

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Sheltered Housing Service
Directorate	Place
Service Area	Landlord Services
Type	New/Proposed Function
EA Summary	This is an assessment on the impact of a change in service for customers of sheltered housing and the staff that provide the service.
Reference Number	EA001404
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Date Approved	2016-12-22 00:00:00 +0000
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

To re-design the service delivered to sheltered housing customers following the withdrawal of supporting people funding, to provide a static based service & floating service to older people in BCC stock. To be able to deliver a high quality service within budget constraints

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children - A City To Grow Up In	No
A Healthy City	Yes

Comment:

Vulnerable sheltered citizens will be able to feel safe, living with dignity and independence and having engaged lives in their communities; citizens have access to fully integrated health and social care services that help maintain independence and provide care to those who need it.

Housing	Yes
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Comment:

Will meet the housing needs of Older People

Jobs And Skills	No
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2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

The impact will provide added value to customers through the proposed handyperson service, provide support to those citizens who need it helping them to remain independent and the programme of re designation and floating support will support the directorate in making the best use of its stock

Will the policy have an impact on employees?	Yes
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Comment:

Job descriptions have been reviewed and have gone through the JEQ process. Staff will have the opportunity to express a preference for different roles that meet their individual skills

Will the policy have an impact on wider community?	No
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2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Relevant	Yes

Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

The sheltered housing service provides housing related support which is designed to assist older people who are vulnerable to live as independently as possible for as long as they can and wish to. The aim is to be a key contributor to health and social care objectives in keeping people well at home, enabling them to return safely home after hospitalisation and preventing or delaying the need for social care and acute health services.

In 2013/14, all Supporting People funding to the HRA sheltered housing service ceased, since which point the service has been substantially subsidised by tenants rents as a part of the overall HRA. It is not considered appropriate or sustainable to continue this funding arrangement with a small number of HRA tenants effectively having enhanced services subsidised by other tenants not benefitting from the services. An initial report was presented to Housing Transformation Board and the cabinet member for Homes and neighbourhoods in August 2015 which outlined a number of options. This report sets out a proposed model that incorporates elements of 3 of the options identified namely;

- . Increasing service charges
- . Funding some aspects of the service through the HRA
- . Identifying alternative funding such as the Better Care Fund

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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3.1.2 Age - Impact

Describe how the Function meets the needs of Individuals of different ages?

Proposals will meet the needs of older people generally aged 55+ (see data base) in relation to living in sheltered housing.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Loss of supporting people revenue meant no funding stream any longer available. redesign required to ensure a future operating model. Changes to allocations Policy meant customers of 55+ now only qualify for sheltered accommodation.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Function?	Yes
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If so, how did you obtain these views?

Consulted with People Directorate
Consulted with Health Authority
CIH appreciative enquiry - what customers want
CIH Consultations
Allocations Policy Consultations
CHLB
SHLB
DSHLB
Bench Marking with Solihull Council, Sandwell Council, Stroud Council.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages?	Yes
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If so, how did you obtain these views?

as above by bench marking, meetings with staff and service users
Reports to HTB & Cabinet member

CIH appreciative enquiry - what customers want
CIH Consultations
Allocations Policy Consultations
CHLB
SHLB
DSHLB
Questionnaires 121 consultations, meetings - minutes produced and distributed, ongoing

consultation and feedback.

Is a further action plan required?	Yes
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3.1.4 Age - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

Please explain how.

yes the service is about developing positive relationships between customers who live in sheltered accommodation regardless of age, gender,race etc. We do this by developing community activities and ensuring that everyone can be included

3.2 Disability - Assessment Questions

3.2.1 Disability - Relevance

Disability	Relevant
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3.2.2 Disability - Impact

Describe how the Function meets the needs of Individuals with a disability?

Assessments are completed to meet individual needs of customers and the appropriate services are they co ordinated

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Census Data, Hou sheltered Data, Northgate data, Questionnaire feedback data, assessments

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	Yes
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If so, how did you obtain these views?

SHY Assessments, Questionnaires, , SHLB , DSHLB, face to face consultation meetings

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	Yes
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If so, how did you obtain these views?

Case Studies, feedback from consultation and survey, meetings CIH consolation, workshops, tenant meetings, SHLB HLB City board

Is a further action plan required?	No
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3.2.4 Disability - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Yes
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Function could assist Individuals with a disability to participate more?	Yes
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	Yes

Please explain how individuals may be impacted.

We carry out a needs assessment to ensure that an individuals needs are met in the most appropriate way

Please explain how.

The service aims to develop positive relationships with residents. This is done by encouraging all residents to attend activities on schemes and ensures that no one feels excluded

3.3 Gender - Assessment Questions

3.3.1 Gender - Relevance

Gender	Relevant
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3.3.2 Gender - Impact

Describe how the Function meets the needs of Men and women?

The service is available to both men and women

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

assessments that are carried out and Northgate information

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.3.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Function?	Yes
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If so, how did you obtain these views?

Face to face meetings, Questionnaire

Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women?	Yes
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If so, how did you obtain these views?

Meetings, CIOH

Is a further action plan required?	No
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3.3.4 Gender - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	No

3.4 Concluding Statement on Full Assessment

In developing this new service model we have given due regard to ensuring that we provide an inclusive service. We have carried out extensive consultation with service users who will be affected. We have also carried consultation with elected members and the cabinet member for Homes and neighbourhoods. Reports can be provided if required

4 Review Date

17/08/17

5 Action Plan

5.2 Age

Issue	we carry out a needs assessment to determine whether someone needs the service being provided
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Action

Ensure that a comprehensive assessment is carried out to determine someone's need and ensure that the most appropriate service is provided

Resources

Existing staff

Target Start Date	17/08/2016
Target Completion Date	17/08/2017
Lead Officer	

Recommendations

Monitored through normal performance monitoring

Monitoring

as above

Outcomes

no major outcomes