

Full Equality Impact Assessment Tool

Overall Information	Details of Full Equalities Impact Assessment
Financial Year and Quarter	10/11 Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Proposed closure of Tamworth supported hostel</p> <p>Tamworth is a 14 unit mixed supported hostel that provides short-term accommodation for people with high/medium mental health needs. It is one of 20 supported housing projects for people with mental health needs and one of six that are for people with high mental health needs.</p> <p>Analysis has demonstrated that the number of units of high support can be reduced because there has been an under-occupancy of this type of accommodation for over a year. Tamworth has been operating with high voids and the building is in a very poor state of repair, so it was identified for disposal. The equalities impact of the disposal is low, because evidence demonstrates that there is sufficient provision for the client group in the borough's other mental health supported housing.</p> <p>Of the 14 units at Tamworth only eight are currently occupied. All eight residents have a move on plan and five of these eight will be moving onto lower support or independent accommodation. Therefore the closure of the service has had a positive impact on them because their needs have been assessed and their applications fast-tracked. There are two people whose needs remain the same and they will be moved on to accommodation that is suitable for their needs. One resident needs higher support and will therefore be moved to residential care. It is likely that those with the same or higher needs will also benefit from a move because the Tamworth building is in a poor state of repair and they will move to higher quality accommodation. The service will not close until each resident has been moved on to suitable alternative accommodation that addresses their needs.</p>
Name of Service Department	Name: Hannah Carmichael Position: Commissioning Manager Email: hannah.carmichael@lbhf.gov.uk Telephone No: 020 8753 5384

Date of completion of final EIA	10 th Feb 2011
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Section 02	Scoping of Full EIA
Plan for completion	<p>Timing – completion by 10th February 2011</p> <p>Resources – Tamworth Manager, Social Care Lead for Mental Health, Commissioning Manager for Mental Health</p> <p>Lead Officer – Hannah Carmichael (Commissioning Manager)</p> <p>Other officers – Carly Fry (Opportunities Manager)</p>
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>Proposed closure of Tamworth supported hostel</p> <p>Tamworth supported hostel has become surplus to the council's requirements and the proposal is therefore to close it. The outcome would be a saving to the council of approximately £300k.</p> <p>The outcome for staff of the service is likely to be redundancy. The equalities implications of this are discussed in the EIA that accompanies the organisation change assessment (November 2010). This is attached to the Key Decisions Cabinet report.</p> <p>This EIA will only discuss the implications to the current residents of the service and any potential users of the service.</p>

Section 03	Assessment of relevant data and/or undertake research
Documents and data reviewed	<p>The following data and documents have been used to help inform this Equalities Impact Assessment:</p> <p>Single Equalities Scheme</p> <p>The Single Equalities Scheme outlines how the council meets the requirements for all groups protected by discrimination law. It considers the current duties and includes new duties that were expected to arise from the Equality Act 2010, which received royal assent in April 2010. The new duty comes into force on 6th April 2011.</p>

	<p>Borough profile 2010 and Census 2001</p> <p>The above were both considered when looking at the populations of people in mental health supported housing and how these compared to the borough's statistics on the protected groups.</p> <p>http://www.lbhf.gov.uk/Directory/Council_and_Democracy/Plans_performance_and_statistics/Statistics_and_census_information/homepage.asp</p>
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Section 04	Assess or undertake consultation	
Consultation	<p>A seven week consultation on the proposal to close Tamworth was carried out between 15th November 2010 and 7th January 2011. The council consulted with staff, service users, their carers and interest groups. Methodologies consisted of consultation meetings. Information and feedback from the consultation were used to inform this EIA and actions (see section 07). More information about the consultation, including full analysis can be found in the accompanying Cabinet Report.</p>	
Assessment	<p>The consultation highlighted the importance of having a move on plan for each individual service user, which considered and mitigated against risks of them moving on. The very nature of supported housing means that move on plans are part of the licences and the proposed closure would mean that these move on plans would be fast tracked, which would benefit the service users that are ready to move on. Those that are not ready to move on would be found suitable, alternative housing and Tamworth would not close until all current residents were settled into new accommodation.</p>	

Section 05	Assessment of impact and outcomes	
Assessment	Race	<p>LOW IMPACT - NEUTRAL</p> <p>The main referral route for Tamworth residents and other mental health supported housing service users is from hospital. There is a disproportionate number of people of Black and Minority Ethnic (BME) people hospitalised for their mental health and this is represented in mental health supported accommodation in the borough as a whole (63%).</p>

		<p>37.5% of Tamworth's current residents are of BME origin, which is comparable to the borough's population of 32% BME. The impact of closing Tamworth is unlikely to have any implications for BME groups because as stated above, mental health supported housing in the borough as a whole accommodates a disproportionately high number of people of BME origin.</p> <p>During the consultation about the merge of the services there was no concern raised about the impact on race.</p>
	Disability	<p>LOW IMPACT - NEUTRAL</p> <p>Tamworth is not accessible for people with mobility problems, so therefore the effect on people with this type of disability would be neutral. Other mental health supported accommodation in the borough is also mostly inaccessible for wheelchairs and those with mobility issues because much of the provision is in converted Victorian houses with stairs and steps.</p> <p>Of the current residents in mental health supported housing, two people have a mobility disability. Closing the project is unlikely to have an effect on those people because there will be enough provision in the other mental health supported housing for those that need this type of accommodation. The borough has other supported housing provision for people with physical disabilities.</p> <p>During the consultation about the merge of the services, there was no concern raised about the impact on disability.</p>
	Gender	<p>LOW IMPACT</p> <p>Tamworth is a mixed hostel with an equal number of male and female units. The rest of the mental health supported accommodation in the borough is mixed or male only. There are a higher number of men in hospital for their mental health than women, so the borough provides supported accommodation that reflects this demographic.</p> <p>During the consultation about the merge of the services, there was no concern raised about the impact on gender.</p>

	Age	LOW IMPACT - NEUTRAL Tamworth provides accommodation for adults of all ages, as does the other mental health supported housing in the borough. Providers do not discriminate on age, so current residents and future service users of any adult age would have an equal opportunity of accessing the other mental health supported housing in the borough.
	Sexual Orientation	LOW IMPACT - NEUTRAL Tamworth and other mental health accommodation in the borough is for people of any sexual orientation and would not discriminate on any grounds, including sexual orientation. The differential impact on service users of different sexual orientations of closing Tamworth is therefore neutral.
	Religion/ belief (including non-belief)	LOW IMPACT – NEUTRAL Tamworth and other mental health accommodation in the borough is for people of any religion and would not discriminate on any grounds, including religion. The differential impact on service users who have different religious or philosophical beliefs of closing Tamworth is therefore neutral.

Section 06	Reducing any adverse impacts
Outcome of Assessment	As Tamworth is short-term accommodation, all residents have move on plans. The closure of the service would bring these move on plans forward and applications for alternative accommodation would be fast-tracked. The three residents that would not be ready to move on would be placed in suitable high support accommodation. Tamworth would not close until all current residents are placed in alternative provision that meets their needs.

Section 07	Action Plan				
Action Plan	Issue identified	Action	When	Lead officer	Expected outcome
	Move current	Individual	Start in January,	PATHS manager,	Smooth transition

	residents onto alternative provision that meets their needs	assessment and move on plans and referrals to be made	finish end of March or when placements are found	Lucy Baker	to new accommodation for service users and carers
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Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: John Chamberlain Position: Assistant Director of Adult Social Care Email: john.chamberlain@lbhf.gov.uk Telephone No: 020 8753 5004
Key Decision Report	Date of report to Cabinet/Cabinet Member: 21/02/2011 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager	Name: Carly Fry Position: Opportunities Manager Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430