



Haringey Council

Equality Impact Assessment

Name of Project	Shared Lives	Cabinet meeting date <i>If applicable</i>	16/12/2014 10/02/2015 16/06/2015 10/11/2015 15/12/2016
Service area responsible	Adult Social Services		
Name of completing officer	Christine Mosedale	Date EqIA created	Draft October 2015
Approved by Director / Assistant Director		Date of approval	02/11/2015

The Equality Act 2010 places a '**General Duty**' on all public bodies to have '**due regard**' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a '**Specific Duty**' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers **MUST** include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Commissioning Officer – Christine Mosedale	5.
2. Policy & Equalities Officer – Katherine Booth / Ben Ritchie	6.
3.	7.
4.	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The delivery of the Council's in-house Shared Lives Service through an alternative provider, following a procurement process

Shared Lives is a well established scheme within Haringey Council and nationally. The scheme relies on the participation of the local community, where a family or an individual share their family home with someone who needs support.

The scheme offers a Shared Lives placement option for adults with a learning disability, mental health needs, a physical disability or who are frail and older. Such placements offer the opportunity for people with social care needs who cannot live alone independently to live in a family environment in the community, where they could otherwise require supported living or residential care. Currently, the service has 39 adults in long term arrangements, 31 of whom have a learning disability, 4 of whom have a mental health need, 2 are young people leaving care and 2 have a physical disability. There are an additional 10 users currently placed with a Shared Lives carer for a short break or for day care.

In November 2015, Haringey Council's Cabinet decided to go out to tender for an alternative provider to take over the delivery of the in-house Shared Lives Service. The introduction of an alternative provider is intended to enable the growth of the Shared Lives scheme across the borough, and deliver this growth in the most cost-effective way. Following a tender process the Cabinet in December 2016 is being asked to approve Ategi Ltd as the preferred alternative provider.

The aim for the new Shared Lives service is to maintain the quality of the existing arrangements, whilst also expanding the service so that it supports 110 long-term arrangements over a 5 year contractual period. A payment by results mechanism, supported through a proposed social investment agreement, will help facilitate this growth. The award of the contract to Ategi will entail the transfer across of 4 members of staff who are currently in-house, under the agreed TUPE process.

This is an updated version of the equality impact assessment that accompanied the Cabinet decision to proceed with the procurement back in November 2015. It assesses the potential impact of the proposed changes on service users of Shared Lives, as well as staff directly affected. Section 6 puts forward actions that will help to mitigate adverse impacts and to promote equality going forward.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment

Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
Human Resources records Jun/Jul 2015	Staff profiles of in-house Shared Lives workers

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment

This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
Service Data on Shared Lives clients Data of people using Shared Lives from April 2015 to March 2016	There are currently 39 long term users of Shared Lives and 10 service users who receive respite support (in the form of short breaks or day care). The data is service data and provides a profile of both the carers who deliver Shared Lives and the service users who are placed with them.

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:

Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	x			The proposal is to transfer to a

	Service users (%)	Carers (%)				new service provider. Whilst the nature of the service provided means a high proportion of service users are in protected groups, the proposed change is intended to result in improvements to the way that the service is provided which should have a positive impact on all groups of service users. The specification for the service is not changing as a result of this proposal. It is therefore not anticipated that the proposal will have any negative impact on users of the service.
Female	53	73				
Male	47	27				
Gender Reassignment Data is not available						
Age			X		Increasing the number of older people supported by Shared Lives is a target for the expanded service.	
	Service users (%)	Carers (%)				
16-24	29	0				
25-39	27	6				
40-49	10	19				
50-64	16	47				
65 +	18	28				
Disability			x		Service users with a learning disability will continue to be the predominant user group. However increasing the number of service users with a physical disability is a target group for the expanded service. The service also intends to increase the number of service users with a mental health need.	
	Service users (%)					
Learning Disability	84					
Physical Disability	4					
No known disabilities amongst carers.						
Religion or Belief (or No Belief)			x			
	Service users (%)	Carers (%)				
Christian	45	62				
Hindu	6	14				
Jewish	0	1				
Muslim	10	11				
Other Religion	0	2				
No Religion	8	4				
Not Stated	31	6				

Race & Ethnicity			x			
	Service users (%)	Carers (%)				
White	43	32				
Mixed	9	1				
Asian	9	25				
Black	30	35				
Not Stated	2	0				
Other Ethnic Group	7	7				
Sexual Orientation						
	Service users (%)	Carers (%)				
Bi-Sexual	2	0				
Gay Man	2	0				
Heterosexual	94	2				
Lesbian	2	98				
Prefer not to say	0	0				
Not Declared	0	0				
Pregnancy & Maternity Data unavailable						
Marriage and Civil Partnership Data unavailable						

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

				Positive	Negative	Details	None – why?																				
Sex <table><tr><td></td><td>All LBH staff</td><td>%</td><td>Shared Lives team%</td></tr><tr><td>Sex:</td><td></td><td></td><td></td></tr><tr><td>All people</td><td>2,727</td><td></td><td></td></tr><tr><td>Males</td><td>887</td><td>32.5%</td><td>50.0%</td></tr><tr><td>Females</td><td>1,840</td><td>67.5%</td><td>50.0%</td></tr></table>					All LBH staff	%	Shared Lives team%	Sex:				All people	2,727			Males	887	32.5%	50.0%	Females	1,840	67.5%	50.0%			The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.	
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All people	2,727																										
Males	887	32.5%	50.0%																								
Females	1,840	67.5%	50.0%																								
Gender Reassignment Data is not available <table><tr><td>Gender Reassignment</td><td></td><td></td><td></td></tr></table>				Gender Reassignment						The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be	There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation																
Gender Reassignment																											

						covered by TUPE legislation.	
Age						<p>The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.</p>	
Age:	All LBH staff	%	Shared Lives Team %				
All people	2,727						
16-24	34	1.2%	0.0%				
25-39	681	25.0%	25.0%				
40-49	822	30.1%	25.0%				
50-64	1,138	41.7%	50.0%				
65 +	52	1.9%	0.0%				
				Positive	Negative	Details	None – why?
Disability						<p>The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.</p>	
	All LBH staff	%	Shared Lives team %				
Disability:							
All people	2,727						
Disabled Staff	282	10.3%	25.0%				
Non Disabled Staff	1,775	65.1%	75.0%				
Not Stated	670	24.6%	0.0%				

Race & Ethnicity						The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.	
Race & Ethnicity:	All LBH staff	%	Shared Lives team %				
All people	2,727						
White	1,219	44.7%	25.0%				
Mixed	100	3.7%	20.0%				
Asian	263	9.6%	0.0%				
Black	1,009	37.0%	75.0%				
Not Stated	59	2.2%	0.0%				
Other Ethnic Group	77	2.8%	0.0%				
				Positive	Negative	Details	None – why?
Sexual Orientation						The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.	
Sexual Orientation:	All LBH staff	%	Shared Lives team %				
All people	2,727						
Bi-Sexual	8	0.3%	0.0%				
Gay Man	12	0.4%	0.0%				
Heterosexual	528	19.4%	0.0%				
Lesbian	4	0.1%	0.0%				
Prefer not to say	188	6.9%	100.0%				
Not Declared	1,987	72.9%	0.0%				

Religion or Belief (or No Belief)						The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqlA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.	
Religion or Belief (or No Belief):	All LBH staff	%	Shared Lives team%				
All people	2,727						
Christian	335	12.3%	0.0%				
Buddhist	2	0.1%	0.0%				
Hindu	16	0.6%	0.0%				
Jewish	5	0.2%	0.0%				
Muslin	52	1.9%	0.0%				
Sikh	7	0.3%	0.0%				
Other Religion	16	0.6%	0.0%				
No Religion	152	5.6%	0.0%				
Not Stated	2,142	78.5%	100.0%				
Pregnancy & Maternity						The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqlA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be	
Pregnancy & Maternity							
Data is unavailable							

						covered by TUPE legislation.	
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))						<p>The proposal concerns moving the shared lives service to a new provider. It is anticipated that the service specification will remain the same. The impact of any changes to working arrangements for staff, such as location and hours of the service, for particular groups of staff will be assessed at the point of choosing a preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqIA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response. Staff will be covered by TUPE legislation.</p>	
Marriage and Civil Partnership:	All LBH staff	%	Shared Lives Team				
All people over 16 years old	2,727		5				
Single	550	20.2%	0				
Married	253	9.3%	1				
Separated	2	0.1%	0				
Divorced	24	0.9%	0				
Widowed	2	0.1%	0				
Same-sex civil partnership	0	0.0%	0				
Not Stated	1,896	69.5%	3				

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>Service - The nature of the service provided means a high proportion of service users are in protected groups. The proposed change is anticipated to improve management of the service and should not therefore impact negatively on any service users. Were the transition to the new provider to result in any changes for individual service users these would be mitigated through normal service management.</p> <p>Staff – Any specific changes to the working arrangements for staff, such as location and hours of service, will become clear following discussions with the preferred bidder. There will be a process of consultation with staff once a preferred bidder has been chosen. This is likely to take place in February/March 2017. This EqlA will be updated to pick up any impacts for particular groups of staff highlighted through the consultation and agree any actions to be taken in response.</p>	<p>The following actions will be put in place to mitigate risks and advance equality:</p> <p>1) Target groups for an expanded Shared Lives service All vulnerable adults are eligible for the service, but those with learning disabilities, a mental health need, a physical disability or older people with frailty are specific target groups for the expanded service.</p> <p>2) Contract specifications and expectations on the provider As part of the contract we will clearly specify the type and quality of service which we want to be provided and the new provider will deliver the service in line with that specification. We will monitor the provider to ensure compliance with our requirements including the provision of high quality support.</p> <p>3) TUPE process and equalities protections The contract requires the service provider to comply with the 2010 Equality act to the same extent as a public authority and, in particular, comply with the public sector equality duty under Section 149. The staff who transfer will do so under TUPE. This means that they will transfer over to the new provider on the same terms and conditions. They will carry with them their continuous service from the outgoing employer, and should continue to enjoy the same terms and conditions of employment with the incoming employer.</p> <p>4) Monitoring and oversight Council officers, along with representatives from the Shared Lives Incubator will meet with the new service provider for regular contract monitoring meetings. This will happen at least quarterly, and more frequently if needed. The service provider will be required to capture equalities data and undertake an annual user satisfaction survey to carers and service users.</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?

<p>The proposal was part of Proposal 2 of the adult social care public consultation. The consultation was undertaken from 3 July to 1 October 2015. This was a wider consultation on changes to adult social care services and as such it is difficult to draw out what users thought specifically about the proposed change to this service. We will communicate with service users about the change to an alternative provider and reassure them that this shouldn't impact upon their service provision.</p>	<p>This proposal had a relatively low number of responses (37). 57% of respondents were strongly opposed to the proposals however 32% were neutral.</p> <p>Staff and carers are naturally anxious about the change to an alternative provider. The staff and Shared Lives carers have been engaged during the tender process. Feedback from staff and carers fed into the tender documents and carer representatives were on the evaluation panel. Staff and carers have been regularly briefed throughout the process to allay concerns as far as possible and keep them informed.</p> <p>The Trade Unions have been consulted and involved throughout the tender process and will enter into negotiations with the preferred bidder on behalf of the staff, following the contract award.</p>
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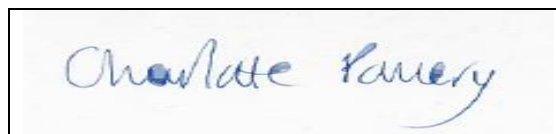
Stage 8 - Final impact analysis	
<p>Shared Lives is open to all vulnerable adults, but is currently predominantly used by younger people with a learning disability. The Council are looking to expand the service to support more people with a mental health need, older people and those with a physical disability as it promotes independence within a supportive family environment.</p> <p>The service provider will be required to adhere to the public sector equality duty under the Equality Act 2010, and will be expected to have non-discriminatory recruitment and human resource policies.</p> <p>The service proposal is to transfer the service to an external provider to increase capacity without incurring increased costs. We do not consider there will be any adverse impact on service users on the grounds of a) their sex, b) their gender reassignment status, c) religion or belief, d) race and ethnicity e) sexual orientation f) pregnancy & maternity status, g) marriage and civil partnership status, h) their age, i) disability.</p> <p>We acknowledge the concerns raised through the consultation responses regarding the quality of services provided by an alternative provider. To mitigate this we shall have a commissioning relationship with the new provider. This means that we will specify the type and quality of service which we want to be provided and the new provider will deliver the service in line with that specification. We will closely monitor the provider, including regular contract monitoring meetings and user satisfaction survey, to ensure compliance with our requirements including the provision of high quality support.</p> <p>Additionally:</p> <ol style="list-style-type: none"> 1) Officers will (i) carefully monitor the development of these proposals; (ii) continue to have "due regard" to the Public Sector Equalities Duties during the implementation process; 	

- 2) There will be monitoring and oversight of the implementation of the recommendations through i) the Strategic Healthy Lives Priority Board (which has oversight of the strategic and operational delivery of the various service proposals), ii) Transformation Group (which provides scrutiny and challenge to the delivery of the Transformation proposals/plans and ongoing monitoring of quality and performance), iii) the Director and Lead member for Health and Wellbeing. In addition the transformation is subject to scrutiny by the Council's overview and Scrutiny Committee and the Adults and Health Scrutiny panel.

There will be consultation with staff and a further equalities analysis for the impact on the workforce will be carried out following the selection of preferred bidder.

Stage 9 - Equality Impact Assessment Review Log

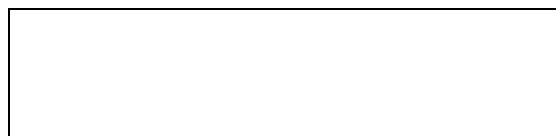
Review approved by Director / Assistant Director



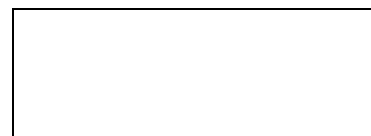
Date of review

21/11/2016

Review approved by Director / Assistant Director



Date of review



Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.