

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Void and nomination agreements for supported living settings within Southampton
Brief Service Profile (including number of customers)	
<p>In order to support the development of more supported living settings, the Council is often asked to enter into void and nominations agreements with Registered Providers (in most cases housing associations). These agreements give the Council guaranteed rights to ‘nominate’ tenants to live in the properties. In return for these rights the Council accepts liability for void costs, guaranteeing payment of rent to Registered Providers during periods where one or more tenancies are vacant.</p> <p>The paper seeks approval from Cabinet to delegate authority to the Director for Quality & Integration, following consultation with the Service Director: Finance and Commercialisation to enter into void and nomination agreements for supported living settings.</p> <p>A learning disability housing needs assessment is in development and will provide a detailed description of the additional supported living requirements over the next ten years in terms of capacity and complexity. However as an indicator of the need, there are 60 individuals currently identified requiring alternative accommodation in the next 2- 3 years. Around 10-15 new properties will be needed to meet this level of need.</p>	
Summary of Impact and Issues	
No negative impacts have been identified as a result of developing more supported living in the city.	

Potential Positive Impacts	
<p>Some clients will be supported in their own homes rather than in a residential care setting. This will give greater independence as they will have their own tenancy agreements with the rights that that entails. On average individuals living in supported living are better off financially than those living in residential care and have more control over how their money is spent.</p> <p>Having a larger number and range of local supported living properties will provide more choice to individuals and their carers about where to live, the type of property and who to live with.</p>	
Responsible Service Manager	Kate Dench
Date	June 2019
Approved by Senior Manager	Stephanie Ramsey
Date	June 2019

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	All affected individuals are 18+. There will be no change.	Not required
Disability	All individuals will have a disability.	Individuals will continue to receive the care and support they need but with the benefit of the supported living provider providing a more person-centred care plan. Before moving into supported living each individual will have a transition period during which an up to date social care review will be completed, addressing specific support needs and skills development.
Gender Reassignment	No identified negative impacts.	Not required
Marriage and Civil Partnership	No identified negative impacts.	Not required
Pregnancy and Maternity	No identified negative impacts.	Not required
Race	No identified negative impacts.	Having a wider range of supported living properties in different parts of the city will support delivery of

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		services which are appropriate to culture / race.
Religion or Belief	No identified negative impacts.	Not required
Sex	No identified negative impacts.	Not required
Sexual Orientation	No identified negative impacts.	Not required
Community Safety	Community safety can be a concern and issue for some individuals. There remains stigma of people with learning disabilities in the community.	The Registered Provider and commissioned home care provider will be able to provide a more personalised care and support to address any potential issues related to community safety.
Poverty	Individuals living in residential settings are generally financially worse off than those within supported living placements or who continue living in family settings.	All individuals will receive an up to date review and individual support plans in order to identify their support needs. The offer of a referral to the Life Skills Team will be given. The FAB (Finance, Assessment and Benefits) Team will undertake individual assessments to maximise individual's benefits.
Health & Wellbeing	People with learning disabilities experience a number of health conditions at an earlier stage than the general population.	Living within the city will support individuals to access local health services including the specialist Learning Disability health services commissioned by the CCG.
Other Significant Impacts	None	