

## Appendix 2

### EQUALITY IMPACT ASSESSMENT



<b>Project Title:</b> Supported Living Services for Adults with Learning Disabilities
<b>New.</b>

<b>Who is responsible for developing and implementing the Project?</b>	
Name: Angela Bourge	Job Title: Operational Manager -Strategy, Performance and Resources
Central Business Support - Strategy, Performance & Resources	Service Area: Social Services
Assessment Date: 12/12/2018	

#### 1. What are the objectives of the Policy / Strategy / Project / Procedure / Service / Function?

The Supported Living Services (SLS) service will:
<ul style="list-style-type: none"><li>• This service is provided by the independent sector to 311 adults with a learning disability. The service includes both Domiciliary Care and Housing Related Support services.</li><li>• The Supported Living Service and Housing Related Support contracts are to start on 1<sup>st</sup> November 2019.</li><li>• Continue to deliver a supported living model which is flexible and enables people in receipt of care and support to have choice and control over their own lives.</li><li>• Continue to have a supported living service which secures best value for money for the Council whilst providing a high quality of service for people in receipt of care and support.</li><li>• The service is in line with Social Service &amp; Wellbeing Act (Wales) 2014 and the principles of Housing Related Support/ Supporting People.</li><li>• The service is in line with Well-Being of Future Generations (Wales) Act 2015:</li></ul>

#### 2. Please provide background information on the Policy / Strategy / Project / Procedure / Service / Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

<b>Background</b>
<p>The aim of supported living is to achieve choice, control and community inclusion for adults with a learning disability to ensure their individual needs are met. The main principles of supported living are that people with learning disabilities own or rent their home and have control over the support they get, who they live with and how they live their lives through the support from domiciliary care and housing related support services.</p> <p>Supported living assumes that all people with learning disabilities, regardless of the level or type of disability, are able to make choices about how to live their lives even if the person does not make choices in conventional ways. Supporting people to have their own home choice and control and a decent income are enabling factors offering people with a learning disability citizenship and social inclusion.</p>

**Supported living models in Cardiff include:**

- living in a rented or owned property and getting an individual support package
- sharing with others in a rented property (Council Housing or Registered Social Landlord) and each person receiving an individual care and support package

A further consideration for the service area is the number of people presenting with needs such as autism, challenging behaviour and complex needs. The development of supported living will need to take into account these specialist requirements.

The development of a supported living model will have the following outcomes for people:

- A community based supported living model which supports a preventive and reablement agenda and the wellbeing initiatives as identified within Welsh Government policies and the Social Services and Wellbeing Act (Wales)2014
- People will be able to access a range of facilities which are based in and around their localities/neighbourhood communities
- There will be the opportunity for people to access facilities which reflect their particular interests and aspirations
- The model facilitates a strategically planned approach to the work on a city wide basis

**3 Assess Impact on the Protected Characteristics****3.1 Age**

**Will this Project have a differential impact [positive / negative] on younger / older people?**

	Yes	No	N/A
Up to 18 years			✓
18 - 65 years		✓	
Over 65 years		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The service will have a positive impact because it takes into account the following:

Adults with a learning disability are living longer and we are seeing a greater demand for suitable supported living provision from people over 65 years of age. With an increased life expectancy there is an increase in the number of adults with LD developing dementia. Suitability of specialist supported living provision for the ageing LD population will need to be considered.

Younger people coming into the service area are indicating that they require a range of supported living options and are looking for greater choice and flexibility from the service. Family/ carers are increasingly drawn from a higher age band and they may need their own support through supported living availability. Older carers tend to want their children to be accommodated in the same community in order to build on existing relationships and facilitate visits from older carers who may have their own challenges with travel.

<b>What action(s) can you take to address the differential impact?</b>
<p>Work with Housing Strategy to identify options to commission/de-commission supported living schemes based on the age needs of the service users e.g. location and ground floor bedrooms – use long term population forecasts to make sure the appropriate accommodation is available for the current and future population.</p> <p>Individualised service – secure a supported living service that enables flexibility and choice for people to access a range of opportunities that they believe would best meet their outcomes. People’s need specific to age would be identified in support plans.</p>

### 3.2 Disability

**Will this Project have a differential impact [positive / negative] on disabled people?**

	Yes	No	N/A
Hearing Impairment		✓	
Physical Impairment		✓	
Visual Impairment		✓	
Learning Disability		✓	
Long-Standing Illness or Health Condition		✓	
Mental Health		✓	
Substance Misuse		✓	
Other			

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The nature of the service will have a positive impact as evidenced below:

Moving into supported living will enable people with a disability the opportunity to achieve what is most important to them. It will provide the opportunity to progress individual outcomes through learning and developing skills through a strengths based approach. Levels of support are matched to the needs of the tenants in a scheme and are flexible in order to meet changing needs.

There are a range of housing options available, however the population demographics indicate that consideration will need to be given to provide future schemes which are suitable for needs such as: LD dementia, autism, challenging behaviours, complex needs and LD with a physical disability.

Supported Living Schemes are adaptable and can give an opportunity for adults with complex needs to live more independently. Well designed supported living services can reduce behaviours that challenge from people who use the service.

Person-centred care planning and outcomes-based assessments will focus on what matters to the individual. They will have a significant say how they want to achieve outcomes. This

results in a move towards a more positive emphasis when planning, and move away from talking about the things that a person cannot achieve.

People with a learning disability who live in a supported living schemes will be enabled to access all the rights associated with their secured tenancy including access to welfare benefits. The Housing Related Support contract will support people to deal with matters relating to their tenancy agreements so as to ensure any risk of losing a tenancy is greatly reduced.

Supported living services can reduce social isolation that can be experienced by adults who live with a learning disability. Supported living schemes open up opportunities to social networks within the schemes and the wider local community.

**What action(s) can you take to address the differential impact?**

Use the LD Review and Monitoring process to undertake project reviews. This is to ensure that providers are fulfilling the terms of the contract by providing an individualised service and that outcomes for adults with a learning disability are being met.

Work with Housing Strategy to identify options to commission/de-commission supported living schemes based on the needs of the people who use the service e.g. specialist supported living accommodation for adults with autism – use long term population forecasts to make sure the appropriate accommodation is available for the current and future population.

Expectations set out in the competitive procurement tender process from provider organisations include training on the protected characteristics for their staff to ensure that Care and Support Plans and delivery of Care Support Plans are able to meet the needs of each person in relation to all forms of disability.

People's needs specific to their disability would be identified in their Care and Support Plans.

### 3.3 Gender Reassignment

**Will this Project have a differential impact [positive / negative] on transgender people?**

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The service will have a positive impact on transgender people because the service model is one which is flexible, enabling people to have choice and control over their own lives.

Transgendered people will not be affected differently from other groups by virtue of the gender nature.

**What action(s) can you take to address the differential impact?**

Organisations commissioned to deliver this service will be required to provide training to their

employees relating to the protected characteristics of 'gender reassignment' so as to ensure identified and agreed needs in an individual's Care and Support Plan is met.

### 3.4. Marriage and Civil Partnership

**Will this Project have a differential impact [positive / negative] on marriage and civil partnership?**

	Yes	No	N/A
Marriage		✓	
Civil Partnership		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The service will have a positive impact on married people and people in a civil partnership because the service model is one which is flexible, enabling people to have choice and control over their own lives.

People who use the service, whether married or in civil partnership, will not be affected any differently from other groups.

**What action(s) can you take to address the differential impact?**

N/A

### 3.5 Pregnancy and Maternity

**Will this Project have a differential impact [positive/negative] on pregnancy and maternity?**

	Yes	No	N/A
Pregnancy		✓	
Maternity		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Deliver care and support services to vulnerable adults through the provision of supported living scheme and housing related service will have no differential impact on pregnancy and maternity needs.

**What action(s) can you take to address the differential impact?**

N/A

### 3.6 Race

**Will this Project have a differential impact [positive / negative] on the following groups?**

	Yes	No	N/A
White		✓	
Mixed / Multiple Ethnic Groups		✓	
Asian / Asian British		✓	
Black / African / Caribbean / Black British		✓	
Other Ethnic Groups		✓	

**Please give details/consequences of the differential impact, and provide supporting**

<b>evidence, if any.</b>
<p>The service will have a positive impact on people from different ethnic groups because the service model is one which is flexible, enabling people to have choice and control over their own lives.</p> <p>Direct Payments is an option to citizens. The scheme will provide people with greater choice and control over their supported living services and who provides them. This will allow people to choose culturally sensitive services and ensure that their cultural needs are met. If employing a personal assistant, they will have the opportunity to explore attitudes at interview and have greater control over who supports them.</p> <p>Those who speak a language other than English will need additional assistance e.g. interpreter to ensure that they are able to communicate the outcomes they want to achieve from supported living.</p> <p>Faith/cultural needs must be appropriately handled where people from different backgrounds live together, for example, if people have different dietary requirements or where people need gender specific services.</p>
<b>What action(s) can you take to address the differential impact?</b>
<p>People with a care and support need associated with a learning disability will be individually assessed, any issues identified relating to this protected characteristic will be discussed with the individual. A clear and transparent communication plan for work with people and their families will be put in place to support this work.</p>

### 3.7 Religion, Belief or Non-Belief

**Will this Project have a differential impact [positive / negative] on people with different religions, beliefs or non-beliefs?**

	Yes	No	N/A
Buddhist		✓	
Christian		✓	
Hindu		✓	
Humanist		✓	
Jewish		✓	
Muslim		✓	
Sikh		✓	
Other		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<p>The service will have a positive impact on this group as it focuses on a person-centred plan through individualised support plans. This individualised approach takes into account the religion, belief or non-belief of each person.</p> <p>People will not be affected any differently from other groups by virtue of their religion, beliefs and non-beliefs.</p>

<b>What action(s) can you take to address the differential impact?</b>
N/A

### 3.8 Sex

Will this Project have a differential impact [positive / negative] on men and/or women?

	Yes	No	N/A
Men		✓	
Women		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The service will have a positive impact on gender. The move-on process for supported living placements looks at each individuals care and support needs and the schemes that would be best suited them and will take into account the gender mix.  People will not be affected any differently from other groups by virtue of their gender
<b>What action(s) can you take to address the differential impact?</b>
N/A

### 3.9 Sexual Orientation

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on the following groups?

	Yes	No	N/A
Bisexual		✓	
Gay Men		✓	
Gay Women/Lesbians		✓	
Heterosexual/Straight		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The service will have a positive impact on this group because the move-on process for Supported Living placements look at each individuals needs and the scheme that would be best suited to their individual needs. It takes into account the mix of a scheme in terms of sexual orientation. Consideration to compatibility with other tenants and their lifestyles would need to be evaluated.  People will not be affected any differently from other groups by virtue of their sexual orientation.
<b>What action(s) can you take to address the differential impact?</b>
N/A

### 3.10 Welsh Language

Will this Project have a differential impact [positive / negative] on Welsh Language?

	Yes	No	N/A
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Welsh Language		✓	
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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Welsh speakers will not be affected any differently from other groups by virtue of their language.

**What action(s) can you take to address the differential impact?**

N/A

#### **4. Consultation and Engagement**

What arrangements have been made to consult/engage with the various Equalities Groups?

The Supported Living Services model for the service from 1<sup>st</sup> November 2019 has evolved to meet the needs of citizens receiving the service:

- Joint Commissioning Strategy for Adults with Learning Disabilities (DRAFT)
- 2017 - People with learning disabilities via the Advocacy Services and Cardiff People First through feedback at the Learning Disabilities Planning Group.
- February 2018 the Institute for Public Care conducted 23 one hour interviews with people working within a range of learning disability services across Cardiff and the Vale, including staff working in education, the NHS, social services, the third sector and community groups
- Carers/families liaise with Cardiff & Vale the Parents Federation. The Federation represented on the Learning Disabilities Planning Group.
- Voluntary and Health organisations represented through the Learning Disability Forum representative on the Learning Disability Planning Group
- Consultation events with the Learning Disability Community Support Team and Regional Partnerships.
- Engagement with the social care market through a procurement process to secure the service, an independent panel, consisting of people who have a learning disability, with support from an advocacy provider ensures people had training, support and accessible information to provider feedback and the proposals for the Supported Living plans and had the opportunity for meaningful involvement in the competitive procurement tender process.
- Social Services have met with citizens and staff to discuss budget proposals and have entered into dialogue on the proposed change in the delivery and remodelling of services.
- Social Services have fully participated in the consultation events 'Change for Cardiff – Have Your Say' to obtain a whole picture of the impact and endorsement of change across the sector.

Social Services will continue to address citizens, constituents and stakeholders regarding the supported living service.

## 5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<p>Work with Housing Strategy to identify options to commission/de-commission Supported Living Schemes based on the age needs of the service users e.g. location and ground floor bedrooms – use long term population forecasts to make sure the appropriate accommodation is available for the current and future population.</p> <p>Individualised service – commission a supported living service that enables flexibility and choice for people to access a range of opportunities that they believe would best meet their outcomes. People's need specific to age would be identified in Care and Support Plans.</p>
Disability	<p>Work with Housing Strategy to identify options to commission/de-commission Supported Living Schemes based on the needs of people who use the service e.g. specialist supported living accommodation for adults with autism – use long-term population forecasts to make sure the appropriate accommodation is available for the current and future population.</p>
Gender Reassignment	
Marriage & Civil Partnership	May need to consider developing a specific scheme around civil partnership, if suitable supported living is not available currently.
Pregnancy & Maternity	
Race	Use the LD Review and Monitoring process to undertake project reviews to ensure that schemes are fulfilling the terms of the contract and providing an individualised service for each tenant so that outcomes for adults with a learning disability in terms of ethnicity are being met.
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	<p>New service developments will continue to involve consultation with all people and families their families who use the serve, ensuring that opportunities to be involved are available in different formats and with accessible communication - interpreters/translators/advocates/SALT to be available</p> <p>The contract monitoring, review and move-on procedures will</p>

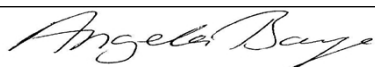
	<p>continue to take into account the protected characteristics as part of the process.</p> <p>Expectations set out in a competitive procurement tender process from provider organisations include training on the protected characteristics for their staff to ensure that Care Support Plans and delivery of the Care Support Plans are able to meet the needs of each person particularly in relation to age, disability, gender reassignment, race, religion/belief or non-belief, sex, sexual orientation or the Welsh Language.</p> <p>People's needs specific to the above characteristics would be identified in their support plans.</p>
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## 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

## 7. Authorisation

The Template should be completed by the Lead Officer of the identified Project and approved by the appropriate Manager in each Service Area.

Completed By : Denise Moriarty	12 <sup>th</sup> December 2018
Designation: Strategic Lead Planning Officer	
Approved By: Angela Bourge	
Designation: Operational Manager, Strategy, Performance & Resources	
Service Area: Social Services	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)