

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

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

Assessed by (Author):

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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