

# Equality Impact Needs Assessment



The Diversity Promise - Making it Happen!

Title of Policy/Service/Project	Remodelling of Single Homeless & Rough sleeper Supported Housing
Service Unit	Adult & Community Support (ACS)
Lead Responsible Officer and Job Title	Tracey Kybert Contracts Co-ordinator (Supporting People)
Members of the Assessment Team:	Contracts Co-ordinator (Supporting People), Service Director (ACS), Drugs And Alcohol Team (DAAT) Commissioner, Strategic Housing Manager, Dorset Police, Dorset Probation Trust, Service Providers
Date assessment completed:	April 2012 and revised July 2013

## About the Policy/Service/Project:

What type of policy/service/project is this?

Changing - remodelling of existing single homeless and rough sleeper accommodation-based housing related support services

What are the aims/objectives of the policy/service/project? (please include here all expected outcomes)

To successfully remodel the existing single homeless and rough sleeper supported accommodation provision to ensure the following:

- Quality services continue to be delivered to service users in Bournemouth
- Efficient use of provision
- Best use of the funding available
- Provision continues to be strategically relevant
- Services support other Council objectives and work in line with best practice models (eg No Second Night Out)

<p>Are there any associated services, policies or procedures? <span style="float: right;">Yes</span></p> <p>If 'Yes', please list below:</p> <p>Other Supporting People accommodation based and floating support services which will link in with the remodelled services Statutory Housing services which link in with and signpost people to use these services <a href="#">Homelessness Strategy</a>, Reconnections Protocol (<a href="#">Appendix 1</a>) and other associated Housing policy and procedure Other agencies responsible for signposting people or working with people whilst using these services including Dorset Police, Street Services (Crime Reduction Initiative), Bournemouth Housing Options, SP Hub. This list is not exhaustive.</p>	<p>List the main people, or groups of people, that this policy/service/project is designed to benefit and any other stakeholders involved?</p> <ul style="list-style-type: none"> <li>• The services included in this project assist vulnerable adults who are homeless or rough sleeping to alleviate their immediate situation, meet Council statutory responsibilities to provide emergency housing, reduce risk of need for more intensive interventions and encourage engagement of other services to enable move on to more secure accommodation.</li> <li>• The Supporting People budget which has been reduced and therefore the current level of service provision needs to demonstrate it is fit for purpose, addresses areas of inequality and ensure that resources are deployed in an efficient manner</li> <li>• Potential clients (vulnerable adults in the community) who may need to access accommodation and support in the future and this will be better facilitated by a clear pathway through services delivered at the right time in the right way for the period of time needed.</li> <li>• Housing, Probation, DAAT, Community Care, Health, Police, residents in vicinity of services, supported housing providers - stakeholders whose clients benefit from the services and for which the services assist in achieving targets/required outcomes or agencies who will assist in the remodelling and any impact minimisation required</li> </ul>
<p>Will this policy/service/impact on any other organisation, statutory, voluntary or community and their clients/service users?</p> <p>Clients/Service Users may not know before arriving in the area that St. Pauls Short Stay Hostel is no longer direct access and remain in need.</p> <p>Clients/Service Users who, whilst not resident at the service, currently use the St. Pauls Short Stay Hostel Day Centre for support and social needs will no longer be able to access this resource.</p> <p>Police may experience a higher volume of incidents of anti-social behaviour in the area of St Pauls Short Stay Hostel for a period of time</p> <p>Street Services may identify a higher volume of rough sleepers and people with no local connection needing their help as a result of tightening the reconnections protocol</p> <p>Clients/Service Users may experience a change in the way their service is delivered</p>	

Clients/service users may experience some delays or disruption to their service whilst any change takes place  
The remodelling will result in loss of income for some organisations that currently deliver a service  
The remodelling will result in an increase in income for some organisations that currently deliver a service  
The new pathway model will promote joint working between service providers of the accommodation based services  
The new pathway will be clear, easy to follow and publicised so agencies and stakeholders know where to refer to and at what stage what should happen.  
Possible reduction in demand for specialist services as individuals utilise community based resources

### **Consultation, Monitoring and Research**

Where there is still insufficient information to properly assess the policy, appropriate and proportionate measures will be needed to fill the data gaps. Examples include one-off studies or surveys, or holding informal consultation exercises to supplement the available statistical and qualitative data.

If there is insufficient time before the implementation of the policy to inform the EINA, specific action points will need to be clearly set out in the action plan. Steps must include monitoring arrangements which measure the actual impact and a date for a policy review.

**Consultation:**

What involvement/consultation has been done in relation to this (or a similar) policy/service/project and what are the results?  Consultation carried out with stakeholders (identified through the Homelessness Strategy Group) and service providers over a series of working group meetings. Snapshot exercise carried out by service providers to ascertain level and type of need/risk Session carried out with Prison Dialogue group at Dorchester Prison If you have not carried out any consultation, or if you need to carry out further consultation, who will you be consulting with and by what methods?  Further consultation to be carried out after the service providers have agreed the new pathway model as follows: Further stakeholder working group meetings to agree specific detail
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Homelessness Strategy Group standing agenda item for decisions and monitoring  
 Further session at Dorchester Prison with the Prison Dialogue Group  
 Publicity events to ensure everyone is made aware of the changes and the new arrangements  
 Complex Needs/Rough Sleeper Multi-Agency Group will monitor the impact of the remodelling and feed into any changes that need to be made.  
 Service user consultation to gain feedback once the new model is in place to identify any concerns.

**Monitoring and Research:**

What data, research and other evidence or information is available which is relevant to this EINA?  
 Client record data first presented at the Homelessness Strategy Group meeting in late 2011.  
 Is there any service user/employee monitoring data available and relevant to this policy/service/project? What does it show in relation to equality groups?  
 If there is a lack of information, what further information do you need to carry out the assessment and how are you going to gather this?  
 The information required for this project is in relation to throughput of the services and is not in relation to any protected groups.

**Assessing the Impact**

	<b>Actual or potential benefit</b>	<b>Actual or potential negative outcome</b>
<b>Age</b>	Current provision for 14 units under Bmth YMCA service to be retained for 16 and 17 year olds in addition to other young people services outside of the remodelling project.	
<b>Disability</b>	Formalising previous adhoc access and facility arrangements for people with limited mobility and/or wheelchair users.	
<b>Gender</b>	N/A - the current services are delivered irrespective of gender and will continue as before	

	<b>Actual or potential benefit</b>	<b>Actual or potential negative outcome</b>
<b>Race</b>	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.
<b>Religion or Belief</b>	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.
<b>Sexual Orientation</b>	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.
<b>Transgender</b>	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.
<b>Any other factor/ groups e.g. socio-economic status/carers etc</b>	<ul style="list-style-type: none"> <li>• Clear pathway for single homeless and rough sleeper client group that service users/clients and agencies can follow.</li> <li>• Service users/clients at the front end of services have the opportunity to stay on in a service for staff to engage with them and signpost on to other services</li> <li>• Less ASB in the area of the current day centre provision</li> <li>• Less Police attendance in the area of the current day centre provision</li> <li>• Less transient population travelling to Bournemouth to rough sleep and/or receive services</li> <li>• Local services will be more readily available to deliver a service to local people</li> </ul>	<ul style="list-style-type: none"> <li>• Short term increase in rough sleeping</li> <li>• Short term increase in ASB incidents and Police incidents in the area</li> <li>• Eligible service users/clients may initially not access services as they are unaware of the changes and where to go</li> <li>• Some service user/clients who choose to rough sleep and use St Pauls Short Stay Hostel periodically will no longer be able to do so</li> </ul>
<b>Human Rights</b>	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.	N/A - the Supporting Programme specifically delivers services to all socially excluded and minority client groups and services will continue to do so. All services are required to meet equality and diversity standards and these are monitored.

**Stop - Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.**

If impacts have been identified include in the action plan what will be done to reduce these impacts, this could include a range of options from making adjustments to the policy to stopping and removing the policy altogether. If no change is to be made, explain your decision:

**Action Plan**

Include:

- What has been/will be done to reduce the negative impacts on groups as identified above.
- The arrangements for monitoring the actual impact of the policy/service/project

Issue identified	Action required to reduce impact	Timescale	Responsible officer	Which Business Plan does this action link to e.g. Service Equality Action Plan/Team Plan ?
Short term increase in rough sleeping	Street Services resources increased to manage demand over 7 days rather than 5. Street Services clear about resources available and options to cope with the increased demand. SP Hub resources increased to manage demand and ensure referrals into services are made quickly Stakeholders all involved in the implementation plan to minimise impact and plan alternatives Continue to monitor through street count and Rough Sleeper Multi-Agency Group	All in place for launch date as specified in implementation plan	Lorraine Mealings	
Short term increase in ASB incidents and Police incidents in the area	Police, Street Services and Service Providers involved in the implementation plan to minimise impact and plan alternatives. Service Providers to be clear with residents	All in place for launch date as specified in implementation	Ivor Cawthorn/Lorraine Mealings	



	about ASB. An escalation plan to be agreed with Police in the working group meetings. Ward Councillors made aware of changes and potential short term impact.	plan		
Eligible service users/clients may initially not access services as they are unaware of the changes and where to go	Communication Plan to be in place Responsibility of Council, Service Providers and agencies to publicise the new arrangements Leaflets, cards and other mediums used to publicise new arrangements Staged introduction of new arrangements to enable agencies and service providers to continue to meet service users/clients needs.	All in place for launch date as specified in implementation plan	Ivor Cawthorn and working group	
Some service user/clients who choose to rough sleep and use St Pauls Short Stay Hostel periodically will no longer be able to do so	Street Services will continue to advise these individuals and support them whilst rough sleeping. Mental Health Homelessness team will continue to advise these individuals and carry out assessments as required.	All in place for launch date as specified in implementation plan	Lorraine Mealings	
Adhoc access and facility arrangements in place for people with limited mobility and/or wheelchair users	Ascertain facilities in each service and ensure there are at least 2 units within each tier of the pathway to accommodate people with limited mobility and/or wheelchair users.	June 2014	Penny Pearl	

Please complete this summary of the EINA to enable the results to be published on the website.

<b>Name of Policy/Service:</b>	Remodelling of Single Homeless & Rough sleeper Supported Housing
<b>Date of Assessment:</b>	April 2012
<b>Name of lead officer:</b>	Tracey Kybert
<b>Job title of lead officer:</b>	Contracts Co-ordinator (Supporting People)

<p><b>Summary of Key findings:</b></p>	<p>Rough sleeping and ASB will increase in the short term. Improved engagement and sustainment of services for service users in the longer term</p>
<p><b>Summary of Future actions:</b></p>	<p>Clear processes to be developed to ensure agencies and service providers are prepared and manage the demand. Monitor the remodelled services to ensure maximum use of services. Outcomes and feedback to be considered in consultation with stakeholders.</p>