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 – Older People

Assessment team leader name: Karen Wayman

Date of assessment: 29th June 2012

Department responsible: Adults, Health & Housing

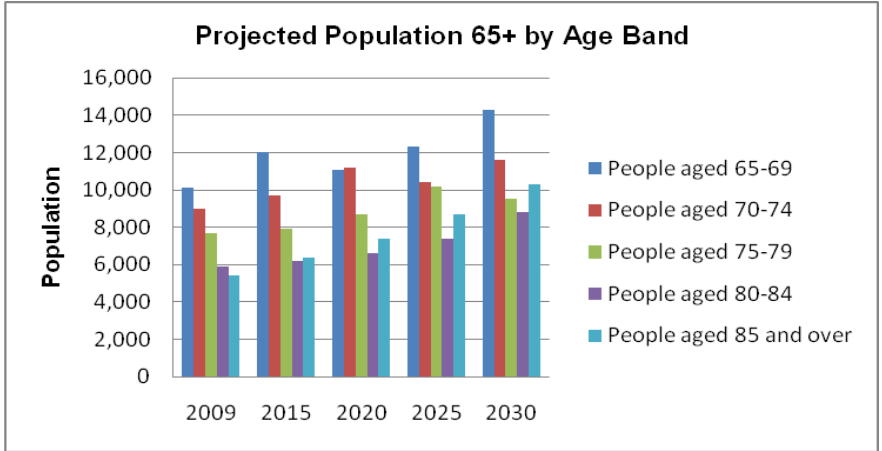**Service Area:** Integrated Commissioning Younger Adults and Housing

Other members of assessment team:

Name	Position	Area of expertise	Comments
Peter Bowler	Commissioning Officer	Older People & Enablement Commissioning	
Janet Norman	Sheltered Scheme Manager Guinness Trust	Service Provider	
Frank Preston	Customer and Supporting People Peer Reviewer	Carer, Older People's Court Buddy and Dignity in Care Champion	
Maureen Parker	Customer	User of Services	
Sharon Guest	Manager of Derwent Living	Supporting People Core Strategy Group Representative for Older People and Service Provider	
Betty Bode	Customer	User of Services	
Moira Findlay	Carer and Forum Representative		
Andrew Findlay	Customer	User of Services	

Question	Response/ findings
What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	Supporting People (SP) is a programme of housing related support services funded by Government as a named un-ring fenced 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. 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. 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. 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.
Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements	Supporting People Team monitors performance, quality and contractual obligations, together with the involvement of the Peer Review group. Strategic Partners including our Core Strategy Group and Commissioning Board are responsible for decision-making processes about Supporting People policies and practice, service provision. 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

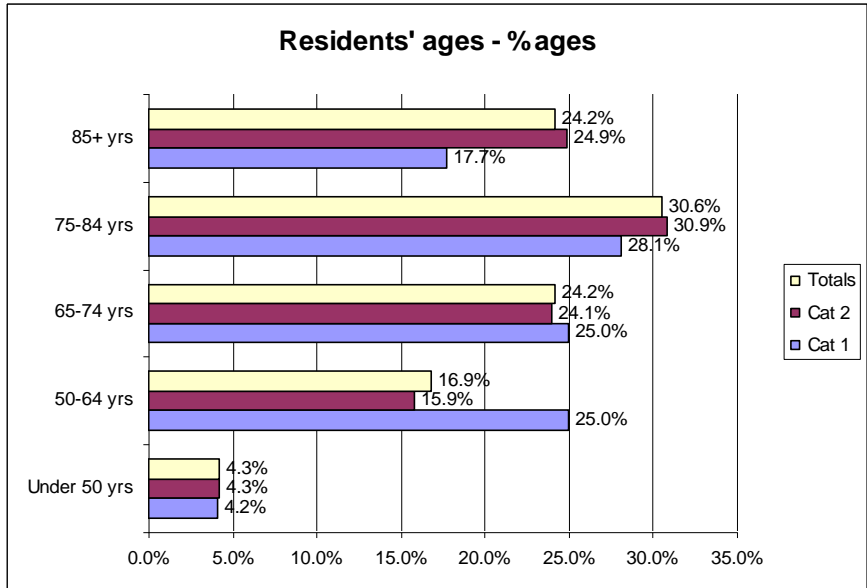## Identifying potential equality issues and factors

Question	Response/ findings
What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring.	The older people group are a vulnerable customer group. Services that are funded by Supporting People are of a preventative nature and help to avoid escalating needs.
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?	There are currently up to 3,402 older customers supported under the Supporting People programme at any one time. This includes a mix of support from wardens, support workers, Care Link and the Home Improvement Agency. Numbers have increased throughout the years of the Supporting People programme. It is expected that these numbers will further increase due to an ageing population. There is a lower take up of services from BME groups.
Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	Supporting People and DCC Housing and Advice Services commissioned a report from *Peter Fletcher Associates (2010)* to identify needs at the present time and in the future amongst the older population for housing and housing related support services. There are currently estimated to be 63,300 people aged 55 and over in Derby (Fig. 2-1) constituting 33.6% of the adult population and 26.2% of the total population of the city (Fig. 2-2). This is predicted to rise to 38.7% of the adult population and to 30.4% of the total population by 2030. (Figures are based on 2006 mid-year estimates). **Population aged 55+ projected to 2030** (see table below)

Population aged 55+ projected to 2030

	2009	2015	2020	2025	2030
People aged 55-64	25200	25300	28600	31500	30900
People aged 65-69	10,100	12,000	11,100	12,300	14,300
People aged 70-74	9,000	9,700	11,200	10,400	11,600
People aged 75-79	7,700	7,900	8,700	10,200	9,500
People aged 80-84	5,900	6,200	6,600	7,400	8,800
People aged 85 and over	5,400	6,400	7,400	8,700	10,300
Total population 55 and over	63,300	67,500	73,600	80,500	85,400

Figures may not sum due to rounding. Crown copyright 2008 (Source: PANSI, POPPI)

Projected Population 65+ by Age Band

65+ population by gender as a % of the total 65+ population, projected to 2030

	2009	2015	2020	2025	2030
Total males 65 and over	44.62%	46.68%	47.33%	47.76%	47.89%
Total females 65 and over	55.38%	53.79%	52.67%	52.24%	52.11%

Figures may not sum due to rounding. Crown copyright 2008. (Source: POPPI)

Residents' ages - %ages

	Older People are living longer and there is an emerging ageing population with an increasing number of people aged 85+ in the UK which is set to double in numbers by 2033(**www.communities.gov.uk**, *2012).*

The National Service Framework for Older People, www.nhs.uk, 2012
states that "People over 65 account for the highest activity and spend across primary, secondary and social care". The NSF relates to working in partnership with local councils.

The Local Government Information Unit (LGiU) 2011, independent think tank published a document ***Promoting Independence*** which noted:

Three most common support needs identified by clients in receipt of long-term services…
1. Maintained independence with the help of aids and adaptations 99% achieved outcome
2. Managed physical health better 94% achieved outcome
3. Maximised income, including receipt of correct welfare benefits 97% achieved outcome |
| 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? | Older People's accommodation is located within the heart of residential communities. Withdrawal of Supporting People funds would find service providers unable to continue running their businesses and providing services to this customer group. This could impact on customers losing their homes – support is often tied to accommodation/tenancies – and empty homes leading to regeneration areas.

Loss of accommodation results in homelessness and stress of losing accommodation may result in escalating health needs.

Older people wish to remain as a noticeable and active part of their community and have a preference for a home for life being offered, not having to deal with potential difficulties of homelessness which would cause severe stress affecting health.

It is expected that support to older people will disappear completely leaving a heavy reliance on the either family or carers, noting that a number of older people have neither, and the community and third sector volunteers, both of which are good-will based will need to help sustain an older person's support needs. |

Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	**Positive** The older people services funded by Supporting People allow customers to live as independently as possible. They are preventative services that help to avoid escalating needs, particularly into residential care. These services provide a safe environment, avoid isolation and offer accommodation with support and on-site staff available to provide housing related support. Housing Related Support services are delivered at a relatively low cost ranging between £3.87 to £19.56 per week unit (or customer) dependent on the service used. Sheltered housing provides variable on-site accommodation for customers with specific needs, including Care Link pull cord alarm systems with reliance on emergency staff support. Note that Care Link is not a replacement for staff but an additional safety measure for customers. Customers' support is flexible and linked to their accommodation. **Negative** There are numerous concerns highlighting negative impacts on the older people customer group without the preventative funding streams. These include more people reaching crisis and fatalities, safeguarding issues (which are currently flagged up by support staff), effects on personal finances such as additional charges for support, decline in personal circumstances with health deterioration. There will also be statutory impacts such as hospital admissions resulting in high cost care, also affecting other health related services such as ambulance and GP's, mental health services and the reliance on third sector services. Personal budgets are limited and do not replace non statutory funds. Adult Social Care provision is based on substantial and critical needs of which it is highly probable to see an increase in the number of older people becoming reliant on this funding as their needs escalate without preventative measures in place by Supporting People funded providers. There will be a lack of alternative provision for support and accommodation, resulting in potential homelessness and stress induced health related decline.

	Additional pressure will be put on family, friends, carers and neighbours resulting in breakdown and exhaustion and further reliance on statutory services for all concerned.
	There will be no significant alternative provision to offer practical help and support to enable independent living within the community.
	Welfare reforms will impact on customers' finances including the possibility of capping to housing benefit, raising concern of affordability for older people.
	The older people customer group is a 'hard to reach' community who are unlikely to benefit from short term services and may experience delays with statutory support.

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?
Safeguarding	- Customers - Service Providers - Carers - Families - Communities - Statutory Services - Third Sector	Escalating abuse potentially under all areas of safeguarding towards customers in particular.	Continue to raise awareness, delivering training and widely advertise safeguarding in plain English. Continue to work in partnership with the relevant statutory agencies.
Increase in the need for statutory provision.	- Customers - Service Providers - Carers - Families - Communities - Statutory Services - Third Sector	Escalating high cost to statutory services and more use of residential establishments.	Continue to work in partnership with statutory agencies and ensure FACS assessments are carried out promptly to assess customers' eligibility and needs for support.

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
Alternative housing options	• Customers • Service Providers • Carers • Families • Communities • Statutory Services • Third Sector	Loss of accommodation, leading to homelessness and decline in physical and mental health.	Maintain good partnership working with Housing and Advice and statutory services. Maintain (and reinvest where appropriate) in existing accommodation/buildings for sheltered provision.

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

Please give your proposed objectives/ targets in this table

Objective/Target:	Reduce need for residential care
Specific	Reduce need for residential care for older people
Measurable	Look at solutions in the community
Achievable	A partnership approach will need to be developed to look at way forward given limited resources amongst all partners
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months

Objective/Target:	Prevent any escalating problems of abuse of elders
Specific	Prevent any escalating problems with the abuse of elders
Measurable	Continue to raise awareness
Achievable	A partnership approach will need to be developed to look at way forward given limited resources amongst all partners
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months