

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):

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Signature: Nick Crago

Date: 18 April 2011

Quality checked by (Equality Team):

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Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

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