

# Equality impact assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

## About the policy, practice, service or function you are assessing

**Name of policy, practice, service or function:** Housing Related Support – Alcohol Misuse Problems

**Assessment team leader name:** Christine Collingwood

**Date of assessment:** 07 June 2012

**Department responsible:** Adults Health and Housing

**Service Area:** Integrated Commissioning Younger Adults and Housing

Other members of assessment team:

Name	Position	Area of expertise	Comments
Linda Little	Service User	Services / impact on users	
Graham King	Specialist worker	Service Provision	
Angela Clift	Commissioning Officer (Neighbourhoods)		
Nav Rai	Commissioning Officer (Adults, Health and Housing)		

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>Supporting People (SP) is a programme of housing related support services funded by Government as a named unringfenced grant within Area Based Grant. The programme in Derby has historically received about £10m per year and has operated as a partnership with voting input at Board level from Derby NHS, Derbyshire Probation Service, and Derby City Council.</p> <p>The Supporting People programme plays an important role in promoting links between health, housing, probation, social care, the police and other stakeholders for the planning and delivery of services for vulnerable people.</p> <p>In Derby, the original Supporting People grant allocation was approx £10m per year. In the run up to 1st April 2003, the Council established contracts with all of the legacy services that had received income from one of the previously separate funding streams. Since 2003 the Council has produced two Supporting People strategies and a housing support needs analysis, undertaken to help define commissioning priorities.</p> <p>It has now been agreed, as part of the Council's overall budget strategy that the funding available for housing related support is reduced by £6.144m over 2 years (2012-2014). The remaining budget would be £3.323m.</p>
<p>Who implements, carries out or delivers the policy, practice, service or function?</p> <p>Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements.</p>	<p>Supporting People Team monitors performance, quality and contractual obligations, together with the involvement of the Peer Review group.</p> <p>Strategic Partners including our Core Strategy Group and Commissioning Board are responsible for decision-making processes about Supporting People policies and practice, service provision.</p> <p>Providers have contractual obligation under the terms of their contracts and the quality assessment framework to ensure that all policies and procedures are in place and reviewed at least every 3 years.</p>

## Identifying potential equality issues and factors

Question	Response/ findings
<p>What do you already know about the equality impact or need?</p> <p>For example, from research, feedback, consultation or any performance monitoring.</p>	<p>National research suggests that 30% of men and 15% of women are thought to drink to levels that are considered hazardous or harmful to health. In Derby, this equates to 24,000 men and 11,000 women. Of these, there are an estimated 4,500 males and 1,500 females who are dependent on alcohol and who would therefore be considered to be in need of treatment.</p> <p>Government statistics show that Derby is above average in:</p> <ul style="list-style-type: none"> <li>• the number of months of a life lost due to alcohol</li> <li>• the number of alcohol-related hospital admissions.</li> </ul> <p>For young people, local research has shown Derby is very similar to the national average with about 1,700 15-year-olds claiming to drink at least once a week.</p> <p>Derby is a safe city with recent Home Office figures showing crime has fallen by 34% from 44,454 recorded crimes a year in 2002-03 to 29,545 in 2007-08. However, one area of concern is violent crime: official figures show Derby to be above the national average. This includes city centre assaults and cases of domestic violence both of which are crimes where alcohol is often a factor.</p> <p>Alcohol is responsible for around 3% of premature deaths in Derby, which equates to around 230 people dying prematurely over 10 years. There is a decline in alcohol related disorders with increasing age and prevalence is highest amongst 16-24 year olds.</p> <p>For the period 2003-2005, there were 68 alcohol related deaths of those aged under 75 (deaths most directly attributable to alcohol misuse) in Derby City. Alcohol is also a factor in deaths from a range of other causes, such as accidents/injuries, suicide etc and in the East Midlands this is on average between 1300 and 2100 deaths annually, with only tobacco and high blood pressure being higher risk factors.</p> <p>Derby City Primary Care Trust has a ten-year strategy that aims to make Derby a healthier place for all and reduce premature mortality by 50% by 2017 – this equates to saving 2,000 premature deaths in that time. Research clearly shows that excessive alcohol use, particularly over a prolonged period, can result in an earlier death and can contribute to ill-health and impact on general wellbeing. The Trust sees tackling alcohol as a key priority to achieving its declared aim of making Derby a healthier place for all.</p>

**Question**

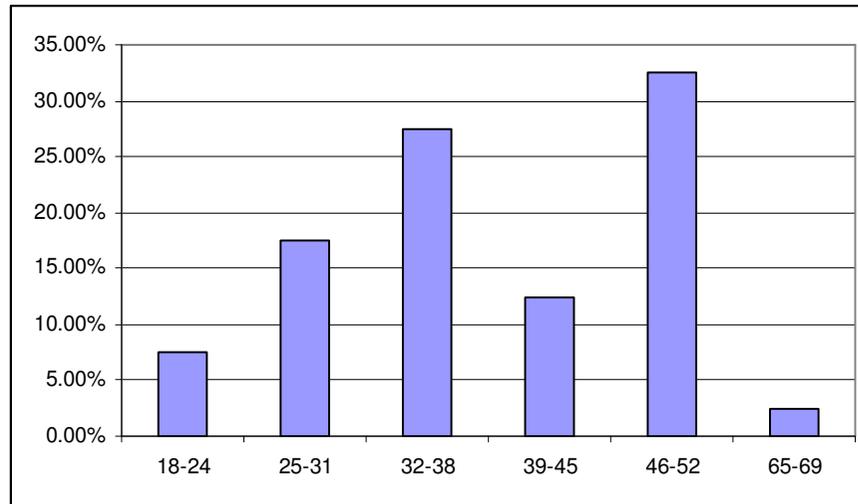
Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups?

For example, who uses the service, who doesn't and why not?

**Response/ findings**

Client data shows that those entering programmes with Alcohol issues tend to be over 30, See figure 1

**Figure 1: age profile**



- 87% are white, which is just above the City average of 84.3%
- 70% are male, clearly indicating that the service has a higher concentration of Men than in the population as a whole.
- A third have a disability (compared to 11% of the Derby population, Place Survey 2008)
- Most are unemployed (see figure 2 below) with 60% categorised as long term sick / disabled – this more than twice the city average of 19.3% (2001 Census)

**Figure 2: Economic status of clients**

Full-time work (24 hrs or more/week)	2.50%
Job seeker	25.00%
Not seeking work	10.00%
Long-term sick/disabled	60.00%

Question	Response/ findings
<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>The policy decision to decommission / significantly reduce the Housing Related Support Programme services will have the following impact on service users with alcohol related issues...</p> <ul style="list-style-type: none"> <li>• Health issues through continued drinking – possibly in extreme cases shortening like expectancy</li> <li>• Greater potential for getting / increasing criminal record due to alcohol related crime</li> <li>• Family break up</li> <li>• Homelessness as cannot live in a mainstream tenancy unsupported</li> <li>• Continued dependence on alcohol</li> </ul> <p>For Derby as a whole the negative impact of not having the service will be:</p> <ul style="list-style-type: none"> <li>• the night time economy suffering as street drinking and rough sleeping making the City less attractive to visit in the evening</li> <li>• reducing the chance of attaining ‘purple’ flag status</li> <li>• increases in alcohol related crime such as domestic violence and public disorder</li> <li>• increases in demand for health services due to Alcohol related conditions such as cirrhosis or sexual health issues</li> </ul>
<ul style="list-style-type: none"> <li>• Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</li> </ul>	<p>Housing related Support for those with / recovering from Alcohol issues has many positive impacts for both the individuals concerned and the wider Derby community.</p> <p>For service users the positive impacts include:</p> <ul style="list-style-type: none"> <li>• greater independence</li> <li>• increased feelings of self-worth</li> <li>• the ability to re-join the workforce / get a job</li> <li>• a chance to stabilise / cease drinking</li> <li>• improved health, by reducing drink related health issues</li> <li>• ability to build /rebuild relationship with families</li> <li>• a chance to ‘break the cycle ‘of negative relationships mutually fuelling drinking problems.</li> <li>• advocacy to tackle complex benefit.</li> </ul> <p>By linking accommodation to a recovery programme service users have a stable environment which enables providers to tailor a package of support aimed at effectively tackling their alcohol issues.</p>

Many service users have other issues such as Mental Health problems which can be tackled at the same time.

For Derby as a whole the programme also has positive impacts such as:

- reducing street drinking
- decreases in sexual health and prostitution
- less call on health services for alcohol related issues
- lower crime levels
- individuals making a positive impact by gaining employment and volunteering.

# Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Issue	Which groups are affected and how?	Potential impact	How can we overcome this?
Individuals are stuck in Hostel accommodation	Service Users	<ul style="list-style-type: none"> <li>• Lower take up of rehabilitation programmes due to negative perception of hostel accommodation.</li> <li>• Increased street drinking.</li> <li>• Longer waiting list for accommodation.</li> <li>• Individuals stuck in B&amp;B accommodation with nothing to do during day, leading to boredom and the potential to maintain linkages with other drinkers.</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of more hostel accommodation</li> <li>• Provision of more advice and support for individuals</li> <li>• Provision of more early intervention services</li> <li>• Establish day services to act as distraction activities for those in B&amp;B accommodation</li> <li>• A 'Quality of Life' hub providing recovery and treatment services in one venue</li> </ul>
	The General Public	<ul style="list-style-type: none"> <li>• Increasing in offending.</li> <li>• Negative perception of City.</li> </ul>	
Significant drains on health provision	All Derby residents	<ul style="list-style-type: none"> <li>• Strain on limited Health Budget.</li> <li>• Bed spaces being taken up.</li> </ul>	<ul style="list-style-type: none"> <li>• Co-ordination of support for Alcohol issues</li> <li>• Support for GP's in helping patients with Alcohol issues</li> </ul>
	Service Users	<ul style="list-style-type: none"> <li>• Lower life expectancy.</li> <li>• Chronic health conditions.</li> <li>• Escalation of current health conditions.</li> </ul>	

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The Skills and life experiences of service users not being fully utilised	Service Users	<ul style="list-style-type: none"> <li>• Increased benefit dependency.</li> <li>• Support from trained volunteers with full understanding of their issues though experience lost.</li> <li>• Cycle of dependency continues.</li> </ul>	<ul style="list-style-type: none"> <li>• Offering targeted support to those with Alcohol dependency to access training and learning opportunities.</li> <li>• Schemes developed / maintained which encourage people with Alcohol issues to widen social networks.</li> </ul>
	All Derby residents	<ul style="list-style-type: none"> <li>• Fewer volunteers.</li> <li>• Skills lost to labour market.</li> </ul>	
Street Crime and issues with the night time economy	All Derby Residents	<ul style="list-style-type: none"> <li>• Derby will look less attractive</li> <li>• purple flag not achieved.</li> <li>• Perceptions of Derby as a place to visit in the evenings will decline.</li> <li>• City will become more divided with deprived areas becoming markedly worse.</li> <li>• Increase in prostitution.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased policing.</li> <li>• Increased community development work.</li> <li>• More treatment and outreach work on the streets.</li> </ul>
Lack of support with complex housing / benefits issues	Service Users particularly those with mental health issues and other long term sickness	<ul style="list-style-type: none"> <li>• Loss of benefits / poverty.</li> <li>• Homelessness.</li> <li>• Increase in crime and prison population.</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals receiving support with benefit appeals.</li> </ul>

## Objectives for minimising negative impacts - process, impact or outcome based

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	<b>To reduce impact on health services</b>
Specific	Development of programmes to support individuals with health issues
Measurable	Hospital admissions are stabilised / reduced
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months

<b>Objective/Target:</b>	<b>To ensure street drinking does not increase / protect night time economy</b>
Specific	To look at / roll out approaches to preventing street drinking
Measurable	Less street drinking
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months

<b>Objective/Target:</b>	<b>To ensure those with Alcohol abuse problems have support with benefits /housing issues</b>
Specific	To reduce the numbers of those with Alcohol abuse problems having problems with housing
Measurable	Fewer / no rise in individuals with alcohol issues presenting themselves as homeless
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months