

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Hoarding prevention and support service
2	Person responsible for the assessment:	Lindsey Mallory
3	Contact details:	0161 912 4565 Lindsey.mallory@trafford.gov.uk
4	Section & Directorate:	All Age Commissioning Adults
5	Name and roles of other officers involved in the EIA, if applicable:	Not applicable


B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input checked="" type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input type="checkbox"/>
3	What is the main purpose of the policy/function?	There are 2 main purposes to the service: 1. To trial new ways of working with people who hoard and self-neglect or are at risk of hoarding and self-neglect, to support them to live well at home and reduce the need for long term and complex care and support. 2. To improve the awareness of hoarding and self-neglect for the

		social care workforce and train them to adopt new ways of working to support this group of people
4	Is the policy/function associated with any other policies of the Authority?	Living Well at Home Priorities
5	Do any written procedures exist to enable delivery of this policy/function?	Yes. The following support the delivery of the service: <ul style="list-style-type: none"> • business case • service description • grant agreement with British red Cross who will deliver the service • Trafford Self-Neglect Policy • Trafford Safeguarding Policy
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	Not applicable
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<ul style="list-style-type: none"> • The person in receipt of the service will experience improved health and wellbeing and improved living conditions as a result of support • Social workers will be able to refer service users to a dedicated service and will therefore benefit from reduced time spent directly supporting complex hoarding cases • Social care professionals will benefit improved skills as a result of the training programme • British Red Cross will benefit from dedicated funding to deliver the service • Trafford residents will benefit from improved neighbourhoods because the service will support people to better maintain their property

8	How will the policy/function (or change/improvement), be implemented?	By way of a test and learn pilot. We have secured grant funding from Trafford Housing trust, and transformation funding from the Council/Clinical Commissioning Group, to deliver a 2-3 year pilot. We have commissioned British Red Cross to deliver the pilot
9	What factors could contribute or detract from achieving these outcomes for service users?	<ul style="list-style-type: none"> • Ability of British Red Cross to recruit to the service • The marketing of the service to raise awareness and generate referrals • The complexity of need of the people using the service may impact on the number of people we can support • The availability of a specialist trainer to deliver the training element of the pilot • The willingness of people to accept support from the service for the hoarding and/or self-neglect
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	It is shared between commissioning, adult social care and the commissioned providers

C. Data Collection on People Impacted by Policy or Function

1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	<p>We have some monitoring information regarding the extent of hoarding and self-neglect but this is not currently routinely collected by adult social care, so the data is limited.</p> <p>We don't have monitoring relating to the new approach because the service hasn't started yet</p>
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2	Please specify monitoring information you have available and attach relevant information*.	The data and monitoring information we have at this time is included in  Hoarding evaluation.pptx the embedded document:
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	We will undertake monitoring

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

D. Consultation & Involvement		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	Yes. We have completed stakeholder consultation with a range of health and social care professionals, voluntary sector organisations and homecare and reablement providers, to design the service pilot. We haven't consulted with service users, but we plan to do this once the service is up and running and we will also complete an end of project evaluation
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	We will consult with people who receive the service, people who attend training sessions and social work professionals. This will include face to face interviews, online surveys and consultation events
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	Time constraints may hinder our ability to consult with social workers but we will attempt to overcome this by completing online surveys and using the intranet. Service users are often isolated and feel a certain amount of shame

about their hoarding and self-neglect so may be unwilling to participate. We will overcome this by asking British Red Cross support worker and volunteers, who have an established and positive relationship with service users, to complete and consultation

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;			✓	The service will target anyone who hoards/self-neglects or is at risk of hoarding/self-neglect. We will monitor service uptake and develop a marketing and comms plan which maximises uptake by men and women
Pregnant women & women on maternity leave			✓	The service is available to anyone who hoards/self-neglects

Gender Reassignment			✓	The service will support anyone who hoards/self-neglects or is at risk of hoarding/self-neglect. We will monitor service uptake and develop a marketing and communications plan which maximises uptake by people who have transitioned, but this will be dependent upon their willingness to share this information as part of our service monitoring, when they access support
Marriage & Civil Partnership			✓	The service will support anyone who hoards/self-neglects or is at risk of hoarding/self-neglect. We will monitor service uptake and develop a marketing and communications plan which maximises uptake by people who are in a civil partnership, but this will be dependent upon their willingness to share this information as part of our service monitoring, when they access support
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)			✓	The service will support anyone who hoards/self-neglects or is at risk of hoarding/self-neglect. We will monitor service uptake and develop a marketing and communications plan which maximises uptake by people from different races and ethnicity. This will include awareness-raising across the borough, including with Voluntary Community Sector (VCS) groups and other professionals who work with BAME communities. We will also ensure service publicity reflects the BAME populations in Trafford
Disability – physical, sensory & mental impairments	✓			We anticipate that a significant proportion of people who access the service will have physical, mental or sensory impairments, which are impacting on their ability and willingness to care for themselves and their home environment. We will specifically target specialist services, both in terms of generating referrals to the service and in terms of our training offer to professionals

Age Group - specify eg; older, younger etc)	✓			We anticipate that a significant number of people who access the service will be over 65. This is based on what we already know about hoarding and self-neglect in Trafford, which suggests that people manage without support for several years, until they reach a crisis, such as a hospital admission, as an older person.
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			✓	The service will support anyone who hoards/self-neglects or is at risk of hoarding/self-neglect. We will monitor service uptake and develop a marketing and communications plan which maximises uptake by people from LGBTQ+ communities. This will include awareness-raising across the borough, including with VCSE sector groups and other professionals who work with LGBTQ+ communities.
Religious/Faith groups (specify)			✓	The service will support anyone who hoards/self-neglects or is at risk of hoarding/self-neglect. We will monitor service uptake and develop a marketing and communications plan which maximises uptake by people from religious and/or faith communities. This will include awareness-raising across the borough, including with groups and organisations who work with people from religious and/or faith communities.

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low


Neutral

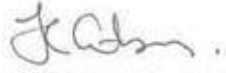
F. Could you minimise or remove any negative potential impact? If yes, explain how.	
Race:	Not applicable
Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	Not applicable
Disability:	Not applicable
Age:	Not applicable
Sexual Orientation:	Not applicable
Religious/Faith groups:	Not applicable
Also consider the following:	
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?
2	Could the policy have an adverse impact on relations between different groups?
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Progress milestones

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed 
 Lead Officer
 Date 21st January 2020

Signed 
 Service Head
 Date 21 Jan 2020

