

# 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 – Offenders

**Assessment team leader name:** Stephe Astbury

**Date of assessment:** 26/06/2012

**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
Catherine Hadfield	Commissioning Officer	Commissioning DCC	
Dale Nicholson	Service Manager	Provider for HRO scheme	
Jackie Carpenter	Derwentio	Service Provision	
Jo Seekings		Saved on j drive	
Jo Woodland	Manager	DIP	
Chris Owens	Support Worker	Service Provision	

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 un-ringfenced 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 three 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>Since the funding for Supporting People was introduced in 2003 the way that partners work together has become stronger and more streamlined, working strategically to create a joined up process. Information sharing protocols have been put in place and agencies have worked with a collective aim to address all issues that the client presents with. When the client is released from prison figures show that if they have accommodation and support upon release they are more likely to engage with all appointments and agencies such as probation and drug/alcohol treatment.</p> <p>Clients who have received support in the first instance and accommodation with a programme of activities reduce their offending compared to those who do not have the support package in place, this therefore has an impact on the community.</p> <p>There is evidence of a cycle of re-offending, if the customer is not in the benefit system. The lack of access to money leads to repeated offending behaviour.</p> <p>Statistics have shown 64% of people who were not accommodated went on to re-offend. The latest IOM report June 2012 shows that headlines for the City are as follows...</p> <ul style="list-style-type: none"> <li>• 26.7% reduction in offences (using arrest data and not conviction data) over 12 months (580 to 425 offences) for the cohort.</li> <li>• Cost savings across the City £365,000</li> <li>• Average saving per offender £1601.</li> </ul> <p><b>The Derby Plan's outcomes that link:</b></p> <ul style="list-style-type: none"> <li>• A thriving sustainable economy</li> <li>• Achieving their learning potential</li> <li>• Being safe and feeling safe</li> <li>• A strong community life</li> <li>• An active cultural life.</li> </ul> <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.</p> <p>The current drug strategy makes it clear that treatment enables people to overcome dependence and achieve sustainable recovery from addiction. To deliver this treatment services should be focused on the following outcomes...</p>

- Freedom from dependence on drug and alcohol
- Prevention of drug-related deaths and blood borne viruses
- **A reduction in crime and re-offending**
- Sustained employment
- **The ability to access and sustain suitable accommodation**
- Improvement in mental and physical health and wellbeing
- Improved relationships with family members, partners and friends
- The capacity to be an effective and caring parent.

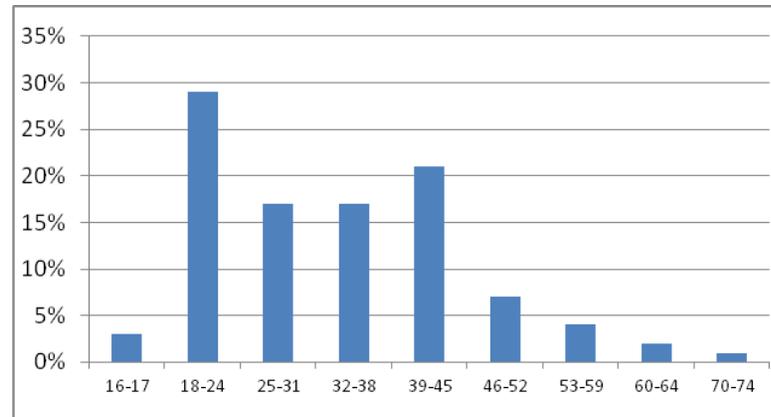
\*Please note that percentages may not add up to 100 due to rounding.

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?

The age profile of the Offender service users is spread across the age range from 16 to over 75. The largest single age group making up over a quarter of users are 18-24.

**Figure 1: Age**



The majority of customers/clients on High Risk Serious (HRS) Offender programmes are white (85%) – See figure 2. This is a slightly higher proportion than in the population where 82% (2007 estimates) are white...

**Figure 2: Ethnicity**

Mixed: White & Asian	1%
Black/Black British: African	1%
Asian/Asian British: Pakistani	2%
Mixed: White & Black Caribbean	4%
Black/Black British: Caribbean	4%
Refused	4%
White: British	85%

The overwhelming majority (over 80%) of customers/clients are male - see figure 3 this is skewed considerably from the population as a whole...

**Figure 3: Gender**

Female	17%
Male	83%

18% of customers/clients are disabled compared to 11% of the Derby population (Place Survey 2008)...

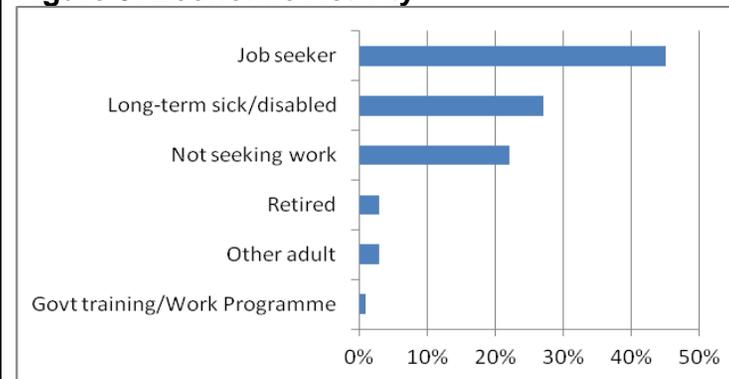
**Figure 4: Disability**

Disabled	18%
Not disabled	76%
Don't Know	6%

\*Please note that percentages may not add up to 100 due to rounding.

Figure 5 overleaf, shows that none of the customers/clients are in employment, with over 45% actively seeking work.

**Figure 5: Economic Activity**



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 who have offenders issues...</p> <ul style="list-style-type: none"> <li>• Homelessness as cannot be placed into accommodation on release from prison.</li> <li>• Re-offending, breaking licence conditions</li> <li>• Homelessness leads to an escalation of crime.</li> <li>• Non-engagement in any treatment programmes no treatment accessed.</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 crime, street drinking and rough sleeping make the City less attractive to visits 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>• Increased demand for police within the city during the day and evening</li> <li>• Public perception will be affected, if crime figures rise community safety will be severely affected.</li> </ul> <p>Public perception of safer communities will be affected, Derby City has brought this outcome to the forefront and work has been done to ensure that Derby is a safer community for residents and visitors (Derby Plan's outcomes). This will change if the rates of crime increase alongside homelessness and rough sleeping.</p> <p>When considering the client group and current funding is mainly accommodation for clients with support workers who are highly trained and worked in partnership with other agencies to support the client to change their lifestyle and move on.</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>Housing related Support for offenders has many positive impacts for both the individuals concerned and the wider Derby community.</p> <p>For clients the positive impacts include:</p> <ul style="list-style-type: none"> <li>• Greater Independence – maintaining a tenancy</li> <li>• Support to gain skills</li> <li>• Opportunity to rejoin the work force/ get a job</li> <li>• To change the cycle of offending behaviour and related addictive behaviour</li> </ul>

- To have a positive affect on the community that they reside in giving something back to society.
- A return on investment for Derby City
  - employment
  - education and training
  - a reduce pull on the public purse for justice system

By the offender being accommodated on release and having a support package in place prior to release has shown that the chances of the offender engaging with appropriate agencies such as probation and DIP increases significantly. If they are released with no fixed abode the chances of missing initial appointments and re-offending is increased.

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

- Lower crime levels
- A reduction in fear of crime for citizens
- A safer community for the residents of Derby and visitors to the City
- Reduction of street drinking
- Reduction in street begging
- Reduction in empty cans and syringes being discarded in the streets
- Individuals making a positive impact on the community by changing lifestyles and contributing into the cities economy
- Visitors to the city will boost the cities economy and businesses.
- Existing and potential new business's view Derby as a City they wish to invest in.

## 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?
<p>Clients are released from prison with no fixed abode and support</p>	<p>Clients</p>	<ul style="list-style-type: none"> <li>• More people presenting at the single point of entry for hostel provision with no where to place them due to the possible reduced units of accommodation.</li> <li>• Increased rates of rough sleeping and sofa surfing, squatting in empty building properties. This in turn will have a resource and financial impact on DCCs rough sleeping project and the MEAM project ?</li> <li>• Lack of engagement with Probation, health services etc.....lack of treatment engagement.</li> <li>• No access to benefits system leading to loss of benefits and poverty. This will have a double impact will the introduction of Welfare Reforms.</li> <li>• Vulnerability of individuals, with exploitation as a concern. Increase in safeguarding issues. Potential high risk offenders setting up home with vulnerable families.</li> </ul>	<ul style="list-style-type: none"> <li>• Partnership working and suitable accommodation and support being put in place for the clients upon release.</li> <li>• Support to ensure that complex benefits application and appeals are completed.</li> </ul>

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
	The general public	<ul style="list-style-type: none"> <li>• Crime rates increasing in the city.</li> <li>• Negative perception of Derby City.</li> <li>• Community safety, people feeling unsafe to go out into the communities.</li> </ul>	
Crime rates increase in Derby City, especially inquisitive crime, drug related, alcohol related.	Clients	<ul style="list-style-type: none"> <li>• Licence conditions broken, re-called to prison.</li> <li>• More offences committed not breaking the cycle of offending.</li> <li>• More convictions received on criminal records.</li> </ul>	<ul style="list-style-type: none"> <li>• Partnership co-ordination ensuring clients are engaged upon release or as part of a community order with sufficient accommodation and support. Daily activities fulfilled.</li> <li>• Support to access the benefits system to ensure economic wellbeing.</li> <li>• Increase policing around the city.</li> <li>• Increase awareness for businesses in Derby for security.</li> </ul>
	The general public	<ul style="list-style-type: none"> <li>• Community safety</li> <li>• Local businesses suffer as the public will stop going out into the city, Derby's cultural life will decrease.</li> <li>• Shop thefts will increase and businesses will suffer even close due to the impact.</li> </ul>	
Drain on the police, prison court provision.	All Derby residents	Strain on prison and courts budgets as crime rates and convictions increase.	A co-ordinated approach to reducing the crime rates by ensuring each client has a co-ordinated and co-produced package of activities including Housing Related Support.

<b>Issue</b>	<b>Which groups are affected and how</b>	<b>Potential impact</b>	<b>How can we overcome this?</b>
A reduction in Derby City's income	All residents of Derby	<ul style="list-style-type: none"> <li>• Public perception of Derby City as a tourist/cultural place to visit is lowered. Purple flag status is jeopardised.</li> <li>• The public do not visit the city, figures lower for attendance of local organised events in Derby.</li> <li>• Derby's local businesses are no longer able to sustain themselves.</li> <li>• Unemployment figures rise leading to a further pull on benefits. Leading to a possible increase in Homelessness rates for people who can no longer afford tenancies mortgages etc...due to the loss of employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Greater Police presence</li> <li>• Increase individuals community spirit and cohesion to take a greater pride in their neighbourhood.</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 ensure rough sleeping/sofa surfing/offending behaviour does not increase on release from prison.</b>
Specific	To look at roll out approaches for prevention
Measurable	Less rough sleeping/offending behaviour and presentations at Single Point of Entry
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, reducing unacceptable behaviours and meeting Derby City Plan Targets
Timed	12 months

<b>Objective/Target:</b>	<b>To ensure that individuals released from prison have support to access appropriate housing and benefits</b>
Specific	To reduce the number of homeless in the City and increase economic wellbeing
Measurable	Fewer/ no rise in individuals presenting themselves as homeless, benefits claims being received.
Achievable	A partnership approach will need to be developed to look at a way forward.
Relevant	Reducing inequalities, increasing individuals economic wellbeing and meeting Derby City Plan Targets
Timed	12 months

<b>Objective/Target:</b>	<b>To Ensure those individuals presenting with substance misuse issues have access to treatment services</b>
Specific	To reduce the incidences of substance misuse issues and increase engagement in treatment services
Measurable	Fewer individuals presenting at hospitals due to overdose
Achievable	A partnership approach will need to be developed to look at a way forward
Relevant	Reducing inequalities, increasing individuals health and wellbeing and meeting Derby City Plan
Timed	12 months

<b>Objective/Target:</b>	<b>To reduce offending behaviour in the city ensuring engagement with probation/protect public and city economy</b>
Specific	To reduce the incidences of offending behaviour increase individuals engagement with services
Measurable	Fewer individuals committing crimes
Achievable	A partnership approach will need to be developed to look at a way forward
Relevant	Reducing inequalities, increasing individuals health and wellbeing and meeting Derby City Plan
Timed	12 months