



Equality Impact and Needs Assessment Form

A) General Information

Name of service, function, policy (or other) being assessed

Housing Related Support Service for Young People – SHYPP (Supported Housing for Young Persons project)

Directorate or organisation responsible (and service, if it is a policy)

Adult and Wellbeing

Date of assessment

January 2016

Names and/or job titles of people carrying out the assessment

Laura Lloyd – Contracts Quality & Review Lead

Accountable person

Martin Samuels, Director of Adults and Wellbeing

B) Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:

The service provides vulnerable young people (16-25 year olds) with Housing Related Support aimed at preventing homelessness and supporting service users to acquire skills to manage and maintain independent living.

The service has two elements; a Floating Support service throughout Herefordshire and Accommodation Based Support comprising of three foyers with a total of 31 rooms (Hereford, Leominster & Ross on Wye), which provide integrated learning through safe and secure accommodation with support and training.

The Service's objectives are met through supporting service users with; social inclusion, independence, choice and control over their lives, supporting service users to access and sustain suitable accommodation, improve health, access education and employment opportunities, manage their finances, develop domestic and social skills, address their offending behavior and meet their potential and aspirations.

Various contracts are being reviewed in line with targeted savings. Two areas have been

identified for potential savings:

The floating support element is decommissioned, any service users with high level need can be supported through the alternative Housing Related Floating Support service contract with Home Group (Stonham) which supports those at risk of homelessness with offending behaviour, substance misuse and/or complex needs and those with lower level needs can access the WISH for advice signposting and guidance.

The accommodation based support element of the service provides 31 units of accommodation, a proportion of the service can be delivered through exempt rents for intensive housing management.

Efficiencies have been identified against the current provision of service and the need to deliver the service in a different way, in line with other low level housing related support services. The use of exempt rents can be arranged for other supported accommodation with SHYPP that currently access the floating support service.

All housing related support service contracts have previously been reviewed to establish how to services can be delivered in a different way, where possible. The proposed changes will bring the service in line with the provision of other housing related support services within Herefordshire.

C) Context - describe, in summary;

<p>The number of people and/or providers that may be affected by the proposal.</p>	<p><u>Service Users:</u> Floating Support – currently supports 90 service users. Approximately 15% of service users are anticipated to be supported through other services with High need level, 47% are supported through additional support services, 13% have tenancies with registered social landlords and some support should be provided as part of their standard housing management. 11% of service users are aged 16 or 17 and live in accommodation provided by SHYPP</p> <p><u>Support Provider</u> The contract is currently delivered by SHYPP, who own and manage the accommodation.</p>
<p>What are the values of the contract(s) affected by the proposal? (if appropriate).</p>	<p>The total original contract value was £2,264,000 reducing over a 5 year period, from 1st April 2013 to the 31st March 2018.</p> <p>Savings of 10% were achieved in April 2015, through mid-contract negotiation, which equated to £130,800 for the remaining term of the contract. The contract value, as of the 1st April 2015 was £392,400 per annum.</p> <p>The floating support element of the service equates to approximately £160,000 per annum and currently supports 90</p>

	<p>service users.</p> <p>The accommodation based support element of the service provides support to 31 service users at any one time and equates to approximately £232,400 per annum, Specific elements of this service could be delivered through exempt rents which could equate to approximately £100,000 per annum.</p> <p>Both of the above identified savings could be achieve to deliver a total saving of £260,000 per annum. The remaining contract amount would equate to £132,400 per annum to support 31 service users in Foyer accommodation based support.</p>
<p>What are the geographical locations of those that might be affected by the proposal?</p>	<p>The Floating Support service is provided throughout Herefordshire.</p> <p>The Accommodation Based Support is based in Hereford City, Leominster and Ross on Wye.</p>

D) Who are the main stakeholders in relation to the proposal?

- | |
|---|
| <ul style="list-style-type: none"> • Service users • Provider (SHYPP - WM Housing) • Adult and Children Wellbeing directorate • Wider local community |
|---|

E) What are the anticipated impacts of the proposal?

<p>Positive impacts.</p> <p><u>Continuity of Service</u></p> <p>The continuation of the accommodation support through accessing exempt rent in line with other housing related support contracts (HRS) and ensures continued delivery of the service in a different way.</p> <p>The support service contributes to the Adult and Wellbeing aims and objectives: “To enable residents to live safe, healthy and independent lives and to maintain service provision, to those with need, within the available resources”.</p> <p>The service contributes to this by reducing demand on services, targeting support and increasing integration to support to the most vulnerable within the community</p>

Negative impacts

Resource pressure

Risk: There will be an increased demand on Housing Solutions Team and Children Services with enquires and an increase on existing floating support services.

Mitigate: The Housing Solutions team and Children Wellbeing will offer guidance and support to individuals. People with low level need can be supported through other support services such as; CAB, Herefordshire MIND, probation services, Women's Aid, and the new Wellbeing Information advice Services Hub (WISH) for Herefordshire which will signpost people to organisations including voluntary groups, local charities and food banks. Additionally those service users currently in Registered Social landlord accommodation can receive support from housing management/ tenancy support/income management officers.

Service users who require higher level support will be referred to specialist Housing Related Floating Support service delivered by Home Group (Stonham). This service provides support to those at risk of homelessness with offending behavior, substance misuse and/or complex needs

Increase rent for young people

Risk: The implantation of an exempt rent will increase the amount a service user currently pays and the risk is they could fall into higher arrears sooner. The increased rent will incorporate elements of the housing related support/ intensive housing management and therefore any voids or rent arrears would be met by the provider.

Mitigate: The council will support SHYPP to set up the exempt rent to ensure that the process is completed as soon as possible, to ensure service users do to all in debt during the process and will then be in line with other housing related support services.

F) With regard to the stakeholders identified and the diversity groups set out below;

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Age	Yes	The composition of service is universal for clients 16 – 25 years, steps taken to mitigate the impact are recorded above.		
Disability	No	No. The composition of service is universal for clients		
Race	<i>This data is not available for analysis</i>			
Gender	<i>This data is not available for analysis</i>			
Sexual Orientation	<i>This data is not available for analysis</i>			
Religion/ Belief / Non Belief	<i>This data is not available for analysis</i>			
Pregnancy / maternity	<i>This data is not available for analysis</i>			
Marital Status	<i>This data is not available for analysis</i>			
Gender Reassignment	<i>This data is not available for analysis</i>			

G) Consultation

A full and detailed Communications Plan would need to be developed to ensure all stakeholders are involved.

A. Consultation with current Provider/ Landlord

A face to face meeting has taken place to consult with the current provider regarding the contract and potential future commissioning intentions. The contract is part of a wider strategic review of all services.

B. Internal Consultation with Adult Wellbeing & Children Wellbeing Directorates

Key stakeholders within the directorates have been consulted with to review the potential impact and ensure all options and the impact have been given due consideration.

C. Service User

All service users have been offered the opportunity to participate in the consultation. Four consultations events for service users have been undertaken and views of other stakeholders have also been taken. Result of the consultation are details within the Cabinet Member report.

H) Additional information and / or research

Include here any references or other sources of data that you have used to inform this assessment.

Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact(s) of this proposal? If yes, please list them here

If you have identified gaps in your evidence or conclusions, how will you explore the proposal in greater depth. Or, if no further action is required, please explain why.

Information and research used:

- PIE data
- Contract monitoring data Information from SHYPP
- Herefordshire Council Joint needs assessment JSNA