

Housing Support

Service

Community Services

Created

Thursday 13th November, 2014

Status

Assessed

Person Responsible

Shirley MacKenzie

Last Review

Thursday 13th November, 2014

Next Review

Friday 13th November, 2015

Impact Assessment Data

1. Please list the name(s) of those who are completing this assessment

Gail Ward and Shirley Mackenzie

2. Collecting and considering available data and research. What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy or service (consider both staff and service users)?

- National or local research
- Equalities monitoring data

The budget saving proposal aims to reduce the amount we pay for homeless support services, while retaining the current number of hours and the quality of that service.

We currently gather information on the number of people who approach us as homeless (241 last year) and we can determine the ethnicity of this group (mainly White Scottish and Other White (anecdotaly mostly eastern european). however, we cannot determine the ethnicity or gender of those actually in homeless accommodation (the group the support is mainly aimed at) although we do have their ages.

the support is also aimed at people who are threatened with homelessness and we have less information about this group, until they actually become homeless.

We have a new system for logging support assessments and the data gathered is currently flawed.

See the attached.

3. Are there gaps in evidence that make it difficult to judge if the existing or proposed policy might affect different groups of people? If so, what are the gaps and how can this be addressed?

Yes

The saving proposal will only impact on those receiving the service if the providers ultimately cannot deliver the current service at the lower agreed hourly rate. if this happens, gaps in the data do make it difficult to determine with accuracy where the impacts may lie.

4. What involvement, engagement or consultation has taken place as part of the development or review of this policy? How has it informed the assessment of how people covered by protected characteristics may be affected?

No consultation with users has taken place to date, as the expectation is that the service will remain the same. However, we recognise that there is a risk providers may ultimately not be able to provide a like for like service.

We aim to put improved contract monitoring in place, through a new Contract Monitoring Officer post. This post will be responsible for improving data collection around protected characteristics and monitoring the quality and hours of support provided. Should the position change, this officer would review the situation by completing an up-dated impact assessment.

5. Having considered the information gathered (including involvement and consultation) how would you assess the likely impact of the policy? Identify which groups covered by the protected characteristics are affected. Briefly explain why and include both negative and positive impacts.

- Age
- Race
- Homelessness

There is potential for the budget saving to impact on the above groups as at least a third of our homeless cases at any

time are under 25, and some of our providers provide housing support only to people in this age group. Should the service reduce, this age group would be disproportionately affected.

14% of our homeless presentations are Other white (eastern european) and by definition a similar proportion of those receiving the support will fall into this group. any reduction in the service will impact on them.

all people receiving the service are homeless so any change in the service will impact on this group.

6. If you have identified, or if there is the potential for, adverse or negative impact, which will disadvantage any particular group(s) can this be justified without changing the policy? If so, please give your reasons.

The initial expectation is that the budget saving will not impact on the number of hours of support provided or the quality of that support.

7. If the impact cannot be justified, what action will be taken to remove, mitigate or reduce adverse impact? Please identify the action (s)

Several mitigation actions are being taken:

Keeping providers informed and on board with the budget savings - meetings have already taken place.

- if any providers withdraw, we will procure services to replace them at the same service provision specification

- on going communication with providers to support them in retaining/achieving the required care inspectorate standards and support in reviewing current structures and processes to allow more efficient delivery of services;

- if the service is to be reduced, we will ensure that all clients receive information relevant to their circumstances, with face to face communication for young people and translation services provided where necessary;

this is a staffing issue - staff are not exclusively of the same age/gender so no equality issue - and the budget saving is dependent on this happening

where a local provider withdraws, we will procure a similar service from the existing/new providers.

apart from the budget savings proposal, a wider review of housing support services has indicated the need for a Contract Monitoring post which will review and monitor all impacts across all groups.

8. Please provide details of arrangements to monitor and review the policy and any mitigating actions.

Monitoring and review will be provided by the new Contract Monitoring post.

9. Please state where the EQIA will be published

This information will form part of the reports on the budget savings proposals.