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 – Young People

Assessment team leader name: Stephe Astbury

Date of assessment: 23 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
Catherine Hadfield	Commissioning Officer	DCC commissioning	
Helen	Riverside ECHG Support Worker	Service Provision - Young People	
Si		Customer / service experience	
Ashley		Customer / service experience	
Arron		Customer / service experience	
Michelle Lindsey	Derby Homes Support Worker	Service Provision - Young People	
Kay	Activ8 Support Worker	Service Provision - Young People	
Michelle Slater	Public Health / City & Neighbourhoods	Public Health and City & Neighbourhoods	
Angela Clift	Public Health / City & Neighbourhoods	Public Health and City & Neighbourhoods	

Question	Response/ findings
1. 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 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. 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.
2. 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
3. What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	Young People with housing related support needs very often have complex needs that are currently addressed through the existing accommodation based and floating support provision in Derby. The positive outcomes that have been attained from these services are: • Access Education, Employment and Training • Independent living skills • Maintaining a tenancy • Accessing community and social capital in the form of community groups • Able to move on to their own accommodation • Successfully returned home to live with parents • Preventing and reducing offender behaviour • High level of motivation and self esteem • Awareness of exploitation (sexual and all other types • Prevents rough sleeping • Awareness of Sexual health and improved Health and Wellbeing • Good social skills. Derby Plans outcomes that link…. • A Thriving sustainable economy • Achieving their learning potential • Being safe and feeling safe • A strong community life • An active cultural life. Professionals who have worked with this customer group for many years have reported gaps in service in particular for care leavers and those who fall just under the learning disability threshold. The withdrawal of HRS will have a huge impact on tenancy failure rates for these vulnerable groups.

Question	Response/ findings
4. 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?	**1. Age** |	% | |---|---| | 16-17 | 16% | | 18-24 | 78% | | 25-31 | 4% | *Due to various circumstances such as 'Don't Knows' which have not been included and rounding up, not all percentages will add up to 100% **2. Ethnicity**

1. Age

	%
16-17	16%
18-24	78%
25-31	4%

*Due to various circumstances such as 'Don't Knows' which have not been included and rounding up, not all percentages will add up to 100%

2. Ethnicity

	%
White : British	77%
White : Other	2%
Mixed : White & Black Caribbean	6%
Mixed : White & Asian	2%
Asian/Asian British : Pakistani	1%
Asian/Asian British : Other	2%
Black/Black British : Caribbean	5%
Black/Black British : African	6%

3.Economic status

	%
Missing	1%
Other Adult	8%
Full Time Work	3%
Part Time Work	6%
Govt Training / Work Programme	1%
Job Seeker	48%
Not seeking work	13%
Full time student	13%
Long-term sick disabled	6%

4.Gender

	%
Female	51%
Male	49%

5. Disability

	%
Have disability	11%
Do not have disability	86%
Don't know	3%

The majority of customers accessing HRS (SP) young peoples support are white males and female (almost an equal split of the genders) aged between 18 and 24 years.

11% of customers have disclosed that they are disabled.

71% of customers are either employed, studying (education or training) or are actively looking for employment.

5. 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 is an increase of Eastern European living in Derby. 43% of customers who presented at the single point of entry for 2011/2012 were aged 16-25 years. 30% of these were female and 70% were male. This is an increase on previous years.

Question	Response/ findings
6. 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?	The policy decision to decommission / significantly reduce the Housing Related Support Programme services will have the following impact on young people who require HRS… • Greater potential for getting / increasing criminal activity • Greater risk of offender behaving in order to have a roof over their head (prison) • Potential deaths from this customer group • Greater potential for participation in gang activity • Family break ups and no support to mediate customers back home • An increase in homelessness as they are unable to live in a mainstream tenancy unsupported • An increase in rough sleeping • Young people will become much more vulnerable without HRS and the targets of peer pressure to become involved in substance misuse and other inappropriate behaviour • Young vulnerable people who are susceptible sexual abuse / exploitation • Customers unable to access or maintain work, education and training For Derby as a whole the negative impact of not having the service will be: • Reducing the chance of attaining 'purple' flag status • Increased anti social behaviour / offending behaviour • Increased presence of young people on the streets • An increase in the number of young people who are statutory homeless • An increase in the number of young people in social housing who do not the skills to maintain their tenancy • An increase in evictions • An increase in young people who are intentionally homeless • More customers being temporarily housed in bed and breakfast accommodation.

7. Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	Housing related Support for young people has had many positive impacts for both the individuals concerned and the wider Derby community. For customers the positive impacts include: • Greater independence • Increased feelings of self worth • The ability to join the workforce / get a job • The ability access education and / or training • Improved life skills/ tenancy management skills and sexual health knowledge • Ability to build / rebuild relationship with families For the local community the positive impacts include: • A thriving sustainable economy • Achieving their learning potential • Being safe and feeling safe • A strong community life • An active cultural life • A reduction in worklessness • Young people making a positive contribution to the local economy

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?
Young People have no access to accommodation and support	Young People	• 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. • Increase in the number of statutory homeless applications. • Increase bed and breakfast placements. • Increase in safeguarding issues. • 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. • Increased poverty.	• 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 • More interventions from CYP services •

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
	The general public	• Crime rates increasing in the city. • Negative perception of Derby City. • Community safety, people feeling unsafe to go out into the communities. • Fear of crime	
Crime rates increase in Derby City, especially inquisitive crime, drug related, alcohol related.	Customers	• More offences committed • More instances of anti social behaviour • Increase in street drinking and associated behaviours	• 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	• 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, YOS, prison court provision.	All Derby residents	• 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	• 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….	• 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 (substance misuse) 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, reducing unacceptable behaviour and meeting Derby City Plan Targets
Timed	12 months

Objective/Target:	To ensure that young people at risk of homeless have support with housing / benefits issues
Specific	To reduce the numbers of 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 the way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months

Objective/Target:	To ensure young people are able to take up employment, education and training opportunities
Specific	Development of programmes to support individuals
Measurable	NEAT targets
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individuals life chances, contribution to the local economy meeting Derby City Plan Targets
Timed	12 months

Objective/Target:	To reduce impact on young peoples vulnerability
Specific	Development of partnership programmes to support individuals
Measurable	Reduced instances of exploitation and gang culture
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, reducing the number of customers who are exploited and / or take part in gang behaviour and meeting Derby City Plan Targets
Timed	12 months