

**EQUALITY AND DIVERSITY IMPACT ASSESSMENTS**  
**On grounds of age, disability, gender, race, religion, sexual orientation**

**YOUR FUNCTION OR POLICY AREA: Supporting People – Learning disability services**

**OFFICER COMPLETING**

**BUSINESS UNIT: Housing Services**

**DATE: 12 August 2008**

Part One	GENERAL
1	<p>Please provide a brief description of the main function and/or policy(ies) including its aims and objectives</p> <p>Supporting People programme develops, commissions and monitors housing and support services.</p> <p>This function plans and develops housing and support services for people with a learning disability. A housing and support strategy for the future has been developed. The aim of the strategy is to give people the range of housing and support choices available; including the ability, freedom, and power to make choices about where and how they live, and who supports them.</p> <p><b>OBJECTIVES (how we will do it):</b></p> <ol style="list-style-type: none"> <li>1. Evaluate what progress has been made since the original strategy and action plan in 2003.</li> <li>2. Understand what local policy and the Government are saying about independent living.</li> <li>3. Identify the types of housing and support people want.</li> <li>4. Identify how much of each type and the range of housing and support needed to meet different needs and expectations.</li> <li>5. Identify what the different service options are for housing and support and how effective they are at supporting independent living, and identify solutions to improve move-on rates.</li> <li>6. Identify the barriers to accessing housing and support, and suggest ways in which these can be overcome, including increasing and improving information and choice in housing and support.</li> <li>7. Identify different ways that support services will be funded, including the use of Individual budgets.</li> <li>8. Identify the type of support that will be commissioned and when, and opportunities for joint commissioning.</li> <li>9. Identify a process for monitoring the quality of services commissioned to deliver accommodation and support and identify how service users will be involved in the development and monitoring of their services.</li> </ol>
2	<p>Please list the main stakeholders/beneficiaries in terms of the recipients of the function or the target group at whom the policy is aimed</p>

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	<ul style="list-style-type: none"> <li>• People with a learning disability</li> <li>• Families of people with a learning disability</li> <li>• Carers</li> <li>• Professionals who work with people with a learning disability</li> </ul>
3	<p>If the function is provided by another partner, organisation, contractor or agency on behalf of the Authority, please give the names of these organisations/agencies (see question 19)</p>
	<p>Services are contracted to Torbay Council to provide housing support services. Organisations are:</p> <ul style="list-style-type: none"> <li>• Housing Associations</li> <li>• Voluntary sector</li> <li>• Care Trust</li> <li>• Private service providers</li> </ul>
4	<p>Do you have any research data, about traditionally excluded groups? Does this research highlight any disparities or adverse impact?</p>
	<p>The Supporting People programme collects data on the people entering and leaving services and the outcomes they achieve – (The following figures could change if more data for this year is received). 38 people with a learning disability accessed services in 2007/08. All were white British in ethnicity. Outcomes least achieved by service users who left services this year were obtaining paid work or training. There was no disparity within the equality groupings of those not achieving these outcomes.</p> <p>The BME population now accounts for 3.2% of the resident population in Torbay- (2007)</p> <p>Valuing People: a new strategy for learning disability for the 21<sup>st</sup> century, Department of Health, 2001</p> <ul style="list-style-type: none"> <li>- Older family carers- it is estimated that up to a third of people with a learning disability living in the family home are living with a carer aged 70 or over. There is some evidence to suggest that 25% of people with a learning disability may not become known to statutory services until later in life when the carer is too frail to look after them. This means lack of planning for the future. This group is a priority for the person centred approach to planning.</li> <li>- Young people – identifies poor planning for young disabled people at the point of transition into adulthood. An objective of Valuing People to ensure continuity of care and support for the young person and their family; and to provide equality of opportunity in order to enable as many disabled young people as possible to participate in</li> </ul>

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	<p>education, training or employment.’ This is a focus in Torbay.</p> <ul style="list-style-type: none"> <li>- ‘The needs of people from minority ethnic communities are often overlooked’.</li> </ul> <p>Learning difficulties and ethnicity, Centre for Research on Primary Care in University of Leeds, 2001</p> <ul style="list-style-type: none"> <li>- Prevalence of learning disability in some South Asian communities</li> <li>- Diagnosis is normally later in BME communities than in the overall population</li> <li>- There is more social exclusion due to language barriers and underestimation of attachment to cultural traditions and religious beliefs</li> <li>- Minority ethnic families experience barriers disproportionately more than white British people</li> </ul> <p>The Housing Timebomb, Mencap          Problems of people with a learning disability who live with older family carers and the lack of planning there is for their future housing provision. This is addressed in the Valuing People strategy and the Torbay housing and support strategy.</p>
5	<p>Have you compared your policy/function with similar local authorities, if so with what results?</p>
	<p>Yes, at the time of creating          Most Local Authorities produced a housing strategy for learning disability following the publication of Valuing People in 2001, since then, these plans have not been updated.</p> <ul style="list-style-type: none"> <li>• North Somerset (2006) – covers the same main principles of people having their own homes and not having to live in hospital or residential care.</li> <li>• Southampton – includes reference to Direct Payments</li> </ul> <p>Comparisons show that Torbay are in advance of other local authorities by delivering an updated strategy that reflects priorities outlined in Valuing People Now (2008) and will meet future strategic need.</p>
6	<p>Does this policy area have high medium or low potential impact on traditionally excluded groups.?</p>
	<p>High</p>

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	<b>IF THE POLICY OR FUNCTION HAS A HIGH OR MEDIUM POTENTIAL IMPACT ON RACIAL MINORITIES OR OTHER TRADITIONALLY EXCLUDED GROUPS PLEASE CONTINUE WITH Part 2 of the assessment</b>
Part Two	<b>CONSULTATION</b>
7	Please list any consultation activity with internal or external customers carried out over the last year or two: e.g. satisfaction surveys, focus groups, Citizens Panel exercises etc and how the results are publicised?
	<ul style="list-style-type: none"> <li>• The Learning Disability Strategy Sub Group was set up. This group includes representatives from agencies, the Council, Care Trust, service providers and service users. Service users are supported by an advocacy organisation to be on the group. This group developed the housing and support strategy for people with a learning disability</li> <li>• Questionnaire on housing sent to people with a learning disability – this asks where they would like to live</li> <li>• Presentation on the strategy for the future of housing and support was presented to SPOT (Speaking Out in Torbay) a service user group</li> <li>• Presentations on the strategy were made to professional teams that work with people with a learning disability</li> </ul>
8	Please list any alternative arrangements <b>you have made or are planning</b> for consulting with hard-to-reach groups within the community
	<ul style="list-style-type: none"> <li>• The SPOT group includes people in residential care (these are harder to reach)</li> <li>• The questionnaire mentioned in Q7 will be sent out annually</li> <li>• The strategy is discussed with the Older Family Carers Group – this is a group of older family members who care for their children with a learning disability.</li> <li>• It is in the action plan to target black and minority ethnic groups if statistics show that there are low levels of these groups accessing services</li> </ul>
9	Please state how you consult with members of your staff about your function/policy
	It went out to consultation to all staff and has been discussed at team meetings
10	Please list any changes to your function or policy that <b>you have made, or you plan to make</b> as a result of consultation with different groups (Include future ones in your improvement plan summary attached)

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	<ul style="list-style-type: none"> <li>• There will be an increase in floating support (support workers visiting people at home – so accommodation is not provided with the support) as apposed to services that include accommodation. This means that people do not need to move out of their current accommodation to receive support.</li> <li>• A reconfiguration of accommodation based services will take place so that they are fit for purpose and address the need</li> <li>• The Learning Disability Strategy Sub Group has become more representative</li> <li>• Housing Link Workers are to be employed. These will improve access to housing for people with a learning disability</li> <li>• The using of individual budgets in Torbay- this is where people with a learning disability choose how and where the money for their support is spent</li> </ul>
<b>DISCRIMINATION</b>	
11	Please list any evidence you have of the function or policy having an adverse impact on different groups or relations between groups – this can be internal or external
	<ul style="list-style-type: none"> <li>• There will potentially be more competition for housing as awareness is raised and the traditionally excluded groups could struggle with this.</li> <li>• Some provision for learning disability has been used for mental health service users in the past. This is now being addressed but means that there is less provision in practice for people with mental health problems.</li> <li>• People who not using statutory services and not known to statutory services are harder to reach – the Strategy Sub Group aims to reach these</li> <li>• The changes to services have a potentially positive impact on diverse groups as floating support services will be tailored to meet individual needs.</li> <li>• The reconfiguration of services will ensure services are modelled to fit need. They will free up services for those with more need instead of being used by those who do not need it.</li> </ul>
12	Have you received any complaints about your function/policy in respect of equality issues? If so, please give a brief description
	No

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<b>SERVICE DELIVERY</b>	
13	Please list any alternative ways designed to improve <b>access to or use of</b> your service by different groups, (and include this in your improvement plan summary attached)
	<ul style="list-style-type: none"> <li>• The Strategy Sub Group aims to make sure housing issues are a key issue on the transition review of young people with a learning disability who are finishing education and looking at their future</li> <li>• The strategy document is available in different versions – CD, easy read document etc</li> <li>• The officer who works with older family carers is on the Strategy Sub Group</li> <li>• The Housing Link Workers will work with diverse groups when they working to help people access housing</li> <li>• Supporting People team talk regularly at Community Learning Disability Team meetings about housing</li> <li>• Supporting People officers are involved in the development of Devon Home Choice which is the Devon wide choice based lettings scheme – to influence what would make it easier for people with a learning disability to access housing</li> <li>• A conference is being planned for January 2009 – about improving access to housing</li> </ul>
14	Please list any alternative ways designed to improve <b>access to information</b> about your service by different groups (and include this in your improvement plan summary attached)
	<ul style="list-style-type: none"> <li>• The strategy document is available in different versions – CD, easy read document etc</li> <li>• The Housing Link Workers will raise awareness of housing support services, run training sessions, go into residential care and go out into the community</li> <li>• The conference about improving access to housing – to be held in January 2009</li> </ul>
<b>MONITORING</b>	
15	Please describe how you carry out monitoring of take up of your function/policy by equality group?
	<ul style="list-style-type: none"> <li>• Monitoring is carried out of people accessing services – by ethnicity, age, gender and disability.</li> <li>• Outcomes of people who have left services are monitored by equality grouping</li> <li>• An annual questionnaire (mentioned in Q7 and Q8) monitors the types of accommodation that people with learning disability currently live in and where they would like to live – it has not sufficiently accessed people in residential care and people living with families so the Community Learning Disability Team will target these people for the next round of the questionnaire. The questionnaire shows in great detail what people want – for example most people want their own bathroom but are happy to share a kitchen</li> </ul>

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16	How are the results of any monitoring analysed, reported and publicised?
	Monitoring is discussed at Strategy Sub Groups and actions come from it. It is published on the website and in minutes. The strategy document published monitoring data
17	Does an analysis of your customer base against baseline population figures for the borough show that you are reaching all groups within your remit? If not, which groups are adversely affected? --
	<ul style="list-style-type: none"> <li>• People with a learning disability who are in residential care are not reached.</li> <li>• People with a learning disability who live with their families are not sufficiently reached</li> <li>• Awareness is being raised with staff to communicate effectively.</li> <li>• The Housing Support Referral Hub (single access point to Supporting People services) is helping to reach more excluded groups</li> <li>• There is no information on some groups</li> </ul>
18	Please list any changes to your function or policy that <b>you have made or plan to make</b> as a result of monitoring
	<ul style="list-style-type: none"> <li>• More data analysis will be looked at by the group</li> <li>• Increasing floating support services as apposed to accommodation based services (as described in Q10)</li> <li>• The reconfiguration of accommodation based services – monitoring of take up of these services showed that they were being used by mental health service users so this has been targeted to bring the services back to meeting learning disability need</li> <li>• Not commissioning long term services – short term services encourage independence and stop people stagnating in one place – and more people can be supported.</li> <li>• Increase floating support to reach people living with older family carers and to young people living at home. This support can help people plan their future housing</li> <li>• Aim to get floating support into residential care through the Care Trust. This will help people move on to more independence</li> </ul>
<b>MISCELLANEOUS</b>	
19	If your function is provided by a private sector or voluntary sector organisation on a contract basis, (see q 3) please list any arrangements <b>have you made or plan to make</b> to ensure that these comply with equality

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	All services are contracted to Torbay Council. They go through a procurement process which features equality as a standard. Contract management and monitoring ensures services keep to standards in equality
20	Does your function or policy result in any financial support being given to community groups within the voluntary and community sector. If yes, please list organisations and amounts, including the equality monitoring on nature of the groups
	No

**IMPROVEMENT PLAN List any recommendations for action as a result of this impact assessment. INCLUDE IN BUSINESS PLANS**

<b>ISSUE</b>	<b>ACTION REQUIRED</b>	<b>LEAD</b>	<b>TIMESCALE</b>	<b>COSTS</b>	<b>COMMENTS</b>
Annual questionnaire	Annual questionnaire on housing to reach those in residential care and other groups not represented. Monitor against equalities groups.	Strategy Sub Group	Annually	Printing, paper, postage	
Floating support	Increasing floating support services as opposed to accommodation based services	Strategy Sub Groups	Sept 2008 – April 2010		
Individual Budgets	Implementation of individual budgets in Torbay for Supporting People	Supporting People Manager	Sept 2008 and ongoing	£50,000 to pilot	
Housing Link Workers	Housing Link Workers to improve access to all, ensure they target different equality groups and people in residential care and people living with their families	Supporting People Manager	Nov 2008		
Raise awareness	Raise awareness of housing - to people not in statutory services	Strategy Sub Group	Ongoing		
Transition reviews	Aim to ensure housing is a key issue on the transition review of young	Strategy Sub Group	Ongoing		Need to build capacity of social

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	people with a learning disability				workers
Conference	Planning a conference on accessing housing	Care Trust/ Strategy Sub Group	Jan 2009		
Data analysis	Analyse and act upon all data including new types of data	Strategy Sub Group	Ongoing		