

Equality Impact Assessment – Summary of key impacts

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| <p>Information and Engagement underpinning the equalities analysis</p> | <ul style="list-style-type: none"> • Feedback forms (provided by one service user and families) • Choices Advocacy Consultation Report • Information sheets placed within the two homes that received comments when visits occurred from families and/or service users shared views • Families meeting (summary notes) • Residential Care Commissioning Project Group minutes • Transforming Care best practice guidance • The Real Tenancy Test and Feeling Settled best practice guidance |
| <p>Key impacts (positive and/or negative) on people with protected characteristics</p> | <ul style="list-style-type: none"> • Some families said that attitudes to people with learning disabilities are not positive at times, this may help. • All accommodation options for Supported Living are carefully assessed to ensure the safety of service users within the local community. • Families have raised a concern that their relative cannot make the choice about having a tenancy. • Families asked how de-registration will affect their relative • Families raised a concern as to whether their relative will have enough money to live on • Most service users don't have the skills to open their own front door due to limited dexterity, this is important to people, so they know it's their own home • Families have said there will be more work for them to do (as appointees) • Families have raised a concern that the service users will be left on their own without support. • Families have raised a question that their relative cannot be any more independent than they already are, it would not be safe for them, so they are unclear what would change for them. • Families raised a concern that people can lose their tenancy, how is this more secure? |
| <p>Changes you have made to the proposal as a result of the EIA</p> | <ul style="list-style-type: none"> • The consultation period was extended in response to families wanting more detailed information. • Agreement to source a key pad system for each home, that can be used by people with complex needs, to open and close their own front door |
| <p>Key mitigating actions</p> | <ul style="list-style-type: none"> • The support put in place will meet everyone's |

planned to address any outstanding negative impacts

needs. There is no intention to take support away, we will look at targeting the support in a better way, this will be developed from the social work assessment, families will be asked to contribute to this. The Council has to make sure that everyone's needs are assessed and that they are safe (this assessment is carried out under the Care Act).

- It is difficult to predict exact changes for service users, and will depend on individual circumstances, through the assessment process. There will be tailored support plans that take into account the transitional factors for individuals and families. We expect that there will be more opportunities for choice and independence, appropriate to the needs and strengths of the service users. The Council has to make sure that everyone's needs are assessed, that unmet needs are met. This assessment is carried out under the Care Act.
- For service users that lack capacity regarding the decision to have their own tenancy, a best interest decision will be made following the Mental Capacity Act Code of Practice. As part of this process, service users will have access to an advocate and families will be asked for their views. We will always act in a manner that is compliant with the legislative framework and we will actively support sourcing alternative options, should that be necessary for service users. It may therefore be deemed in a service users best interests to move to an alternative residential accommodation.
- Service users will have their own assessments and plan to address any remaining negative impacts. This will be person centred and individually tailored to address specific issues.
- Each service user will have an individual assessment completed by the social worker. The Financial Assessment and Benefits team are ready to support in the transition to maximise income. They have also stated there was an opportunity to look at Disability Related Expenses (DRE) and making claims through this route to enhance income. If the assessment demonstrates a negative impact financially, we will would look at how we could mitigate against this. We have found strong evidence that in most cases, a person gains access to more disposable income through a Supported Living

scheme.

- Everyone is an individual. The principles regarding the change relate very much to being valued and empowered. This means having rights and choices like others without a learning disability have. The social work assessment looks at individual's strengths, their interests, how they want to live their life and what support they need, to get the most from their life. The assessment also considers risks and we can support service users to manage risks. The change would offer more flexibility with support so that key areas of development are targeted, for example, shopping and cooking, personal care or community access. These examples are not an exhaustive list.
- A tenancy agreement gives certain rights to both the tenant and the landlord and also sets out the responsibilities. For example at tenants:
 - Right to stay in your home unless your tenancy is breached
 - Right that you cannot be moved against your will
 - The landlord's right to receive rent for letting you live in the property.

The Tenancy agreement will also let the tenant know what you can do if you are unhappy with your landlord.

- The support we commission under the contract for Supported Living services means that within a deregistration process, Dimensions would continue to deliver the contract, but under the Supported Living contract. The council tested all providers about their quality to deliver Supported Living services, we will also provide ongoing monitoring to ensure this is delivered. Within the requirements of the contract, providers must:

Support clients where necessary to maintain their tenancy agreement by working proactively with the client and housing provider to manage any risks pertaining to this.

- Training and support from the police helps to raise awareness of community safety issues. There are currently good relationships with neighbours and the provider supports the service users to maintain positive relationships.

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| | <p>Under the contract, the provider knows how to support the service users to respond to any potential Hate Crime issues.</p> <p>Support will be offered during the transition process (in applying for benefits and maximising benefits). Families do have the option to cease under taking the appointee role if they wish, a reminder of their role as appointee has been shared with them. Dimensions are able to work with families regarding a plan and process, to ensure that weekly amounts of service user's budget are accessible to meet the identified support needs.</p> |
| <p>Potential negative impacts that cannot be mitigated</p> | <p>None</p> |