

Appendix B Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

Invest To Transform Bid	Right Home Right Time	Head of Service or Business Manager	Kulbir Lalli, Head of Integrated Accommodation Commissioning
Names of those involved in completing the EqIA:	Shazia Butt Mark Janes	Lead officer contact details:	Mark Janes 01438 843504 mark.janes@hertfordshire.gov.uk
Date completed:	03.02.2017 Updated 06.06.2017	Review date:	

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p>Proposal objectives:</p> <ul style="list-style-type: none"> – what you want to achieve – intended outcomes – purpose and need 	<p>The intention of the ‘Right Home , Right Time’ Invest to Transform (ITT) programme is to create the capacity to support the Adult Disability Service Efficiency Programme that will see the council’s spend profile move closer to other local authority comparators, reducing the cost of future demand to the council, particularly in relation to accommodation costs. The ITT activity will focus on both:</p> <ul style="list-style-type: none"> • Driving forward the Adult Disability Service Efficiency Programme, putting in place the overall arrangements for efficiency in a range of service areas • Improving data, intelligence, strategic planning and strategic commissioning capacity to analyse predicted demand, and plan and deliver solutions for how it is managed. And within the overall programme, specific pieces of activity associated with the Right Home / Right Time work stream <p>Alongside the above a review of the supported living and residential care in Hertfordshire and the lessons from the Accommodation for Independence programme (previous ITT bid) has led to the identification of three key areas of development in terms of specific projects, and that will help drive programme activity forward ;</p> <p>(A) Firstly a review of and the development of the pathway for younger people with disabilities in</p>
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	<p>transition from childhood to adulthood. The identification of the needs of this group for accommodation in adulthood and the development of the new services to meet this growing need. Failure to plan and develop services for this group would lead to poor outcomes for the young adults, and services which do not provide value for money for the local authority.</p> <p>(B) A review of the links between operations and commissioning (micro and macro) to strengthen the procurement cycle and ensure needs are identified and met over time.</p> <p>Secondly a need to enable the creation of a pathway for those service users with a learning disability who could manage in mainstream housing with support. Currently service users find accessing mainstream housing problematic for a range of reason. The creation of a pathway with District and Borough housing and housing providers could facilitate the independence of this group and create opportunities for the County Council to achieve value for money by freeing existing provision for new service users.</p> <p>Thirdly Hertfordshire has an aging group of service users with a learning disability due to the long term effect of resettlement in Hertfordshire. With this group age there is a need to ensure that robust care pathways exist to ensure needs can be met in there existing care settings of supported living or residential care, and when need changes in specialist older peoples services.</p>
<p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p>	<p>A communications plan will be prepared to ensure stakeholders are briefed on the aims of the programme and engage and involve them in its development. Those affected include:</p> <ul style="list-style-type: none"> • all significant stakeholders in the transition process from children’s to adult services. • Identification of service users who could benefit from targeted support in their existing tenancies, and those who would benefit. • Identification of service users who are older and have needs unmet by existing services as a result of ageing. • Families and carers of service users / adults with Learning Disability in the target groups • Current providers of accommodation and care services and their staff

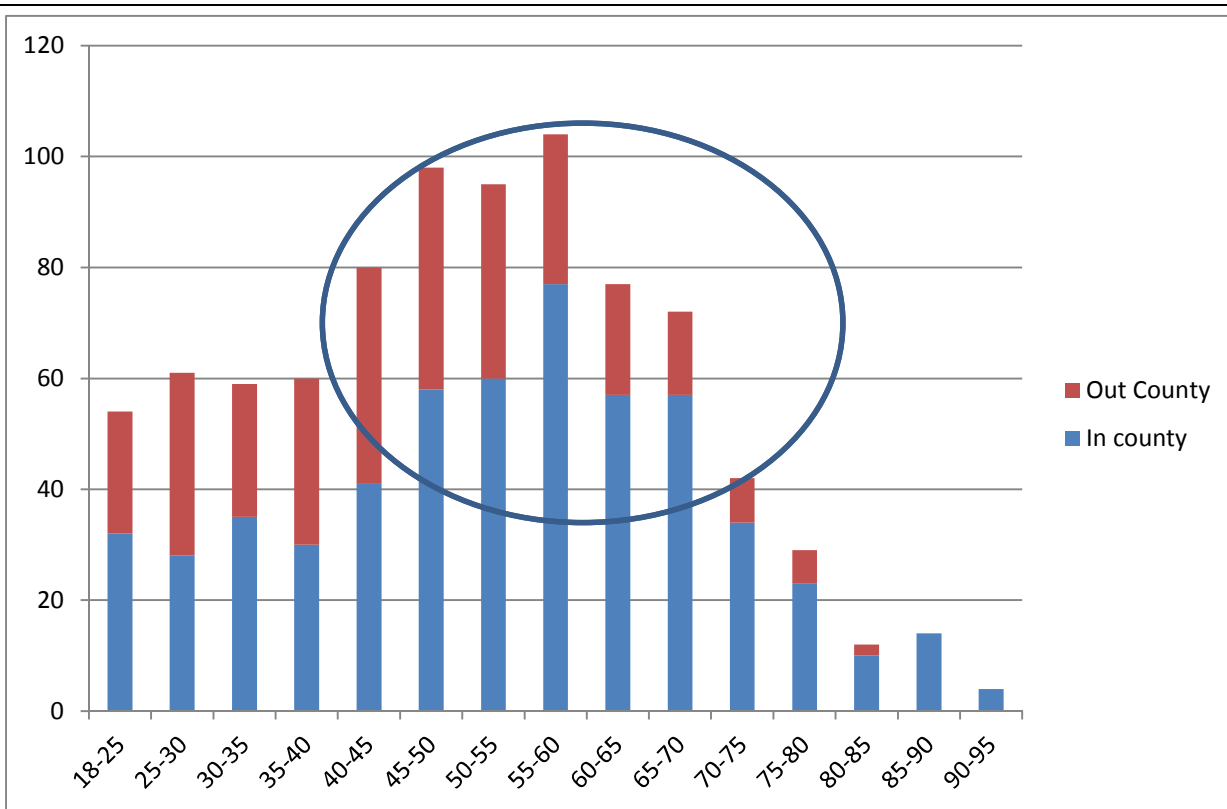
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	<ul style="list-style-type: none"> New providers of accommodation and care services Hertfordshire County Council services and staff District Council Housing and Planning Services NHS partners and CCG's
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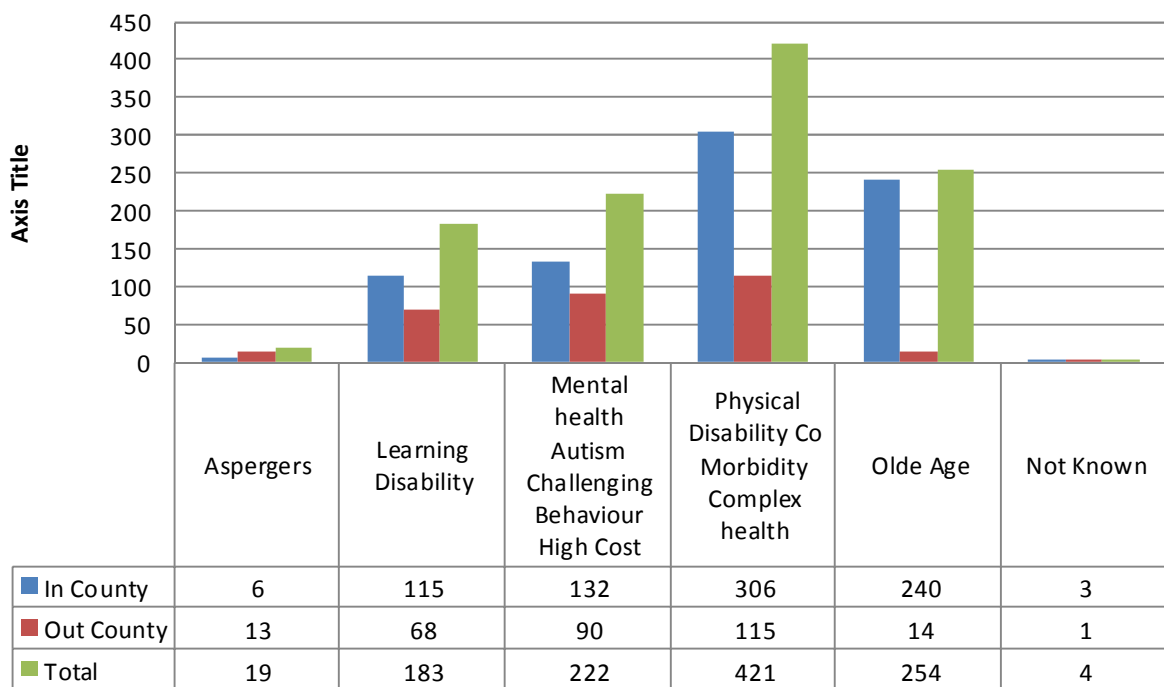
STEP 3: Available data and monitoring information

Relevant equality information For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.	What the data tells us about equalities
<p>Analysis (Poppi, Pansi) indicates that there are predicted to be 4447 people with a Severe to Moderate Learning disability in Hertfordshire in 2015. Of these 1438 are predicted to live with parents. Additionally 6958 people are predicted to be on the Autistic Spectrum. Of these some will be eligible for support from Heath and Community Services Asperger's team.</p> <p>Transition Around a 100 people transition from children's services to adult services each year. They have a wide range of need disabilities and family circumstances and require services to be targeted to meet that diverse need. Currently in the 18 -25 age group there are 114 people waiting for accommodation based services.</p> <p>Residential In Hertfordshire Adult Care Service currently commission 560 beds and a further 301 out of county, in a range of small residential care homes. The average age of the service users in County is 53 and the average age out of county is 45. The graph below shows the age distribution. A proportion of the service users in the ring are resettlement clients.</p>	

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Primary need as analysed from Care Clusters



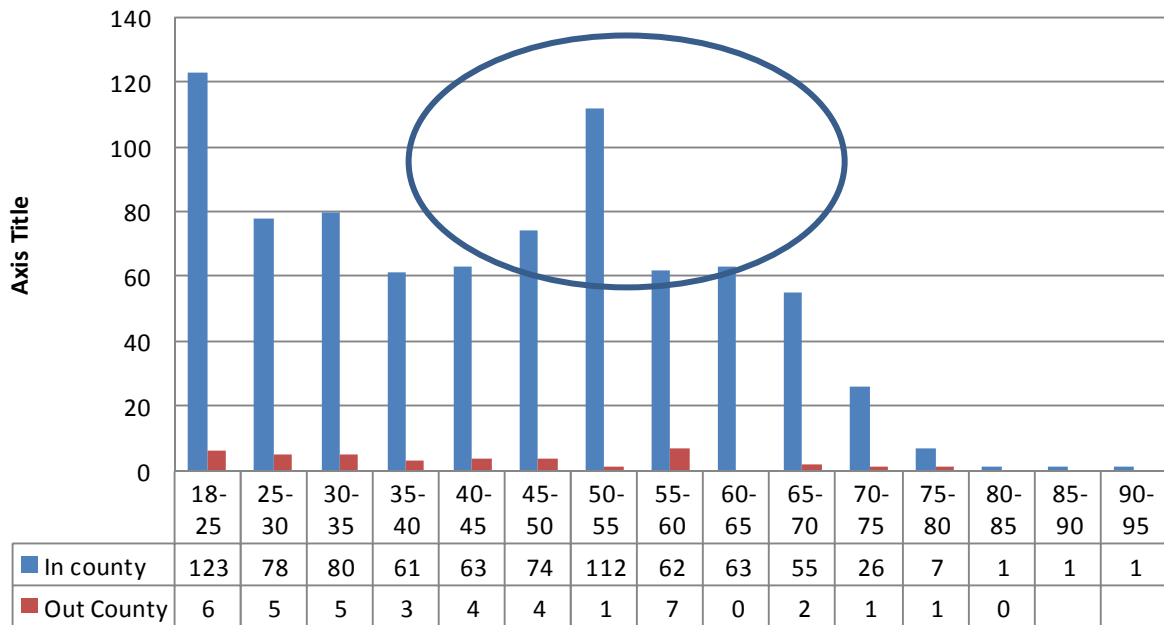
This table shows the primary need of those in residential care.

Supported Living

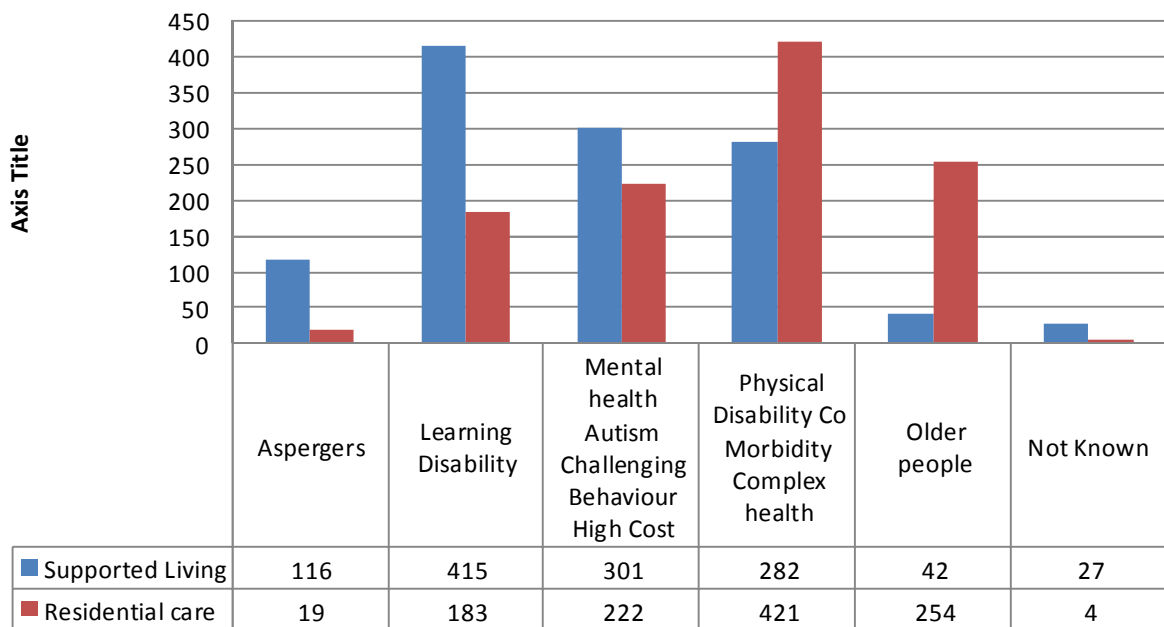
Currently there are 807 people with a Learning Disability living in Supported living in Hertfordshire and 39 out of county the age distribution of these service users is shown in the table below the spike of users aged 50-55 is thought to be due to the effect of resettlement from the long stay hospitals. The average is 43 for those in County.

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Age profile of Learning Disability population in Supported Living



Comparison of primary need analysed form Care Clusters



This shows the primary need of those in supported living.

Mainstream Housing

It is unknown how many people with a learning disability are living in mainstream housing requiring support. There are 292 people in supported living with low level support who might benefit from a move to mainstream housing. In addition 20 people with Asperger's are currently struggling to access mainstream housing.

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Ethnicity

Over 95% of clients in residential homes are White. 90.3% are classified as White British compared to 81% of people in Herts, 2.5% are White Irish, 2% White: Any Other White Background, 0.3% White: Gypsy / Roma. 1.5% of clients are Black or Black British and 1% Asian or Asian British compared to 2.7% and 5.5% of Hertfordshire residents respectively. The ethnic profile of clients in supported living is similar to the profile in residential homes.

STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

Guidance on groups of service users to consider within each protected group can be found [here](#)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
Age	<p>Currently older people with a learning disability are impacted as they age and needs may not be met.</p> <p>The better identification of the needs of younger people with disability and the development of care pathways for this group will mean that the needs of this group are identified and services developed.</p>	<p>By creating new pathways and procuring new services we will provide some mitigation to this impact for older people.</p> <p>By improving the information and analysis of the needs and diversity of 0-25 year olds in transition, new procurement will be targeted to meet need. Individual assessment and care management process will target interventions on need and diversity.</p>
Disability Including Learning Disability	The majority of clients have moderate to severe learning disabilities as their primary support reason with some also requiring mental health and physical: personal care support.	As new services and pathways emerge all decisions will be made in line with best practice on capacity and best interest assessments.
Race	Around 4% of clients in Learning Disability residential homes and supported living are from minority ethnic backgrounds	The diverse needs of this group will be identified as part of the review and care management process. Best interest decision will ensure that race is taken into account as part of the design of individual care packages.
Gender reassignment	No data is available. This is something which is likely to have more visibility in the transition pathway	Individual needs in relation to gender reassignment will be taken into account across all best interest decision processes.
Pregnancy and	No data is available This is	The identification of service users

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
maternity	something which is likely to have more visibility in the transition pathway	with a learning disability who require support in this area will be done on a case by case basis. This may be particularly relevant to the transition strand of the pathway.
Religion or belief	Around 2% of clients follow faiths other than Christianity. The beliefs of 51% are unknown or not recorded.	Procurement activity and individual case work will need to take account of the impact of religion and belief.
Sex	There are nearly 17% more men in LD residential homes than women.	Procurement and individual service user assessments will need to consider the impact of gender on appropriate care.
Sexual orientation	No data is available. This is something which is likely to have more visibility in the transition pathway	Procurement and individual service user assessments will need to consider the impact of sexual orientation on appropriate care.
Marriage & civil partnership	No data is available. This is something which is likely to have more visibility in the transition pathway	Procurement and individual service user assessments will need to consider support marriage and civil partnerships.
Carers (by association with any of the above)	Around 10% of the Hertfordshire population have informal unpaid caring responsibilities.	Carers will be consulted about and involved in the development of pathways for 0-25 year olds and older people. Families and carers will be involved in all capacity and best interest assessments when appropriate.
Opportunity to advance equality of opportunity and/or foster good relations (Please refer to the guidance for more information on the public sector duties)		
<p>The programme is designed to enable people with learning disabilities to have the opportunity to maximise their potential and lead full lives as confident citizens in their own tenancies within their local communities. Receiving the right care at the right time.</p> <p>Strengthening the development of range of housing options and improving the accessibility of mainstream housing, will support better access to community living for this service user group.</p> <p>As people age the pathway will ensure that services adapt to their changing needs and as with other older people where this is not possible more suitable accommodation will be found.</p>		

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Impact Assessment – Staff (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Age	It is not envisaged there will be any impact on staff as part of this process. This will of course be kept under review as the EQIA is reviewed	Review of EQIA on a regular basis.
Disability Including Learning Disability	As above	As above
Race	As above	As above
Gender reassignment	As above	As above
Pregnancy and maternity	As above	As above
Religion or belief	As above	As above
Sex	As above	As above
Sexual orientation	As above	As above
Marriage & civil partnership	As above	As above
Carers (by association with any of the above)	As above	As above
Opportunity to advance equality of opportunity and/or foster good relations (Please refer to the guidance for more information on the public sector duties)		
The development of new pathways in transition, mainstream housing and for older people. Will further enhance the opportunities for people with a learning disability to engage with the community, by receiving the right care at the right time.		

STEP 5: Gaps identified

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<p>Gaps identified Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on Compass). How will you make sure your consultation is accessible to those affected?</p>	<p>The ongoing impact of the proposed changes will need to be kept under review and the impact monitored.</p>
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STEP 6: Other impacts

By ensuring that service user pathways increase access to the community, and better support old age for people with a learning disability. It will be necessary for them to continue to access mainstream health services. The involvement of the nurses employed in HCS care management teams will support this.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> No equality impacts identified – No change required to proposal.	
<input type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	
<input checked="" type="checkbox"/> Potential equality impacts identified – Take 'mitigating action' to remove barriers or better advance equality. – Complete the action plan in the next section.	The potential for negative impacts have been identified.
<input type="checkbox"/> Major equality impacts identified – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact.	

STEP 8: Action plan

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Issue or opportunity identified relating to: <ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 	Action proposed	Officer Responsible and target date
Transition of 0-25 year olds creation and development of pathways	The development of a system to gather information on need will need to take account of the diversity across the areas of the EQIA	Mark Janes April 2018
Transition of 0-25 year olds creation and development of pathways	Individual case work decisions and procurement of packages of care will need to take account of diversity. This will be highlighted in the assessments within the care management process	Care managers Ongoing
Review of procurement practice	The review of procurement practice will take into account the robustness and the effectiveness of business processes in relation to equalities	Shazia Butt April 2018
Accessing mainstream housing	The development of pathways will need to ensure that they support diversity.	Shazia Butt April 2018
Older people care pathway	This pathway will need to take into account the diverse needs of this group. Individual case work assessments will need to ensure equality needs are met	Shazia Butt Mark Janes Care managers Ongoing
Alignment is needed across LD and Commissioning areas of strategic priority	Develop an overarching EqIA for Adult Disability Services and commissioning requirements to help understand how we prioritise needs for people who are disadvantaged and identify opportunities	Shazia Butt

This EqIA has been reviewed and signed off by:

Head of Service or Business Manager: Helen Maneuf

Date: 10/05/17

Equality Action Group Chair: N/A

Date: