

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 – Single Homelessness

Assessment team leader name: Stephe Astbury

Date of assessment: 10 July 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
Amanda Wall	Commissioning Officer	Quality DCC	
Jackie Carpenter	Derventio -	Service Provision - Homelessness	
Verity James	Action Support Worker	Service Provision - Homelessness	
Helen Repton	Padley - Manager	Service Provision - Homelessness	
Rachel Morris	YMCA Locality Manager	Service Provision - Homelessness	
Emma Fisher	Derby Homes - Support	Service Provision - Homelessness	
Matt Palmer	DCC Internal Strategic Partner	Housing and homelessness	
Ben Davey		Customer / service experience	
Michael Hawke		Customer / service experience	
Barnaby Geering		Customer / service experience	

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. 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>Supporting People funds frontline support services to vulnerable people. Investment into Supporting People services enables vulnerable individuals to live more independently, avoiding crises, leading to better outcomes and reduced costs for the state. The Gap Gemini financial benefits model final report May 2010 identified that :</p> <ul style="list-style-type: none"> • the best overall estimate of the net financial benefits for the Supporting People programme in Derby is £15.7m for the client groups considered. This is against an investment of £9.7m. • overall within the net benefit of £15.7m the removal of Supporting People would lead to : <ul style="list-style-type: none"> – increased costs in residential packages, homelessness, tenancy failure, health services and crime. – reductions in SP services, housing costs, social services care, benefits and related services. <p>Quality Performance analysis shows that the percentage of female customers compared to male is very low in the single homeless sector. However, there is a growing increase in the number of females rough sleeping in Derby (source DCC outreach team). The information currently collated does not include data on client's sexuality, gender reassignment, marriage and civil partnerships.</p> <p>DCCs outreach team also reported an increase in the visible signs of rough sleeping in Derby for example discarded bottles, cans, general rubbish and drug paraphernalia.</p> <p>Ongoing consultation with customers, providers and partners will identify the further quality impacts and need. For example work with specialist services to prevent the escalation of reaching the threshold of tier 4 provision.</p> <p>Supported accommodation in the sector works within a pathway of accommodation provision with the majority having quick access and 24 hour staffing to a number of move on and self contained units,</p> <p>It has been highlighted that care leavers will start the journey to the revolving door of homelessness as they experience failed tenancies and chaotic lifestyles.</p>

The majority of the supported accommodation in this sector comprises of large hostel type accommodation with quick access and 24 hour staffing. The remaining accommodation is 'move on', self-contained units and scattered accommodation designed to provide a less institutional setting.

Supported provision is usually at capacity and carries very few voids. This is largely attributable to the lack of social housing generally within the city so people are unable to move into independent tenancies, the increase in demand and the specialist work undertaken to prevent the need for tier 4 provision, thus delaying move on due to the complexity of the support required.

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. Provider and agencies have worked with a collective aim to address all issues that the customer presents with.

Single homeless customers present with complex and multiple needs requiring safeguarding. The current accommodation provision and support in Derby is able to address these needs with positive outcomes for the customer in terms of:

- Support Plans
- Education, training and employment
- Substance misuse programmes
- Life skills - budgeting
- Accessing community and social capital in the form of community groups
- Volunteering
- Independent living
- Maintaining a tenancy
- Being Safe
- Family Mediation

The Derby Plan's outcomes that link :

- A thriving sustainable economy
- Achieving their learning potential
- Being safe and feeling safe
- A strong community life
- An active cultural life.

Question	Response/ findings																																																				
<p data-bbox="178 181 667 360">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?</p> <p data-bbox="178 402 611 506">For example, who uses the service, who doesn't and why not?</p>	<p data-bbox="676 181 907 214">Figure 1 - Age</p> <table border="1" data-bbox="676 214 1058 555"> <thead> <tr> <th data-bbox="676 214 869 246">Ages</th> <th data-bbox="869 214 1058 246">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="676 246 869 279">16-17</td> <td data-bbox="869 246 1058 279">10%</td> </tr> <tr> <td data-bbox="676 279 869 311">18-24</td> <td data-bbox="869 279 1058 311">36%</td> </tr> <tr> <td data-bbox="676 311 869 344">25-31</td> <td data-bbox="869 311 1058 344">20%</td> </tr> <tr> <td data-bbox="676 344 869 376">32-38</td> <td data-bbox="869 344 1058 376">15%</td> </tr> <tr> <td data-bbox="676 376 869 409">39-45</td> <td data-bbox="869 376 1058 409">10%</td> </tr> <tr> <td data-bbox="676 409 869 441">46-52</td> <td data-bbox="869 409 1058 441">6%</td> </tr> <tr> <td data-bbox="676 441 869 474">53-59</td> <td data-bbox="869 441 1058 474">2%</td> </tr> <tr> <td data-bbox="676 474 869 506">60-64</td> <td data-bbox="869 474 1058 506">1%</td> </tr> </tbody> </table> <p data-bbox="676 597 961 630">Figure 2 - Gender</p> <table border="1" data-bbox="676 630 1251 743"> <thead> <tr> <th data-bbox="676 630 1083 662">Gender</th> <th data-bbox="1083 630 1251 662">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="676 662 1083 695">Female</td> <td data-bbox="1083 662 1251 695">28%</td> </tr> <tr> <td data-bbox="676 695 1083 743">Male</td> <td data-bbox="1083 695 1251 743">72%</td> </tr> </tbody> </table> <p data-bbox="676 786 991 818">Figure 3 – Ethnicity</p> <table border="1" data-bbox="676 818 1373 1198"> <thead> <tr> <th data-bbox="676 818 1222 850">Ethnicity</th> <th data-bbox="1222 818 1373 850">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="676 850 1222 883">White : British</td> <td data-bbox="1222 850 1373 883">78%</td> </tr> <tr> <td data-bbox="676 883 1222 915">White : Irish</td> <td data-bbox="1222 883 1373 915">2%</td> </tr> <tr> <td data-bbox="676 915 1222 948">White : Other</td> <td data-bbox="1222 915 1373 948">2%</td> </tr> <tr> <td data-bbox="676 948 1222 980">Mixed : White & Black Caribbean</td> <td data-bbox="1222 948 1373 980">4%</td> </tr> <tr> <td data-bbox="676 980 1222 1013">Asian/Asian British : Indian</td> <td data-bbox="1222 980 1373 1013">1%</td> </tr> <tr> <td data-bbox="676 1013 1222 1045">Asian/Asian British : Pakistani</td> <td data-bbox="1222 1013 1373 1045">2%</td> </tr> <tr> <td data-bbox="676 1045 1222 1078">Asian/Asian British : Other</td> <td data-bbox="1222 1045 1373 1078">2%</td> </tr> <tr> <td data-bbox="676 1078 1222 1110">Black/Black British : Caribbean</td> <td data-bbox="1222 1078 1373 1110">3%</td> </tr> <tr> <td data-bbox="676 1110 1222 1143">Black/Black British : African</td> <td data-bbox="1222 1110 1373 1143">4%</td> </tr> </tbody> </table> <p data-bbox="676 1240 991 1273">Figure 4 - Disability</p> <table border="1" data-bbox="676 1273 1251 1425"> <thead> <tr> <th data-bbox="676 1273 1083 1305">Disability</th> <th data-bbox="1083 1273 1251 1305">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="676 1305 1083 1338">Yes</td> <td data-bbox="1083 1305 1251 1338">15%</td> </tr> <tr> <td data-bbox="676 1338 1083 1370">No</td> <td data-bbox="1083 1338 1251 1370">84%</td> </tr> <tr> <td data-bbox="676 1370 1083 1425">Don't know</td> <td data-bbox="1083 1370 1251 1425">1%</td> </tr> </tbody> </table>	Ages	%	16-17	10%	18-24	36%	25-31	20%	32-38	15%	39-45	10%	46-52	6%	53-59	2%	60-64	1%	Gender	%	Female	28%	Male	72%	Ethnicity	%	White : British	78%	White : Irish	2%	White : Other	2%	Mixed : White & Black Caribbean	4%	Asian/Asian British : Indian	1%	Asian/Asian British : Pakistani	2%	Asian/Asian British : Other	2%	Black/Black British : Caribbean	3%	Black/Black British : African	4%	Disability	%	Yes	15%	No	84%	Don't know	1%
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Figure 5 – Economic Status

Economic Status	%
Other Adult	12%
Full Time Work	1%
Part Time Work	1%
Govt Training / Work Programme	1%
Job Seeker	44%
Retired	1%
Not seeking work	9%
Full time student	6%
Long-term sick disabled	24%

The majority of customers accessing HRS (SP) single homelessness support are white males aged between 18 and 24 years.

15% of customers are disabled compared to 11% of the Derby population (Place Survey 2008).

53% of customers are either employed, studying or are actively looking for employment.

75% of single homeless customers who presented at the single point of entry were white British. (source Single Point of Entry RARS system).

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?

There has been an increase in the number of Eastern Europeans living in Derby.

25% of customers who presented at the single point of entry were from a different ethnic group to white British.

22% of customers who presented at the single point of entry were female and 90% of these were white British.

Accommodation based support services play an important role in eliminating the growing gang culture in Derby. Housing related support distracts customers from peer pressure to become involved in gang, substance misuse, and illegal activity.

	<p>There has been an increase in the number of legal highs requiring 24/7 preventative work and monitoring from support staff to prevent impact on emergency services and issues within neighbourhoods.</p> <p>Current figures show that in May 2012 one of the small hostels in Derby had 174 visits from rough sleepers and in June 2012 that figure rose to 212. This evidences a rise in the support need requirements of rough sleepers in Derby.</p>
<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 single homeless customers...</p> <ul style="list-style-type: none"> • Homelessness • Increase risk of suicide • Offender behaviour • Anti social behaviour • Possible gang activity • Potential deaths from this customer group • Street drinking • Rough sleeping • Hidden homeless – increase in sofa surfing • Increased use of bed and breakfast provision in the City • Homelessness leads to an escalation of crime. • Non-engagement in any treatment programmes no treatment accessed. <p>For Derby as a whole the negative impact of not having the service will be:</p> <ul style="list-style-type: none"> • The daytime and night time economy suffering as crime, street drinking and rough sleeping make the City less attractive to visits in the evening • Reducing the chance of attaining 'purple' flag status • Increases in alcohol related crime such as domestic violence and public disorder • Increased demand for police within the city during the day and evening • Public perception will be affected, if crime figures rise community safety will be severely affected.

	<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. When considering the customer group and current funding is mainly accommodation for customers with support workers who are highly trained and worked in partnership with other agencies to support the customer to change their lifestyle, develop life skills and move on into independent living.</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 single homeless has many positive impacts for both the individuals concerned and the wider Derby community.</p> <p>For customers the positive impacts include:</p> <ul style="list-style-type: none"> • greater independence • support to gain skills • the opportunity to rejoin the work force/ get a job • changing the cycle of offending behaviour / substance misuse • having a positive effect on the community that they reside in giving something back to society. <p>For Derby as a whole the programme also has positive impacts such as:</p> <ul style="list-style-type: none"> • lower crime levels • a safer community for the residents of Derby and visitors to the City • reduction of street drinking • reduction in street begging • 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. • customers supported into employment, education and training <p>The economic impact on Derby City will be widespread and the associated additional costs will outweigh the savings in terms of pull on other services, agencies, community and social capital.</p>

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?
Homeless customers have no access to accommodation and support	Homeless Customers	<ul style="list-style-type: none"> • 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. • Increased rates of rough sleeping and sofa surfing, squatting in empty building properties. The hidden homeless. • Deaths. • Ill health / mental health problems. • Lack of engagement with Probation, health services etc.....lack of treatment engagement. Additional pull on other local services in terms of resources and expense. • No access to benefits system leading to loss of benefits and poverty. • Vulnerability of individuals, with exploitation as a concern. Increase in safeguarding issues. • Potential high risk offenders setting up home with vulnerable families. • Increased poverty. 	<ul style="list-style-type: none"> • Partnership working and suitable accommodation and support available. • Support to ensure that complex benefits application and appeals are completed. • More policing. • Increase the amount of social / private housing stock in the city.

Issue	Which groups are affected and how?	Potential impact	How can we overcome this?
	The general public	<ul style="list-style-type: none"> • Crime rates increasing in the city. • Negative perception of Derby City. • Community safety, people feeling unsafe to go out into the communities. 	
Crime rates increase in Derby City, especially inquisitive crime, drug related, alcohol related.	Customers	<ul style="list-style-type: none"> • More offences committed. • More instances of anti-social behaviour. 	<ul style="list-style-type: none"> • Partnership co-ordination ensuring customers are engaged with sufficient accommodation and support. Daily activities fulfilled. • Support to access the benefits system to ensure economic wellbeing. • Increase policing around the city. • Increase awareness for businesses in Derby for security.
	The general public	<ul style="list-style-type: none"> • Community safety. • Local businesses suffer as the public will stop going out into the city, Derby's cultural life will decrease. • Shop thefts will increase and businesses will suffer even close due to the impact. 	
Drain on the police, prison court provision.	All Derby residents	<ul style="list-style-type: none"> • Strain on prison and courts budgets as crime rates and convictions increase. • Increase expense and resource issues for the criminal justice system. 	A co-ordinated approach to reducing the crime rates by ensuring each customer has a co-ordinated package of activities including Housing Related Support.

Issue	Which groups are affected and how?	Potential impact	How can we overcome this?
A reduction in Derby City's income	All residents of Derby	<ul style="list-style-type: none"> • Public perception of Derby City as a tourist/cultural place to visit is lowered. Purple flag status is jeopardised. • The public do not visit the city, figures lower for attendance of local organised events in Derby. • Derby's local businesses are no longer able to sustain themselves. • 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... 	<ul style="list-style-type: none"> • Greater police presence. • Increase in the amount time / individuals employed by Streetpride. • Individuals adopt a greater sense of pride in their local community.

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

Please give your proposed objectives/ targets in this table

Objective/Target:	To ensure rough sleeping / offending behaviour and street drinking does not increase / protect night time economy
Specific	To look at / roll out approaches for prevention
Measurable	Less rough sleeping / offending behaviour and 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

Objective/Target:	To ensure that homeless individuals have support with benefits /housing issues
Specific	To reduce the numbers homeless in the City
Measurable	Fewer / no rise in individuals 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

Objective/Target:	To reduce impact on health services
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