

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	Housing Related Support Review (Young people, Young parents and Care leavers provision)
Brief Service Profile (including number of customers)	<p>Housing Related Support (HRS) is a bracket term used for all services provided to vulnerable people or people in a housing crisis who need additional support to either obtain or sustain their housing.</p> <p>The activities covered under the bracket term of HRS cover a variety of skills required to live independently and range from managing own tenancy and understanding rights and responsibilities of a good tenant to developing personal qualities such as confidence in living independently and managing daily tasks with no (or some) support in order to sustain accommodation. HRS also plays an important role in joining up and building on community cohesion as it seeks to establish or improve good links with the local community and combat isolation. Its exact focus will vary depending on the client group and clients’ needs which will vary across age groups and primary need.</p> <p>For vulnerable young people, young parents and care leavers HRS is predominantly about preventing homelessness and avoiding negative risks and impacts associated with it by developing positive behaviour patterns which will help young people into adulthood.</p> <p>Its primary function is to ensure that all vulnerable young people have safe, suitable, accommodation that meets their needs and enables them to achieve timely move-on and move towards a productive, independent adulthood.</p> <p>This EISA considers the proposed reconfiguration of the current provision to increase the diversity of provision available and to better meet the needs of young people, young parents and care leavers. The proposals were developed over a period of time and based on stakeholders’ feedback, engagement events with the providers and SCC staff (Housing and Children Families Department), data and monitoring information, literature review and needs assessment, and recent Ofsted report and recommendations relating to housing for young people.</p>

In particular, the reconfiguration seeks to invest in the following:

- Preparation for living independently to include development of life skills and being housing-ready, improving of family relationships (to include mediation services) and tenancy training
- Development of robust emergency and short stay provision such as respite and emergency beds, short term supported lodgings, and assessment centres as a first step in the housing pathway for YP
- Longer term accommodation to increase the variety of accommodation (to include supported lodgings for YP) and number of move on flats, to include tailored provision to YP with high and challenging needs and to refocus on life skills and tenancy sustainment.

To achieve such a diversity of provision it is necessary to remodel the current provision. Based on the above, the following proposals have been drawn:

Lot 1a,b & c:

- 60 units of mixed type accommodation including 'house-parent' and trainer flats
- 20 units of high/complex/additional support needs with provision of 24 hour / 7 day staffing
- 25 units will be reserved for move on shared accommodation for older young people or who are able to live independently.
- 30 units of accommodation within shared houses and self-contained units for young parents (aged 16-19 years) and couples, where appropriate. Some with the provision of 24 hours staffing.

Lot 2:

- Supported Lodgings: to be used in an emergency (3-4 nights stay) or a longer term support (6-9 months); capacity of initially 10 beds going up to 20

Lot 3:

- Care leaver intensive support model (Pathways Budget) – Provision of accommodation and intensive flexible support for care leavers with complex needs

The changes in the model will not reduce the bed based capacity of provision, but they will change the reconfiguration of beds available and the type of placements available to broaden the choice for young people and to better meet their needs. The numbers of floating support placements are expected to be lower than currently.

The proposed changes will affect the following services:

- Combined Young People and Young Parents Accommodation Based Service, Provider: Chapter 1
- Housing Support service to young people – accommodation based, Provider: YMCA
- Floating Housing Support service to young people at risk and

	young parents in Southampton, Provider: No Limits
<p>Summary of Impact and Issues</p>	<p>The changes in the provision will reconfigure the number of beds and the type of provision available.</p> <p>In general, the changes will enable for a broader range of accommodation to be available to younger people, including emergency provision. This should have a positive impact on the support YP get when in crisis or in need of accommodation.</p> <p>The overall number of beds within the provision will be maintained, however, some of the supported accommodation beds will be substituted by supported lodgings beds. This was required to diversify the accommodation offer to better meet the needs of young people. The changes are to be implemented in a planned and managed transition.</p> <p>Floating support function will be incorporated into accommodation based contracts. This will reduce the number of support hours offered in total, but it would enable for some housing related support work to be carried out outside of supported housing projects. This decision was necessary to maintain the number of beds available in the provision given the financial constraints. Stakeholders' feedback suggested that the beds were critical for a successful delivery of the model, and that given the choice its number should not decrease. The possible negative impacts will be mitigated by the fact that young people will have access to other housing related support such as generic information advice under IAG workstream and adult floating support.</p> <p>Other issues which will have a significant impact on the provision (should they go ahead) relate to the welfare changes relating to young people and general changes to the supported housing sector. The exact detail will be known in the autumn 2016 and later, once the government confirms its plans towards the restrictions of HB on young people and other changes affecting supported accommodation (such as introduction of LHA into the supported housing sector). Local authorities are not able to influence the decisions regarding the benefits directly, but this is one of the risks which has been closely monitored to ensure that our provision can respond accordingly.</p> <p>This EISA is carried out on the basis these decisions and future plans remain unclear. There is a strong sense many of the vulnerable groups will be excluded, but this has only been confirmed for some groups of YP.</p> <p>This EISA considers the issues as current presented, taking into account the fine balance between moving towards procurement and potential changes driven by government decisions.</p>
<p>Potential Positive Impacts</p>	<p>1. Stress on preventative nature of the services to include strong information and advice narrative.</p> <p>Under the Care Act 2014 local authorities have a duty to provide universal services offering information and advice. Although I&A provision is not directly a part of this review, a separate review is taking place to ensure SCC meets its statutory duty. Within HRS, the element of floating support will be able to respond to people who are in a</p>

housing crisis and prevent evictions/ find alternative appropriate accommodation. This service proposed will be able to equip people with the right skills to avoid crisis in the future. This provision will also play part in resettling people in move on and independent accommodation after they have been through the housing pathway, this is to prevent the 'revolving door' syndrome and help people sustain their accommodation in the long run.

2. Focus on community based provision and avoidance of institutionalised settings.

Community involvement and strong social networks can reduce isolation and loneliness and this can improve someone's mental health and physical health. SCC recognises the value strong communities can add to the City and has signed up to investing in social capital. The new housing related support provision will consist of supported lodgings (family based setting) and enough accommodation is supported housing, where young individuals will have an opportunity to learn life skills necessary for independent living and increase their confidence.

3. Stress on upskilling individuals and increasing their ability to live independently, or supporting individuals to maintain their independence levels (this could mean additional support put in place)

It is the ambition of Southampton's Better Care plan to ensure that as many people as possible can achieve their full potential. Also, SCC is committed to 'enable more people to live independently in their own homes', as per SCC Strategy 2014-2017. This is only possible when the individual has the right support or the right skills in place, and part of this review to promote this positive attitude to independence and discourage the use of institutional care, and build on the community engagement and community resilience. Outcomes set for the YP projects are focused around upskilling young people, gaining education and employment and job seekers' skills, understanding tenancies and responsibilities attached to having a tenancy, managing day to day routines such as cooking, cleaning, managing their behaviour, and managing money.

4. Stress on personalised approaches and interventions to meet individual needs in best accommodation/support setting

Personalised approaches are not only more effective in securing the engagement of the individual, but they also offer better outcomes in the long term. Personalisation brings the choice and empowerment to individual's support, and it allows for support to be flexible and adaptive to clients' needs. All of the HRS services support will be based on person-centred planning, the outcomes will be set up with a YP to meet their needs and aspirations.

5. Increased knowledge of options available via HRS route and increased education on homelessness.

Educating people on the consequences of homelessness and educating them on what is realistic within the housing pathway is said to help people to keep their housing and engage with the mediation services better. This has been recommended as best practice for young people, but adults also benefit from a clear understanding of the housing pathways. It is particularly relevant in Southampton, where independent and good quality accommodation can be expensive. It is important that YP leaving the provision have realistic expectations on the housing options and that their accommodation choices are sustainable.

6. Increased stress on mediation and allowing YP to return home

	<p>when possible.</p> <p>The provision seeks to expand its number of emergency beds in comparison to current provision. This is to aid the family crisis and allow YP to move away from a family home in crisis. Respite is proven to be beneficial in restoring family connections. Mediation is key in restoring the relationships and it helps families to address underlying issues. Literature suggests that children and YP achieve best outcomes when they are able to stay home.</p> <p>7. Broadening the range of accommodation and support options. The provision will seek to broaden the range of accommodation options and introduce new housing options for YP to better meet their needs.</p>
Responsible Service Manager	<u>Sandra Jerrim</u>
Date	

Approved by Senior Manager	
Signature	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The review will impact all young people aged 16 – 25 who currently use or will qualify for housing related support. This includes 16 and 17 year olds and care leavers.	<p>The review will not introduce the changes to the eligibility criteria based on age.</p> <p>16 and 17 year olds and care leavers constitute a priority group over 18 – 25 year olds whom SCC has no corporate responsibility to. This makes this client group more likely to wait longer to access provision.</p> <p>The new services may help offer a wider range of services but they are unlikely to increase the offer to YP who are not in a priority group. This group can access adult provision and other advice and information support available in the City.</p>
Disability	The review will not change the number of units of accessible accommodation available for young people with disability.	N/A

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Gender Reassignment	Culturally appropriate services from additional providers.	It is unlikely that young people under the age of 25 will have gone through a gender reassignment, however, a personalised approach to support and a broader variety of accommodation will help meet the need more effectively, where applicable.
Marriage and Civil Partnership	All of the providers do accommodate couples when appropriate and possible. The majority of couples have been supported in Teenage Parents Units, this provision will now reduce by five bed spaces.	<p>It is thoughts that the change in the number of Teenage Parent Units will not affect couples in a negative way.</p> <p>All of the providers will be expected to accommodate and work with couples whenever appropriate and practically possible.</p>
Pregnancy and Maternity	The reconfiguration will reduce the number of mother and baby units available by five.	The reconfiguration was necessary to broaden the provision of accommodation for all YP. It was estimated that the new number of units (30) will be sufficient to meet the demand. As such impact will be minimal, if at all.
Race	Some people might find it difficult to cope in supported housing environments due to their race. Young people face increased pressure from families to remain within communities.	<p>A broader range of accommodation and support options mean that individual needs can be met in a more flexible way and be more person-centred.</p> <p>Supported lodgings will specifically recruit hosts from all community backgrounds to reflect the diversity of the City.</p> <p>All of the providers will be expected to support individuals' cultural needs such as language support etc.</p>
Religion or Belief	Some people might find it difficult to cope in supported housing environments due to their religion or belief.	<p>A broader range of accommodation and support options mean that individual needs can be met in a more flexible way and be more person-centred.</p> <p>Supported lodgings will specifically recruit hosts from all community backgrounds to reflect the diversity of the City.</p> <p>All of the providers will be expected to support individuals' cultural</p>

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		needs such as language support etc.
Sex	Young men and women might have similar needs and issues which they need support with, however, homeless men and women can choose different ways to cope. In general, men are more likely to become homeless but women are more vulnerable while living on the streets than men. Young people are likely to be exploited or find inappropriate coping strategies when left with no support.	A broader range of accommodation and support options mean that individual needs can be met in a more flexible way and be more person-centred.
Sexual Orientation	Some people might find it difficult to cope in supported housing environments due to their sexual orientation.	A broader range of accommodation and support options mean that individual needs can be met in a more flexible way and be more person-centred.
Community Safety	Lack of appropriate housing and no access to benefits might increase street begging and increase the perceived risk to the community.	<p>There is a misconception that people begging on streets are homeless. This issue is currently addressed by council colleagues and some housing providers.</p> <p>Improved access to prevention and intervention work streams will mean that more people can access help early enough to avoid the crisis point. Bed based provision will be available including the emergency beds. Thorough assessment process is in place to ensure that people can access the service in a swift way. Priority needs identified through the provision will be adhered to.</p>
Poverty	Reduction in a floating support provision may mean that young people are more likely to reach crisis before they get the support they need.	<p>Increased access to information and advice (including information on consequences of homelessness) should mitigate this risk.</p> <p>A set of eligibility criteria will define a priority need to ensure that people in crisis get the support they need.</p>
Other Significant Impacts	Welfare reform to include: Introduction of local housing allowance to social housing Roll out of Universal Credit	Changes to the welfare and housing legislation (beyond the scope of this review) are likely to have a significant impact on

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>Lack of automatic entitlement for HB to 18 – 21 year olds</p> <p>Other:</p>	<p>different groups for different reasons, and in doing so have a direct impact on the decisions and service providers as a part of HRS provision in Southampton. The direction the Government is taking has been closely monitored by the project team and all of the risks have been considered.</p> <p>The Government has suggested that 18 – 21 year olds who are unable to return home will be exempt from new rules.</p> <p>ACTION: Monitor welfare reform changes and consider the cost of the alternative streams of funding.</p> <p>All service providers appointed by SCC are required to meet legislation in respect of equality issues.</p>