

## APPENDIX 2

### PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
<b>Title: Housing Related Support Commissioning</b>	
<b>Directorate:</b> Adult Social Care, Health and Housing	<b>Service area:</b> Strategic Commissioning
<b>Lead person:</b> Lisa Elliott	<b>Contact:</b> Lisa.elliott@rotherham.gov.uk
Is this a:	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
	<input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify – Revised pathway for commissioned services</b>	

2. Please provide a brief description of what you are screening
<ul style="list-style-type: none"> <li>• Housing Related Support pathway to replace previous Vulnerable Adult and Complex Needs pathways with specified services replaced by overarching service specifications</li> <li>• Establishment of a group of contractually compliant providers through a flexible purchasing system</li> <li>• Mental health provision (Burns Court and Browning Court) to align to Mental Health pathway</li> <li>• Young people's services to integrate into CYPS Flexible Purchasing Model</li> </ul>

### 3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?		X
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		X
Have there been or likely to be any public concerns regarding the proposal?		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Data is collected relating to profile of people using the services, including protected characteristics. There will be no change to the collection and analysis of this data.

For inclusion onto the Flexible Purchasing System, all providers will undergo a tender process. Equality and Diversity will be included within this process as a tender question. Providers will be monitored and held to account for the duration of the contract.

As the proposals do not recommend any reduction in the level of service provision, there should be no impact to customers in accessing the service. The procurement exercise (including co-production) will aim to ensure the services are reaching those most in need of the service and equity will be incorporated into service and access design.

The FPS will essentially be a different tool for delivering services that are already in existence. However, it will allow more flexibility within provision and enable solutions for grant funding to be selected and mobilised. However, it cannot be known prior to the procurement whether the same providers will be successful in securing contracts. Should there be any need to move people to a new service provider, then a full transition will be planned and customers needs will be fully met.

The new pathway proposes removal of restrictions to HRS due to presenting need or cohort and therefore is expected to be more inclusive than the current model. However, this will be monitored.; A snapshot of all people currently using Housing Related Support was carried out in April 2022 and this includes diversity monitoring data. This data, along with quarterly monitoring data will act as a starting point to allow commissioners to ensure changes to service provision are positively supporting people with protected characteristics, by using as a baseline for monitoring future usage of services.

For the services that are aligning to the Mental Health pathway, equality monitoring data will be collected and analysed by commissioners to ensure equality of access and service delivery.

For the Young People's services, the proposal is integrating HRS provision into an existing model that already monitors equality and diversity All contract management documentation will reflect this, and accessibility and pathways into the services will remain unchanged.

- **Key findings**

A snapshot of people using the services under the current contract terms and pathways was undertaken in April 2022. This provides a baseline of need and will support future monitoring of equality data.

The data has been broken down into Floating Support Services, Accommodation based Housing Related Support Pathway - proposal for future commissioning Services, Young People's Services and Mental Health Services.

This data has shown that:

Ethnicity – The differences across service type were not significant and it should be noted that this is only a single point in time, but data will be collected and regularly monitored

Gender – Floating Support services showed a higher percentage of male customers at the time of the data collection. Young People’s services showed a higher percentage of female customers, which is to be expected given that one of the services commissioned is for young mothers and expectant mothers.

Sexuality – There is a slight variation in younger people and mental health services whereby a higher percentage of people identified as bisexual, gay or lesbian.

Disability – A lower proportion of people with a disability were accessing accommodation-based services than floating support. Accessibility of properties should be considered as part of service specification.

Religion/Faith – a lower proportion of people using the younger people’s services stated they followed a Religion/Faith than of the other services.

Age – There are a higher proportion of people aged 18-25 using the mental health services than the other floating support and accommodation-based services

The above findings should continue to be monitored to build an ongoing picture of people accessing the services, this can then be benchmarked against data for the Rotherham population and data of people accessing homeless services to ensure services reflect the need.

• **Actions**

- Ensure the voices of people who use the service are captured in the design of the new service specification
- Include accessibility in quality standards
- Include EDI assessment as part of tender process
- Continue to measure EDI data for services

Date to scope and plan your Equality Analysis:	May – June 2022
Date to complete your Equality Analysis:	June – July 2022
Lead person for your Equality Analysis (Include name and job title):	Lisa Elliott, Strategic Commissioning Manager

**5. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Nathan Atkinson	Assistant Director, Strategic Commissioning	10 August 2022

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

<b>Date screening completed</b>	02/08/2022
<b>Report title and date</b>	Housing Related Support Pathway - proposal for future commissioning 17 <sup>th</sup> October 2022
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	03/10/2022
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	02/08/2022