

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):

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Signature: Nick Crago

Date: 18 April 2011

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Designation: Principal Equality and Diversity Officer

Signature: Eve Featherstone

Date: 18 April 2011

Sign off by Directorate Management Team:

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Designation: Assistant Director, Safeguarding and Strategic Services

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Date: 18 April 2011