers to remodel services. Savings have been achieved through efficiencies in contract rates in order to minimise the overall impact.

Service providers will be encouraged to source alternative funding. Initiatives being considered are social enterprises, Big Lottery Fund, collaborative working, individual budgets, charitable donations, increased use of volunteers, as well as cross-authority commissioning of services.

Safeguarding risks will be mitigated through the existing adult safeguarding referral and investigation processes.

Step 4 - Consult on the proposal

Consultation Process

- SP providers have been consulted on the proposals through an ongoing review process and through the SP Provider Forums on 7 December 2010, 25 January 2011 and 15 February 2011.

- A special meeting of the SP Practitioner Group was held on 2 February 2011 to discuss general levels of service delivery and headline detail of the proposal.
- A sector meeting was held on 2 March 2011 when providers were advised of the consultation timetable, proposed criteria and arrangements for engaging with service users.
- Letters were sent to providers inviting them to comment on the proposed changes.
- Contract negotiation meetings are being held with individual providers.
- Consultation questionnaires have been sent to service users to establish specific impacts of the proposals. Responses were received by the Council by 8 April 2011 and have been analysed. The analysis is reflected in the EqlAs and the Supporting People Consultation Report.

Findings of the Consultation

Findings of the consultation can be found in the Supporting People Consultation Report taken to Cabinet on 26 April 2011.

Step 5 - Addressing Training

There are no staff training issues arising out of this proposal.

Step 6 - Monitoring Arrangements

The existing methods and procedures for evaluating SP services include service reviews, validation visits, quarterly performance workbooks and contract management. Support providers are required to submit Client Record Forms (CRF) to the Supporting People Client Record Office when a new client enters their service. These mechanisms will be used by the Head of Supporting People to carry out ongoing equalities monitoring to monitor the impact of the proposed budget reductions.

Step 7 - Summarise impacts identified

This EqlA has identified that the proposal to reduce SP Older People sector expenditure by £193,849 will have the following impact:

- There will be reduced availability of floating support services;
- The reduced level of floating support services may affect some service users' ability to live independently and safely, placing more demand on housing, health and social care services.
- Groups with equalities protected characteristics may be affected by the proposed reduction in services, in particular, older people, older people with a disability and Black/Black British groups.

Step 8 - Summarise the actions to be implemented

- Ongoing consultation on the re-design of the SP programme.
- Ongoing equalities monitoring of services to establish the impact of reduced funding.

Step 9 - Publication and sign off

This EqIA will be presented to Cabinet on 26 April 2011 and will then be made available as a public document.

Assessed by (Author):

Name: Nick Crago

Designation: Acting Head of Service, Supporting People, Contracts & Complaints

Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

Name: Eve Featherstone

Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

Name: Margaret Allen

Designation: Assistant Director, Safeguarding and Strategic Services

Signature: Margaret Allen

Date: 18 April 2011

THE NEW DUTY – THE SINGLE EQUALITY DUTY

EQUALITY ACT 2010

Introduces the **Single Equality Duty** which covers all eight strands, namely **race, disability, sex, gender identity, pregnancy and maternity, religion/belief, age** and **sexual orientation** and which came into force on 06 April 2011.

Section 149 of the Equality Act 2010 Public Sector Equality Duty states

(1) A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) – A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) – Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) – The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) – Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) tackle prejudice, and
- (b) promote understanding.

(6) – Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) – The relevant protected characteristics are – age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

(8) – A reference to conduct that is prohibited by or under this Act includes a reference to –

- (a) a breach of an equality clause or rule;
- (b) a breach of a non-discrimination rule.

THE COUNCIL'S EQUALITIES SCHEME 2010-2013 AND DELIVERY PLAN

The Council's current Equality Scheme includes the three existing equality duties, namely race, disability and gender as well as the additional equality strands, namely religion or belief, age and sexual orientation, introduced by the Equality Act 2006, The Employment Equality (Age) Regulations 2006 and The Equality Act (Sexual Orientation) Regulations 2007.

TYPES OF DISCRIMINATION

Types of discrimination by way of an overview only include

- direct discrimination that is when someone (falling within one or more of the equality strands) is treated less favourably than others in the same circumstances
- indirect discrimination is when a provision, criterion or practice is applied to all but which puts a person (falling within one or more of the equality strands) at a disadvantage
- victimisation is when a person (falling within one or more of the equality strands) is treated less favourably than others having complained about discrimination in some way whether by way of proceedings or providing information or the making of allegations
- harassment is where there is unwanted conduct which has the purpose or effect of violating the person's (falling within one or more of the equality strands) dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

FOR INFORMATION

STATUTORY CODES OF PRACTICE

These are statutory codes relevant to each of the duties and whilst a breach of the code does not of itself make a person liable in any proceedings it will be taken into account by a court in certain types of proceedings. This means that they are admissible in evidence and if any provision of one of the codes appears to a court or a tribunal to be relevant to any question arising in the proceedings it has to be taken into account.

The existing codes continue to have effect until revoked by the Secretary of State at the request of the Equality and Human Rights Commission. The Commission has the power to issue new codes.

The draft code of practice on the Public Sector Equality Duty is scheduled to be laid before Parliament in Summer 2011.

GUIDANCE

The Commission has also produced non statutory guidance which includes the guidance on how to complete the assessments

Document is exempt

This page is intentionally left blank

Document is exempt

This page is intentionally left blank