

**Title of EIA/ DDM: Accommodation Broker**

**Name of Author: Claire Labdon-West**

**Department: Adult Social Care**

**Director: Helen Jones**

**Service Area: Community Learning Disability Teams, Adult Mental Health Teams**

**Strategic Budget EIA Y/N (please underline)**

**Author (assigned to Covalent):**

**Brief description of proposal / policy / service being assessed:**

A recent Commissioning Review into the accommodation options available to Citizens with a learning disability revealed that Citizens were not being offered real choice and there was no focus on promoting their independence. There is a lack of process for securing supported living accommodation and this is left to the individual Social Worker to secure. There is also a lack of resource to establish what the current and future needs of Citizens are and housing is often not discussed with a Citizen until a crisis situation is reached. This has resulted in an over reliance on the often more expensive option of residential care. Due to a lack of use of supported living, providers have been reluctant to develop in Nottingham City which has further compounded the issue. The end result of this is that Citizens with a learning disability and/or Autism and/or a mental health issue have very different expectations in terms of their housing than the general population.

The need for an Accommodation Broker has been identified who will take the role of securing supported living away from the social worker. The Broker will spend time mapping out the current provision within Nottingham City and then establish what the current and future needs of our Citizens are. The Broker will then use this information to actively guide developments within the market to ensure that there is a sufficient range of provision to meet needs and provide an element of choice.

The Broker will form part of a Housing Pathway model which will create flexible pathways for Citizens to step up and down their support in order to provide the opportunity to maximise their independence. A Citizen should be able to move into residential care in order to develop skills and then move on into supported living when they are able. If after a period in supported living a decision is made that the Citizen should move into residential care, this should also be facilitated through the Pathway. The Broker will ensure that there is a mechanism for this to happen and will be able to identify any gaps in provision and then work with the market to close them.

The Broker will be a two year pilot and will be recruited on a spend to save basis.

**Information used to analyse the effects on equality:**

Over the last 3 years an average of 24 young people have transitioned in Adult Services per year of which an average of 7 Citizens per year were placed into long term residential care. No young people were referred into Supported Living Placements. Currently there are 152 Citizens known to Adult Social Care who live with a carer who is above the healthy life expectancy of 59. Of this 152, 32 Citizens have a carer who is above the average life expectancy of 79. According to the Mencap report 'Housing for People with a Learning Disability' 56% of parents who are aged 70 or over have no plan for what will happen when they are no longer able to care.

PANSI(Projecting Adult Needs and Service Information System) predicts that there will be increase of 155 Citizens with a Learning Disability in Nottingham by 2020. If this is the case, we can predict that 23 of these are likely to be known to Adult Social Care (as 15% of LD population are known to ASC presently). This is approximately 5 per year.

People with Learning Disabilities are also living longer. Mencap predicts that between 2011 -2030 the number of Citizens with a Learning Disability aged 65 – 74 will have increased by 33.5% and the numbers of those aged 75 -84 by 53%.

There are more males to females in the LD population, 1:6 to 1 for severe learning disabilities and 1:2 for mild. In turn more males use services than females with around 60% of service users being male. Citizens who identify as White British are the largest group accessing services, though Learning disability is 3x more prevalent in South Asian Communities. BME communities are generally underrepresented in all services.

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>		
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	X	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>		
Older	<input type="checkbox"/>	<input type="checkbox"/>		
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The proposal would not adversely affect any group with a protected characteristic under the Equality Act 2010.</p>	<p>In light of the Equality Objective to 'Ensure that our workforce will reflect the citizens we serve' the post will be advertised through Project people and People Plus. The post will also be advertised through NCC's employee networks to ensure that the post is open to a wide audience creating the best possible opportunity to select from a diverse pool of applicants. Best practice HR processes will be followed.</p>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).			<p>The Broker will only take referrals from Citizens who are known to Adult Social Care. Their role will be specifically to source and secure accommodation for Citizens so they won't be working to specifically target under represented communities. The Broker will be looking in detail at the needs of Citizens who are known to ASC and ensuring that wherever possible the accommodation meets their needs, which will include their cultural needs.</p>	
<p><b>Please underline the group(s) /issue more adversely affected or which benefits.</b></p>	<input checked="" type="checkbox"/>			

4. **Written in clear user friendly language, free from all jargon (spelling out acronyms).**
5. **Included appropriate data.**
6. **Consulted the relevant groups or citizens or stated clearly when this is going to happen.**
7. **Clearly cross referenced your impacts with SMART actions.**

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**Outcome(s) of equality impact assessment:**

- No major change needed  • Adjust the policy/proposal  • Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Equality information to be included in monitoring returns from Service Provider. Overall equality impact will be reviewed as part of Service contract review.

**Approved by (manager signature):** *C. E. [Signature]*

The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.

**Date sent to equality team for publishing:** 28/07/16

Send document or link to:  
equalityanddiversityteam@nottinghamcity.gov.uk

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's <http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.