

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Edge Of Support Service

Name of Author: Jake Jacobs

Department: Children and Adults

Director: Helen Jones

Service Area: Specialist Services (Adults) **Strategic Budget EIA Y/N** (please underline)

Author (assigned to Covalent): Jake Jacobs(Change Manager), Rasool Gore (Lead Commissioning Manager)

Brief description of proposal / policy / service being assessed:

This service is an accommodation based service that meets the needs of citizens who are on the edge of services and will include people with chaotic lifestyles, mild Learning Disabilities, borderline mental health issues and who are vulnerable to exploitation and abuse. Typically they will be people who are not able to live in independent accommodation without support, or are people where they have previously been in need of intensive or complex services, and now require a less intensive support package.

By living within this service citizens are able to maintain a good quality of life, be enabled to have their own independence but be supported when they need it.

This service has proven, over the last 11 years, to be important in maintaining citizens at a level which otherwise they would need to be placed within Residential Care with a resulting loss of independence and income.

The service will operate for 11 months until a full review of the enablement and care framework is reviewed, redesigned. At that point this type of service will fall under the new framework.

The outcome of the service will be to provide:

- Accommodation to those who are eligible under Care Act 2014
- Provide a stable and supported environment
- Maximising citizens' independence
- Provide a safety net from abuse and exploitation

Information used to analyse the effects on equality:

Not required

	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"/>	<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>All the following groups benefit from this service.</p>	<p>Actions will need to be uploaded on Covalent.</p> <p>The service specification states the need for the provider to ensure that</p>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

<p>the service responds to the diverse needs of people placed within this service (People from different ethnic groups, Men, Women, Trans, Disabled people or carers, Pregnancy / Maternity)</p>	<p>People from different ethnic groups Men Women Trans Disabled people or carers Pregnancy / Maternity</p>			<p>Pregnancy/ Maternity People of different faiths/ beliefs and those with none. Lesbian, gay or bisexual people. Older Younger</p>
<p>The contract management, which is undertaken quarterly is designed to ensure any discrimination or unequal treatment can be picked up easily. The service provider also has to have a robust complaints process in place.</p> <p>The workforce are required to be aware and trained to support all these vulnerable adults who have a range of needs, which includes an understanding of individual cultural or other diversity needs .</p> <p>The referral process ensures only citizens with the appropriate level of need are referred i.e. eligible under the Care Act for support. During this process a support plan is developed with the citizen to ensure that their needs can be met by the service provider, this will also include cultural or other equality needs so as to ensure the care and support is truly person centred.</p>	<p>Without this service the citizen in the above groups would not have a safe and secure place to live or would become homeless or upon crisis be placed in residential care which would negatively impact on their independence and lessen their financial independence. It would also increase the financial burdens on the Local Authority.</p> <p>The service is designed specifically to meet the needs of more mature adults (usually 40+)</p> <p>The service aims to meet the needs of people who are on the edge of services who do not typically fit into particular categories, but nonetheless are vulnerable and end up in crisis without the low level of support provided.</p> <p>The service supports people with chaotic lifestyles, people with mild learning disabilities, autism, borderline mental health issues. It is available to all citizens with such needs that make them eligible for Adult Social Care within Nottingham City irrespective of disability, race, gender, orientation and beliefs.</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p><input type="checkbox"/></p> <p><input checked="" type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p>Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults);</p> <p>Please underline the group(s) /issue more adversely affected or which benefits.</p>

			<p>This service enables citizens to maintain their levels of income. If citizens were to be in residential care they would lose a significant amount of income being reliant on approximately £20/week for expenses as opposed to welfare benefits or even employment opportunities.</p> <p>This service is not usually available to younger adults.(16-39).</p> <p>This service is not usually available to older citizens (65+)</p>	<p>Younger adults' needs are met by services that are specifically designed for their needs (residential or supported accommodation). Years of experience within working with this group by Adult Social Care has highlighted that this age group support needs are significantly different too those who are 40+, therefore different services are accessed.</p> <p>Older Citizens' needs are met by services that are specifically designed for their needs (residential or supported accommodation).</p>
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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:

This service will be reviewed under the Care Support and Enablement Contract Review which will be undertaken by Commissioners.

Approved by:



Oliver Bolam, Head of Specialist Services.
Email: oliver.bolam@nottinghamcity.gov.uk
Tel: 0115 87 63482

Date sent to equality team for publishing:

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

30th November 2016

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.

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.
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.