

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Haringey Council

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):

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Signature: Nick Crago

Date: 18 April 2011

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Date: 18 April 2011