

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Supporting People And Third Sector Budget Reductions
<b>Directorate</b>	People
<b>Service Area</b>	Adults - Meeting Housing Needs
<b>Type</b>	New/Proposed Function
<b>EA Summary</b>	Strategy for the Reduction of budget reductions £5m by 2018/19
<b>Reference Number</b>	EA002122
<b>Task Group Manager</b>	kalvinder.kohli@birmingham.gov.uk
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<b>Date Approved</b>	2017-06-09 00:00:00 +0100
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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 deliver £5m in savings from the Supporting People and Third Sector Grants funded services using a range of approaches which aim to minimize any possible negative impacts for Citizens, Communities and Service Providers.

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

Children: A Safe And Secure City In Which To Learn And Grow	Yes
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**Comment:**

A proportion of the funding for Supporting People Services include the delivery of housing support services for young people including those leaving care, leaving young offender services and those that are homeless or at risk of becoming homeless.

Domestic Violence refuge provision provides safe access to women and their children.

Health: Helping People Become More Physically Active And Well	Yes
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**Comment:**

Third Sector Grants and Supporting People funded services provide a range of support functions all aimed at enabling vulnerable adults and their children to live independently within the community for as long as possible avoiding the need to access statutory adult social care, health services

Housing : To Meet The Needs Of All Current And Future Citizens	Yes
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**Comment:**

Supporting People funded housing support services enable vulnerable people to live independently within the community. Services include access to supported housing, tenancy support and support to access permanent housing.

Jobs And Skills: For An Enterprising, Innovative And Green City	Yes
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**Comment:**

Support Planning for vulnerable adults includes the ability to succeed economically. This includes support for the most vulnerable and furthest away from the labour market to start the journey towards paid work.

Supporting People services are also match funded to ESF initiatives which provide an additional resource to support vulnerable people with their employment aspirations.

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	No
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**Comment:**

There are currently 31,000 vulnerable adults (including children and families) supported by the two funding streams. The proposed mitigations will mean that there is no negative impact for service users or stakeholders for this financial year. The Equality Analysis will be reviewed alongside the planned activity for this year to establish a strategy for the delivery of third sector and supporting people services in the future within the contexts of the resources available for 2018/19.

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

Whilst for the majority of employees funded by these services, there will be no impact. Two Supporting People funded providers have either served notice on their contracts or requested a variation to reduce their contract capacity due to under utilisation or high void levels. At this stage it is not clear if the staff employed will be faced with a redundancy situation or redeployment.

Will the policy have an impact on wider community?	No
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**Comment:**

There will be no negative impact upon communities as the funded services will continue to support vulnerable people to live independently within their local communities without risk to themselves or the wider community.

## 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Relevant	Yes
Gender Reassignment	Relevant	Yes
Marriage Civil Partnership	Relevant	Yes
Pregnancy And Maternity	Relevant	Yes
Race	Relevant	Yes
Religion or Belief	Relevant	Yes
Sexual Orientation	Relevant	Yes

## 2.4 Analysis on Initial Assessment

The proposals set out in the Cabinet Report to deliver the savings requirements for 2017/18 through a combination of the activity set out below will limit any adverse impacts for Citizens, Communities, Employees and wider stakeholders.

1) Capturing savings from contract performance management of the SP contracts, activities include under utilization, spare capacity generated from the first quarter of mobilization for the disabilities contracts, moving some services into alternative funding streams (SP and Third Sector).

2) Use of the Better Care Funding for this year whilst a strategy for third sector investment is developed.

3) Two SP funded providers requesting to end or reduce their agreements with the local authority. In the case of one provider, this is an internal business decision in light of both welfare reform changes and also the need to review supported accommodation where there have been historic under occupancy levels. The second provider is opting to end their service. Work will be carried out to match any remaining service users with other SP funded services for continued support.

The Proposals set out in the Cabinet report include the development of a strategy to deliver the savings for 2018/19 which will be set within the context of the approach to future third sector funding which supports people to live independently within communities and the wider review of SP services taking into consideration government welfare reform changes to supported housing.

During the remainder of 2017/18 an equality impact log will be maintained alongside the development work and a full EA will be completed as required for the proposals for 2018/19.

### 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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##### Comment:

The services commissioned currently support 31,000 vulnerable people aged 16 plus. The support delivered enables people to 1, live independently, 2, access services which support their specific needs 3, make a full contribution to society 4, support to secure services which minimize any disadvantages as a result of their age for example; support for young people to access secure housing. some landlords are reluctant to provide housing to young people due to concerns relating to their possible in experience as tenants. Older people are supported to overcome isolation and remain active. Homeless Families impacted by welfare reforms are supported to access their full entitlement of benefits to avoid repeat homelessness as a result of affordability issues.

##### 3.1.2 Age - Impact

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

The current services meet the needs of Adults aged 16+, including families and young people. The Supporting People funded services deliver housing related support to enable vulnerable people to live independently within their own homes and prevents homelessness or repeat homelessness. Both Supporting People and Third Sector services also avoid the escalation into statutory care or health services.

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

National evidence is available through the House of Commons Select Committee Report 2009, which sets out the cost avoidance to statutory services through the effective delivery of SP services.

Locally the Supporting People Whole Systems Approach - A strategy for housing support 2011+  
Case file audits of Third Sector Grant funded services  
Case studies from Supporting People qualitative service reviews  
Independent Provider Commissioned Reports

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?

Be Heard - Corporate Consultation on the Budget  
Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m  
BVSC - Third Sector Submission  
Provider Forum discussions  
Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

### 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?	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

#### **Please explain how individuals may be impacted.**

The services support and help address vulnerabilities which come with age, for example young people that are inexperienced in maintaining tenancies may be at risk of losing their homes, older people being supported to overcome isolation, families at risk of safeguarding concerns.

#### **Please explain how.**

The service commissioned are inclusive of the needs of vulnerable people and support their independence within their local communities. This includes support to overcome barriers.

## 3.2 Disability - Assessment Questions

### 3.2.1 Disability - Relevance

Disability	Relevant
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**Comment:**

The funded services support people with disabilities to access a range of community based services which enable them to continue to live independently without their needs escalating into statutory care or health services. This includes access to maximize their benefit entitlements, access aids and adaptations for their homes, support to access employment opportunities, this includes support into employment, training and volunteering opportunities.

### 3.2.2 Disability - Impact

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

There are specific services for people with disabilities commissioned through both Supporting People and Third Sector Grants ( Physical and Sensory Disabilities, Learning Disabilities, Autism and Mental Health). The services support vulnerable people to live independently within communities without their needs escalating into statutory responses including homelessness, care or health.

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

National evidence is available through the House of Commons Select Committee Report 2009, which sets out the cost avoidance to statutory services through the effective delivery of SP services.

Locally the Supporting People Whole Systems Approach - A strategy for housing support 2011+  
Case file audits of Third Sector Grant funded services  
Case studies from Supporting People qualitative service reviews  
Independent Provider Commissioned Reports

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?**

Be Heard - Corporate Consultation on the Budget  
Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m  
BVSC - Third Sector Submission  
Provider Forum discussions  
Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

### 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.**

People with disabilities are supported to live independently within their local communities and are supported to address any barriers which may affect them.

**Please explain how.**

People with disabilities are supported to live independently within their local communities and are supported to address any barriers which may affect them.

### 3.3 Religion or Belief - Assessment Questions

#### 3.3.1 Religion or Belief - Relevance

Religion or Belief	Relevant
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**Comment:**

The commissioned services are sensitive to the religious/belief considerations for all communities.

#### 3.3.2 Religion or Belief - Impact

**Describe how the Function meets the needs of Individuals of different religions or beliefs?**

The current services are required to meet the needs of all citizens including needs relating to their religion or belief. Furthermore Accommodation or Centre based services are able to evidence the provisions they have in place in order to evidence compliance. Third Sector Grant funded services which are locality based are reflective of their local communities. The conditions of Grant Aid and Contracts specify Equality Act Considerations. Furthermore, diversity competent compliance forms part of the quality assurance

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

Case file audits of Third Sector Grant funded services  
Case studies from Supporting People qualitative service reviews  
Site Visits, discussions with staff and volunteers  
Feedback from service users

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 Religion or Belief - Consultation

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

Independent Provider Commissioned Reports  
Be Heard - Corporate Consultation on the Budget  
Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m  
BVSC - Third Sector Submission  
Provider Forum discussions  
Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different religions or beliefs?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.3.4 Religion or Belief - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Individuals of different religions or beliefs being treated differently, in an unfair or inappropriate way, just because of their religion or belief?	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

**Please explain how individuals may be impacted.**

The services support vulnerable citizens to address any barriers they may face to live independently within their local communities.

**Please explain how.**

The services support vulnerable citizens to live independently within their local communities.

### 3.4 Gender - Assessment Questions

#### 3.4.1 Gender - Relevance

Gender	Relevant
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**Comment:**

51% of service users within Supporting People services are female. Services delivered specifically on a gendered basis include dedicated services for women and their children experiencing domestic abuse, rape and sexual health services, counseling services.

There is also a small service for male victims of domestic abuse. A service which supports young men at risk of gun and gang crime.

#### 3.4.2 Gender - Impact

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

The services commissioned meet the needs of both men and women. There are also dedicated services for women and their children fleeing domestic abuse, experiencing rape or sexual violence, counselling services for women and a small service for male victims of domestic abuse. Dedicated services for young mothers and specialist services for young men at risk of gun and gang crime.

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

National evidence is available through the House of Commons Select Committee Report 2009, which sets out the cost avoidance to statutory services through the effective delivery of SP services.

Locally the Supporting People Whole Systems Approach - A strategy for housing support 2011+  
Case file audits of Third Sector Grant funded services  
Case studies from Supporting People qualitative service reviews

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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#### 3.4.3 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?**

Independent Provider Commissioned Reports  
Be Heard - Corporate Consultation on the Budget  
Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m  
BVSC - Third Sector Submission  
Provider Forum discussions  
Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.4.4 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?	Yes

Please explain how individuals may be impacted.

The current services support men, women (including young people) to address the barriers they face as a consequence of their vulnerabilities and their gender.

### 3.5 Gender Reassignment - Assessment Questions

#### 3.5.1 Gender Reassignment - Relevance

Gender Reassignment	Relevant
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**Comment:**

All service are accessible to people with gender reassignment.

#### 3.5.2 Gender Reassignment - Impact

**Describe how the Function meets the needs of Individuals who have undergone or are intending to undergo gender reassignment?**

The current services are required to meet the needs of all citizens. The conditions of Grant Aid and Contracts specify Equality Act Considerations. Furthermore, diversity competent compliance forms part of the quality assurance

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

Case file audits of Third Sector Grant funded services

Case studies from Supporting People qualitative service reviews

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

Have you obtained the views of Individuals who have undergone or are intending to undergo gender reassignment on the impact of the Function?	Yes
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**If so, how did you obtain these views?**

Independent Provider Commissioned Reports

Be Heard - Corporate Consultation on the Budget

Be- Heard - Directorate Consultation on the Proposals to reduce the services by £5m

BVSC - Third Sector Submission

Provider Forum discussions

Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals who have undergone or are intending to undergo gender reassignment?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.5.4 Gender Reassignment - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Individuals who have undergone or are intending to undergo gender reassignment being treated differently, in an unfair or inappropriate way, just because of their gender reassignment?	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

**Please explain how individuals may be impacted.**

The services commissioned support citizens to overcome any barriers they may experience living independently within their local communities

**Please explain how.**

The services commissioned support citizens to overcome any barriers they may experience living independently within their local communities

### 3.6 Marriage Civil Partnership - Assessment Questions

#### 3.6.1 Marriage Civil Partnership - Relevance

Marriage & Civil Partnership.	Relevant
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#### 3.6.2 Marriage Civil Partnership - Impact

##### **Describe how the Function meets the needs of Individuals who are married or in civil partnerships?**

The current services are required to meet the needs of all citizens including those who are married or in civil partnerships. The conditions of Grant Aid and Contracts specify Equality Act Considerations. Furthermore, diversity competent compliance forms part of the quality assurance

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

Case file audits of Third Sector Grant funded services

Case studies from Supporting People qualitative service reviews

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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#### 3.6.3 Marriage Civil Partnership - Consultation

Have you obtained the views of Individuals who are married or in civil partnerships on the impact of the Function?	Yes
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##### **If so, how did you obtain these views?**

Independent Provider Commissioned ReportsBe Heard - Corporate Consultation on the Budget

Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m

BVSC - Third Sector Submission

Provider Forum discussions

Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals who are married or in civil partnerships?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.6.4 Marriage Civil Partnership - 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 who are married or in civil partnerships being treated differently, in an unfair or inappropriate way, just because of their marriage civil partnership?	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

##### **Please explain how individuals may be impacted.**

The services support vulnerable citizens to address any barriers they may face to live independently within their local communities.

**Please explain how.**

Vulnerable Citizens are supported to live independently within their local communities

### 3.7 Pregnancy And Maternity - Assessment Questions

#### 3.7.1 Pregnancy And Maternity - Relevance

Pregnancy & Maternity	Relevant
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**Comment:**

All services are accessible to Women that are pregnant or require maternity support, this includes specific support to young women.

#### 3.7.2 Pregnancy And Maternity - Impact

**Describe how the Function meets the needs of Pregnant women or those who are on maternity leave?**

The current services are required to meet the needs of all citizens including pregnancy and maternity. Furthermore commissioned services include dedicated support services for young mothers.

The conditions of Grant Aid and Contracts specify Equality Act Considerations. Furthermore, diversity competent compliance forms part of the quality assurance

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

Case file audits of Third Sector Grant funded services

Case studies from Supporting People qualitative service reviews

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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#### 3.7.3 Pregnancy And Maternity - Consultation

Have you obtained the views of Pregnant women or those who are on maternity leave on the impact of the Function?	Yes
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**If so, how did you obtain these views?**

Independent Provider Commissioned Reports

Be Heard - Corporate Consultation on the Budget

Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m

BVSC - Third Sector Submission

Provider Forum discussions

Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Pregnant women or those who are on maternity leave?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.7.4 Pregnancy And Maternity - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Pregnant women or those who are on maternity leave being treated differently, in an unfair or inappropriate way, just because of their pregnancy and maternity?	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

**Please explain how individuals may be impacted.**

The services support vulnerable citizens to address any barriers they may face to live independently within their local communities.

**Please explain how.**

The services support vulnerable citizens are supported to live independently within their local communities.

### 3.8 Race - Assessment Questions

#### 3.8.1 Race - Relevance

Race	Relevant
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**Comment:**

49% of service users accessing across all Supporting People services are from BME communities. Whilst this may evidence good access to the commissioned services, it also demonstrates the level of housing support needs for these communities. All services have been commissioned using a diversity competency specification.

#### 3.8.2 Race - Impact

**Describe how the Function meets the needs of Individuals from different ethnic backgrounds?**

The current services are required to meet the needs of all citizens including BME communities. The service data for Supporting People services show that 49% of service users in some services are from BME communities. Third Sector Grant funded services which are locality based are reflective of their local communities. The conditions of Grant Aid and Contracts specify Equality Act Considerations. Furthermore, diversity competent compliance forms part of the quality assurance

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

Case file audits of Third Sector Grant funded services  
Case studies from Supporting People qualitative service reviews  
Client monitoring returns for SP services  
Provider evidence

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

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

Independent Provider Commissioned Reports  
Be Heard - Corporate Consultation on the Budget  
Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m  
BVSC - Third Sector Submission  
Provider Forum discussions  
Citizens Panel Discussions with Citizens

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals from different ethnic backgrounds?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.8.4 Race - 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 from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	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

**Please explain how individuals may be impacted.**

The services support vulnerable citizens to address any barriers they may face to live independently within their local communities.

**Please explain how.**

The services support vulnerable citizens to live independently within their local communities.

### 3.9 Sexual Orientation - Assessment Questions

#### 3.9.1 Sexual Orientation - Relevance

Sexual Orientation	Relevant
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**Comment:**

The services commissioned are sensitive to the sexual orientation of all citizens accessing the services.

#### 3.9.2 Sexual Orientation - Impact

**Describe how the Function meets the needs of Individuals of different sexual orientations?**

The current services are required to meet the needs of all citizens including their sexual orientation. Whilst Citizens are less likely to declare their sexual orientation for the purposes of diversity monitoring, the conditions of Grant Aid and Contracts specify Equality Act Considerations. Furthermore, diversity competent compliance forms part of the quality assurance

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

Case file audits of Third Sector Grant funded services

Case studies from Supporting People qualitative service reviews

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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#### 3.9.3 Sexual Orientation - Consultation

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

Independent Provider Commissioned Reports

Be Heard - Corporate Consultation on the Budget

Be Heard - Directorate Consultation on the Proposals to reduce the services by £5m

BVSC - Third Sector Submission

Provider Forum discussions

Citizens Panel Discussions with Citizens

External stakeholder feedback

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different sexual orientations?	No
If not, why not?	Consultation not required at this time
Is a further action plan required?	Yes

#### 3.9.4 Sexual Orientation - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Individuals of different sexual orientations being treated differently, in an unfair or inappropriate way, just because of their sexual orientation?	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

**Please explain how individuals may be impacted.**

The services support vulnerable citizens to address any barriers they may face to live independently within their local communities.

**Please explain how.**

The services support vulnerable citizens to live independently within their local communities.

### 3.10 Concluding Statement on Full Assessment

The savings requirements for 2017/18 have been generated through a combination of contract and performance management, provider offers and alignment to some services to alternative funding streams. This has removed or minimized any possible negative impacts for Citizens, Communities, Providers and wider Stakeholders.

Further savings are nevertheless required by 2018/19 in order to deliver the £5m. These savings will be delivered within the context of the following;

- 1) The establishment of a local authority strategy for the future investment in third sector provision
- 2) Closer alignment of services to the future vision for adult social care
- 3) Use of the Improved Better Care Fund to commission prevention services which support people to live independently within their local communities.
- 4) Further considerations including the proposed welfare reform changes relating to supported housing which will begin to be clarified by central government and DCLG over the next year.

Therefore an impacts log will be created in order to capture step by step any negative impacts or impacts currently not known whilst any proposed activity or changes set out above take place. The action plan set out in this EA will ensure that the appropriate consultations take place. Further EA will be created as part of any re design or commissioning activity.

## 4 Review Date

13/02/18

## 5 Action Plan

### 5.2 Gender

Issue	Undertake consultation which takes into consideration gender issues as part of the re design activity
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#### Action

Undertake consultation with Citizens and Stakeholder as part of the re design of services and future commissioning.

#### Resources

Commissioning resource and Citizen Voice team input

Target Start Date	03/07/2017
Lead Officer	

#### Recommendations

This will form part of the future re design and or commissioning activity

#### Monitoring

Equality Impact log. A new EA will also be produced as part of the re design and commissioning activity.

#### Outcomes

To be confirmed

### 5.3 Race

Issue	Ensure that the needs of BME are reflected in the future re design or commissioning activity
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#### Action

Ensure that the consultation process is inclusive of all Citizens.

Ensure that the feedback feeds directly into any decisions relating to service re design and commissioning activity.

#### Resources

Target Start Date	03/07/2017
Target Completion Date	13/02/2018
Lead Officer	

**Recommendations**

The recommendations will feed directly into the re design and commissioning activity

**Monitoring**

Equality Impact log. A further EA will be created as part the re commissioning activity

**Outcomes**

To be confirmed

## 5.4 Disability

Issue	Consult stakeholders and Citizens on future commissioning plans
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**Action**

Consultation will be conducted as part of the Commissioning Cycle in order to establish existing and future needs. This will include engagement with regards to any new service design or systems changes.

**Resources**

Commissioning Resources, Citizen Voice Team input.

Target Start Date	13/02/2018
Target Completion Date	01/03/2018
Lead Officer	

**Recommendations**

The recommendations will inform the future commissioning approach.

**Monitoring**

Equality Impacts log and Action Plan

**Outcomes**

To be confirmed.

## 5.5 Religion or Belief

Issue	Ensure that faith and belief considerations are taken into account in service re design or recommissioning activity
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**Action**

Ensure that the consultation process is inclusive of all Citizens.  
Ensure that the feedback feeds directly into any decisions relating to service re design and commissioning activity.

**Resources**

Commissioning Officer and Citizen Voice Team

Target Start Date	10/07/2017
Target Completion Date	01/03/2018
Lead Officer	

**Recommendations**

The recommendations will feed directly into the re design and commissioning activity

**Monitoring**

Equality impact log. A further EA will be created as part of the commissioning activity

**Outcomes**

To be confirmed

**5.6 Sexual Orientation**

Issue	Sexual orientation is taken into consideration as part of the re design or re commissioning activity
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**Action**

Ensure that the consultation process must be inclusive for all citizens. Any specific issues relating to sexual orientation that are relevant to future service design and re commissioning feed into that activity.

**Resources**

Commissioning officer and Citizen Voice team input

Target Start Date	03/07/2017
Target Completion Date	13/02/2018
Lead Officer	

**Recommendations**

The recommendations will feed directly into the commissioning activity

**Monitoring**

Equality Impacts log. A further EA will also be created as part of the commissioning activity

**Outcomes**

To be confirmed

**5.7 Age**

Issue	Impact of Day Opportunities Services
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**Action**

Review of the service in light of the wider work within the Directorate for Day Opportunities .

**Resources**

Officer Support including Social Work assessment support where appropriate

Target Start Date	05/07/2017
Target Completion Date	13/02/2018
Lead Officer	

**Recommendations**

Support future commissioning options

**Monitoring**

Impact Log and findings of any needs analysis accompanying the commissioning activity

**Outcomes**

To be confirmed

**5.8 Gender Reassignment**

Issue	Consultation approach for the service re design and commissioning activity must reflect the needs of people that have undergone or intending to undergo gender reassignment
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**Action**

The consultation activity to be undertaken must be inclusive of all Citizens. The findings specifically relating to gender re assignment must be reflected in the service re design proposals and re commissioning activity.



## Resources

Commissioning Officer and Input from the Citizen Voice Team

Target Start Date	03/07/2017
Target Completion Date	13/02/2018
Lead Officer	

## Recommendations

The recommendations will feed directly into the re design and commissioning activity

## Monitoring

Equality Impact Log. A further EA will be created as part of the re commissioning activity.

## Outcomes

To be confirmed.

## 5.9 Pregnancy And Maternity

Issue	Ensure that the needs of pregnant women and maternity considerations are reflected in future re design or commissioning activity
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## Action

The consultation activity to be undertaken must be inclusive of all Citizens. The findings specifically relating to pregnant women and maternity must be reflected in the service re design proposals and re commissioning activity.

## Resources

Commissioning Officer and Citizens Voice Team

Target Start Date	03/07/2017
Target Completion Date	13/02/2018
Lead Officer	

## Recommendations

The recommendations will feed directly into the re design and commissioning activity

## Monitoring

Equality Impact log. A further EA will be created as part of the re commissioning activity.

## Outcomes

To be confirmed

## 5.10 Marriage Civil Partnership

Issue	Ensure that the views of citizens that are married or in Civil Partnerships are taken into consideration as part of any future service re design or commissioning activity
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## Action

The consultation activity to be undertaken must be inclusive of all Citizens. The findings specifically relating to citizens that are married or in Civil Partnerships must be reflected in the service re design proposals and re commissioning activity.

## Resources

Commissioning Officer and Citizen Voice Team

Target Start Date	03/07/2017
Target Completion Date	13/02/2018
Lead Officer	

## Recommendations

The recommendations will feed directly into the re design and commissioning activity

**Monitoring**

Equality Impacts Log. A further EA will be completed as part of the commissioning activity.

**Outcomes**

To be confirmed