

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a ‘relevant protected characteristic’ and those without one;
- Fostering good relations between those with a ‘relevant protected characteristic’ and those without one.

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

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision-making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA, once submitted, will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Positive Behaviour Support Services for Linden House residents
Service area	Commissioning
Officer completing assessment	Pauline Simpson
Equalities/ HR Advisor	Emma Carroll
Cabinet meeting date (if applicable)	January 2020
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

The proposal is for a provider from the existing Positive Behaviour Support Framework (PBS) to be responsible for managing 10 Linden House and provide the wrap around care for four service users.

10 Linden House has been converted (previously open as an 8-bedded residential care home) into a supported living scheme with 4 self-contained flats for Transforming Care inpatients. This was driven by the following:

- The Transforming Care programme: Haringey Council and Haringey CCG, as required by National Health Service England (NHSE), are keen to improve resident outcomes to facilitate the discharge of Haringey patients with autism, challenging behaviour and/or mental health conditions currently living in acute settings. NHSE have offered capital grants to Councils and CCGs to support the development of properties to support the discharge of these patients.
- Haringey's supported living accommodation profile: The main challenge to facilitating discharge of Transforming Care patients, and indeed supporting adults with autism and/or challenging behaviour and complex needs is the availability of suitably adapted accommodation. The Council and CCG often have to purchase stand-alone properties and commission 'wrap-around' support at high cost due to the absence of appropriately adapted shared accommodation in Haringey.

We are proposing for a Positive Behaviour Support provider on the Framework who have the skills and expertise in delivering high-quality services in a community setting to manage 10 Linden House and provide the wrap around care and support to service users who will be living there. Providers use a person-centred approach to supporting people who display or are at risk of displaying behaviours which challenge and create physical and social environments that are supportive and capable of meeting people's needs, and teaching people new skills to replace the behaviours which challenge.

What will this mean:

The Positive Behaviour Support approach will support service users who present 'challenging behaviours' to live in a community setting and provide the opportunity for vulnerable people to live independently in their own homes and assist them to achieve their goals in independent living and give people real supported living options through supporting their choices and enabling them to have control over their lives.

4 service users moving into Linden House have a learning disability and autism, which is a protected characteristic. Positive Behaviour Support model is outcomes related which supports stepping service users down from high levels of care to lower levels of care over a period of time, which will reduce the overall cost of care packages delivered.

Consultation

This will not be necessary if the proposal is to go ahead. Consultation took place with service users and customers in November 2015 on the closure of Linden residential house and to Increase capacity to provide Supported Living Accommodation.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment (JSNA) and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Transforming care service data, Mosaic, JSNA	N/A
Gender Reassignment	Haringey residents Survey 2018	N/A
Age	Transforming care service data, Mosaic, JSNA	N/A
Disability	Transforming care service data, Mosaic, JSNA	N/A
Race & Ethnicity	Transforming care service data, Mosaic, JSNA	N/A
Sexual Orientation	Haringey residents Survey 2018	N/A
Religion or Belief (or No Belief)	Transforming care service data, Mosaic, JSNA	N/A
Pregnancy & Maternity	Haringey residents Survey 2018	N/A
Marriage and Civil Partnership	Haringey residents Survey 2018	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The key source of the data is from the Service level Transforming Care data and 2011 Borough Census, details of which is detailed below.

Data is also from the 2018 Haringey Residents Survey, in the areas of Gender Reassignment, Sexual Orientation, Pregnancy & Maternity and Marriage and Civil Partnership.

The key findings for Haringey are

Sex

- From the Haringey survey there are slightly more male residents than female residents in Haringey, there is a roughly 50/50 split;
- Transforming care service data - 70% are males and 30% females there is a higher proportion of males. Service users earmarked to move to 10 Linden House is balanced 50/50. The needs assessment is the principal route to determining take up of the service

Gender Reassignment

- Research from the Haringey Survey indicates 25% of trans people were discriminated against when looking for housing to rent or buy. Our TCP data does not breakdown by gender assignment however within our proposal the needs assessment is the principal route to determining take up of the service, ensuring fairness and equalities.

Age

- Transforming Care Service data - 22% are aged 25-29, 26% between ages 30-34, 17% between ages 35 -44 and 45-49 and 4% between ages 60-64.
- The Linden House is targeted at working age adults who will most benefit from the PBS approach (that is, those who display behaviours which challenge) and this service will be supporting people to be more independent and have more opportunities in the community.

Disability

- Haringey Survey- An estimated 5,700 Haringey residents aged 14 and over are estimated to have a learning disability, and around 2,100 residents are estimated to have autism.
- All Transforming care patients who are provided with a service have a learning disability with autism and behaviours that can be challenging.

Race and Ethnicity

- 70% of Transforming care patients is disproportionately in favour of BAME users compared with both the wider user and population ethnic mix.

Religion or Belief (or No Belief)

- Haringey survey - Two out of three residents in Haringey are practicing a religion with Christians (45%) and Muslims (14%) being the largest resident group.
- Transforming care service data – 52% are practicing Christians, 39% non practising

or unknown and 9% are Muslims.

Sexual Orientation

- National data indicates that gay and lesbian people are more likely to be discriminated against than heterosexual people when looking for accommodation.

Pregnancy & Maternity, Marriage and Civil Partnership

- Transforming Care service data – There is no active data on Pregnancy & Maternity/ Marriage and Civil Partnership.
- According to the Census 2011, 1,191 residents were in a same-sex civil partnership. ONS Census 2011
- Nationally women have faced discrimination during pregnancy and maternity in the

Transforming Care Patients Data

Age	Borough		TCP		Religion	Borough		TCP	
	no.	%	no.	%		no.	%	no.	%
25-29	28062	16%	5	22%	Christian	114659	45%	12	52%
30-34	28539	17%	6	26%	Hindu	4539	2%	0	0%
35-39	22684	13%	4	17%	Jewish	7643	3%	0	0%
40-44	20135	12%	4	17%	Muslim	36130	14%	2	9%
45-49	17656	10%	3	13%	None/none stated	87015	34%	9	39%
50-54	13416	8%	0	0%	Other	4132	2%	0	0%
55-59	10613	6%	0	0%	Sikh	808	0%	0	0%
60-64	9243	5%	1	4%	TOTALS	254926	100%	23	100%
65-69	6680	4%	0	0%					
70-74	5895	3%	0	0%					
75-79	4506	3%	0	0%	Ethnicity	Borough		TCP	
80+	5288	3%	0	0%		no.	%	no	%
TOTALS	172717	100%	23	100%	Asian	24150	15%	0	0%
					Black	47830	29%	10	43%
					Mixed	16548	10%	6	26%
					Other	12055	7%	0	0%
					White	65919	40%	7	30%
					TOTALS	166502	100%	23	100%
Gender	Borough		TCP						
	no.	%	no.	%					
Female	128702	50%	7	30%					
Male	126224	50%	16	70%					
TOTALS	254926	100%	23	100%					

workplace

This proposal will have a positive impact on service users from the Transforming Care cohort. This will provide opportunities to maximise service users' independence and to lead a normal and valued life, giving users better strategies to manage day to day life in the community. This is fundamental as the users moving into Linden Road will have

lifelong care needs and will require a life-time of flexible and responsive care and will never be fully independent.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

Consultation took place with service users and customers in November 2015 on the closure of Linden residential house and to increase capacity to provide Supported Living Accommodation.

- The consultation was launched on the Haringey website
- Letters were sent to potentially affected service users and their nominated family member/carer to inform them of the consultation and invite them as follows:
 - Focus Groups* - For nominated family members/carers of service users who potentially would be directly affected by the service proposals. The Focus Groups were facilitated by Independent Advocates and were aimed to give an overview of all proposals within the adult social care consultation and capture views to respond to the consultation.
 - Workshops* - For service users who potentially would be directly affected by the service proposals. The Workshops were facilitated by Independent Advocates and were aimed to give an overview of all proposals within the adult social care consultation, and focus specifically on the consultation questions that would affect the specific group in attendance.
 - Feedback from the Focus Groups and Workshops were collated by the independent advocates LDX
 - The consultation was publicised to our partners through the following mediums:
 - Board/Group meetings:
 - Autism Working Group
 - Safeguarding Adults Board
 - CCG Wider Leadership team meeting
 - Learning Disability Partnership Board
 - Provider Forum
 - Adults Partnership Board
 - Email notification to a representative(s) from:
 - Clinical Commissioning Group
 - Adult Partnership Board
 - Safeguarding

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision-making process, and any modifications made?

The key findings from the consultation in Nov 2015:

- Was to ensure all adults with learning disabilities and autism have the opportunity to move into supported accommodation, benefiting from having the legal security of being a tenant; and with support, having access to direct payments and more control over what their money is spent on.
- Consideration to turn Linden Road into a supported living provider. The Council decision wish was not to directly provide supported accommodation services. Whilst remaining fully committed to:
 - Working with people with learning disabilities and autism, and their family carers, to design services;
 - Meeting our statutory responsibilities to continue to provide services that meet the assessed needs of adults;
 - Safeguarding adults at risk.

This proposal aligns to outcomes in the Borough Plan 2019 -2023

Priority 2

Outcome 7: All adults are able to live healthy and fulfilling lives, with dignity, staying active and connected in their communities

Objective

- a) Healthy life expectancy will increase across the borough, improving outcomes for all communities
- b) People are supported to live independently and well at home for longer

Further engagement will take place with the Positive Behaviour Support provider, potential service users and families to facilitate the transition and mobilisation to 10 Linden House.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

The transforming care data indicates a higher proportion of males, however for this service the needs assessment is the principal route to determining take up of the service regardless of a person's sex.

Positive		Negative		Neutral impact	x	Unknown Impact	
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2. Gender reassignment (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

The transforming service data does not breakdown by gender assignment therefore unable to assess the impact.

Positive		Negative		Neutral impact		Unknown Impact	x
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3. Age (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

For the younger age groups particularly (25-29, 30-34 35 -39), the PBS approach will be positive as it will mean teaching people new skills to replace the behaviours which challenge and supporting people to be more independent and have more opportunities. The needs assessment is the principal route to determining take up of the service regardless of a person's age therefore older people will be considered.

The Council commissions a number of supported living accommodation provided by external organisations to support people with behaviours that challenge within the Borough and outside of the Borough. Some of the older aged Transforming care service users following assessment are living in supported living accommodation and benefiting from living independently in a community setting.

Positive	x	Negative		Neutral impact		Unknown Impact	
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4. Disability (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

All of those who are provided with a service have a learning disability with autism and behaviours that can be challenging, and the proposal will support people to live in a community setting.

Positive	x	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The profile of the Transforming Care service data of users is disproportionately in favour of BAME users compared with both the wider user and population ethnic mix. For this service the needs assessment is the principal route to determining take up of the service.

Positive	x	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The transforming service data does not breakdown by gender assignment therefore unable to assess the impact.

Positive		Negative		Neutral impact		Unknown Impact	x
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Transforming care service data – 52% are practicing Christians, 39% non practising or unknown and 9% are Muslims. For this service the needs assessment is the principal route to determining take up of the service.

Positive		Negative		Neutral impact	x	Unknown Impact	
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The transforming service data does not breakdown by gender assignment therefore unable to assess the impact.

Positive		Negative		Neutral impact		Unknown Impact	x
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9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

The transforming service data does not breakdown by gender assignment therefore unable to assess the impact.

Positive		Negative		Neutral impact		Unknown Impact	x
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10. Groups that cross two or more equality strands e.g. young black women

As outlined above the overall service is to support users to live independently in the community with the right support. The needs assessment is the principal route to determining take up of the service and any groups that cross two or more equality strands with an assessed need will benefit from this service.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
This includes:
 - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

This proposal will not result in direct/indirect discrimination for any group that shares the relevant protected characteristic.

In summary, PBS service providing the wrap around support will positively support the needs of users with learning disabilities, autism and behaviour that challenges, to live independently in a supported living home in the community

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote	N

equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
N/A	N/A	N/A	N/A

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

No negative impacts.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

We will closely monitor the experience and outcomes for users as they are supported by a PBS provider to live independently at Linden House.

7. Authorisation

<p>EqlA approved by: </p> <p>..... (Assistant Director/ Director)</p>	<p>Date: 10th January 2020</p> <p>.....</p>
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8. Publication
Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqIA process.