

EQUALITY IMPACT ASSESSMENT (EIA) - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Locality - Supported Accommodation Retender
2	Person responsible for the assessment:	Julie Burroughs
3	Contact details:	julie.burroughs@trafford.gov.uk
4	Section and Directorate:	Integrated Commissioning Directorate
5	Name and roles of other officers involved in the EIA, if applicable:	Julie Burroughs

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 type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	The purpose of the proposed function is to provide supported accommodation for people with a learning disability or autism who live in existing schemes. The schemes have been identified and grouped into a locality, North and South. A locality approach will support the continuity of support and enable clients to develop links with their local Communities.
4	Is the policy/function associated with any other policies of the Authority?	<ul style="list-style-type: none"> • Trafford Joint Strategic Needs Assessment (JSNA) • Trafford Autism Strategy (draft) • Trafford Learning Disability Strategy(draft)
5	Do any written procedures exist to enable delivery of this policy/function?	Yes
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	People with a Learning Disability, Autism or behaviour that challenges and their families. They will benefit as the service will provide much-needed supported accommodation to allow people with autism to develop the skills needed towards independence.
8	How will the policy/function (or change/improvement), be implemented?	The function will be implemented on a gradual basis once the new Provider is in receipt of the contract. The new locality service will offer

		<p>accommodation and support for people with Learning Disabilities/Autistic Spectrum Disorder (LD/ASD) to develop independent living skills. It will also enable them to maintain their own tenancy.</p> <p>The service will offer person centred, individualised support to people who need support to gain skills to live independently. The service will then offer outreach and move-on support to identify alternative, long-term properties to enable them to maintain their independence.</p>
9	<p>What factors could contribute or detract from achieving these outcomes for service users?</p>	<p>There needs to be a clear referral route and eligibility criteria for the service, to ensure that it functions correctly.</p> <p>Risks:</p> <ul style="list-style-type: none"> • People placed in service who have higher needs (e.g. require access to 24 hour support) than can be supported. Also people who are unable to achieve independence within the two year time frame. • People with higher needs utilising support and meaning there is not enough support for others within the service • People being unwilling to move on from the service once they have achieved independent living skills • People being unable to move on from the service, due to a lack of suitable move-on accommodation <p>Opportunities:</p> <ul style="list-style-type: none"> • This will be a further opportunity for this group of people to move out of the family home with the support required. • The client group will have their own apartments, rooms and space, enabling them to maintain their own routines.

		<ul style="list-style-type: none"> • They will also have access to communal areas to socialise with others if they would like to. This will help to reduce the social isolation that many people experience when living on their own. • There will be experienced staff on site who are able to provide support in maintaining a tenancy and preparing for independent living.
10	<p>Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?</p>	<p>The new service will rely on referrals from operational and front line teams across Trafford which are:</p> <ul style="list-style-type: none"> - the Autism Co-ordinator - Community Learning Disability Team (health & social care), Locality Social Work Teams, - Trafford Extended Service (Greater Manchester Mental Health) - Community Mental Health Teams. <p>It will also work closely with HOST (Housing Options Service Trafford) to receive referrals from people who have autism and are homeless/at risk of homelessness.</p>

Ethnicity	Grand Total
Any Other Asian Background	12
Any Other Black Background	17
Any Other Ethnic Group	8
Any Other Mixed Background	12
Any Other White Background	5
Bangladeshi	<5
Black - African	5
Black Caribbean	12
Chinese	<5
Indian	5
Information Not Yet Obtained	35
Pakistani	26
Traveller of Irish Heritage	<5
White - British	698
White - Irish	7
White and Asian	8
White and Black African	<5
White and Black Caribbean	<5

		Religion	Grand Total
		Christian	114
		Church of England	81
		Hindu	<5
		Islamic	25
		Jewish	<5
		None	17
		Not Stated	404
		Other religion	53
		Roman Catholic	54
		Sikh	<5
		Blank	110
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 monitor the service on a quarterly basis to ensure that data is gathered on the effectiveness of the service and also on the uptake from different equality groups. We can then compare to demographic data to ensure proportionate uptake from these groups.	

*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 and 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. Significant anecdotal evidence in Trafford shows a significant gap in provision for people with ASD who do not have a learning disability or mental health condition as well. Practically, there is a lack of commissioned provision for this group. This is demonstrated by the inability to offer support to this group in finding independent accommodation and support to maintain this. We have a number of clients who we know are in need of accommodation. We hope to support them to remain in Trafford.
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	A consultation took place in November 2020 through the Trafford Learning Disability Provider Forum and workshops. We held a market engagement event. This included people with Learning Disabilities and/or ASD, parent/carers of people with ASD. Also present were professionals from the public and third sector including health, social care, criminal justice, advocacy, carers etc.
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	One key barrier is that there will be individuals and families who are not known to Trafford as they have been managing themselves. These individuals and families only come to the attention of professionals if there is a crisis or potential breakdown in family relationships. Through the Learning Disability & Autism partnership board, we aim to develop relationships with families and individuals as they move through the diagnostic pathway. Therefore capturing a greater proportion of people diagnosed. Advocates and carers attend the consultations to assist and support with communication needs required.

**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;			x	
Pregnant women and women on maternity leave			x	
Gender Reassignment			x	
Marriage and Civil Partnership			x	
Race - include race, nationality and ethnicity (NB: the experiences may be different for different groups)			x	
Disability – physical, sensory and mental impairments	x			The change will be positive for people with Learning Disability /Autism as it should promote the continuity of staff to work across localities. Those requiring support will be able to remain in Trafford close to their families and remain connected to friends and the wider community.
Age Group - specify e.g. older, younger etc.)			x	

Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			x	
Religious/Faith groups (specify)			x	

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:	N/A – Not applicable
Gender, including pregnancy and maternity, gender reassignment, marriage and civil partnership:	N/A
Disability:	N/A
Age:	N/A
Sexual Orientation:	N/A
Religious/Faith groups:	N/A
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
Consult with families , service users and staff	Discuss how they would like the service to work and implement recommendations from this consultation.	October 2020	Julie Burroughs	
To agree approach, timeline for retender	Liaise with all stakeholders to share approach and timescales	October – November 2020	Julie Burroughs Michelle Symonds/Rachel McDonald	
To promote the services commissioned and the revised modelling	Liaise with: <ul style="list-style-type: none"> • locality health & social care teams • Community Learning Disability Team health & social care • Trafford Extended Services • Autism Partnership Board • Carers Centre 	November – December 2020		

	<ul style="list-style-type: none"> Families and people with LD/ASD <p>And any other stakeholders to explain the revised model.</p>			
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Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed



Lead Officer
Date

Julie Burroughs
24.02.21

Signed



CLT Member Diane Eaton
Date 13/05/2021

