

APPENDIX 3

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Housing Related Support – Future Commissioning	
Date of Equality Analysis (EA): 01/06/22 – 18/7/22	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead Manager: Lisa Elliott	Contact number: 01709 334480
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other If other, please specify Pathway development and procurement	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Lisa Elliott	RMBC	Commissioning Manager
Rebecca Woolley	RMBC	Public Health Specialist
Levi Karigambe	RMBC	Policy Officer

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

This report sets out the recommendations for the future of Housing Related Support Services (HRS). Housing Related Support Services are non-statutory services that support people experiencing homelessness or at risk of becoming homeless to live independently in the community.

Services are currently in place and the new pathway does not propose any reduction to the current level of service offer. The pathway aims to break down eligibility barriers for the different Housing Related Support Services to create more accessible provision at the first point of contact.

What equality information is available? (Include any engagement undertaken)

Housing Related Support services provide equality data for all people exiting the service. This can then be cross referenced with positive outcomes and fed into contract management. On the 22nd April 2022, all commissioned providers were engaged in undertaking a snapshot analysis of people currently in service. This included diversity data. This data has been analysed and will form a baseline for equality monitoring as the new pathway and service specification develops. 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 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

Are there any gaps in the information that you are aware of?

Maternity status is not currently collected as part of the ongoing contract monitoring and this will be added to future reporting. Going forward data will be cross referenced with diversity data of homeless applicants to ensure service delivery is mirroring need.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

As part of the contract management process quarterly monitoring reports collect equality data of people exiting the services. This can be cross referenced with outcomes. This data, along with the snapshot data will be used as a baseline to monitor service delivery as part of the re-commissioned service. This will allow the Council to identify any areas where groups are underrepresented and work alongside providers to address this through the contract management process.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

The re-defining of the pathway will not impact customers using the service and levels of provision will remain. Customers will be involved in the new service specifications that will cover the overall pathway, through a planned programme of engagement. Equality and Diversity data will be collected for all customers involved in the co-production of the service specification to ensure representation across people with protected characteristics.

Customers are also feeding into the wider refresh of the Homelessness Prevention and Rough Sleeper Strategy. Officers will utilise any findings from this consultation in shaping the new service specifications.

Engagement undertaken with staff (date and group(s) consulted and key findings)

This relates to externally commissioned services. As part of the cyclical nature of the commissioning process, providers have had the opportunity to feedback throughout the lifetime of their existing contracts. Contract management data has been reviewed along with feedback from the contract management process to inform the future direction of the commissioned services. Officers from the Adults Commissioning team manage the contracts and process. In addition to this, a working group of Housing Related Support providers has been

	established to include in-house partners. The service specification that will be developed to underpin the new pathway will be co-produced with the market.
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4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The current data will be used as a base line to continue to monitor equality of access to service and service delivery as the new pathway is developed and providers procured onto the Flexible Purchasing System. A single pathway would make the services easily accessible and reduce the need for multiple referrals to different services. There is no likely change or impact to different communities or groups and the services will continue to reach out to people in need of Housing Related Support. All providers will be required to demonstrate their commitment to Equality and Diversity on appointment to the FPS and throughout the contract, including understanding and meeting the needs of those with protected characteristics. This will be included in contract management and quality monitoring processes.

Does your Policy/Service present any problems or barriers to communities or Groups?

As stated above, the intention of this work is to improve accessibility to the pathway. It is anticipated that this will help to remove barriers to communities seeking Housing Related Support and barriers faced by specific communities will be addressed through involving service-users in the design of the specification.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes. The removal of 'cohorts' and development of a single pathway will mean people can access the first available service. This is being supported by a Flexible Purchasing System, which will allow providers to work with individuals and their needs, rather than a pre-defined eligibility. The underpinning service specification will be co-produced with experts in the community, i.e. people who use the services and providers that deliver the services and will ensure services support a personalised approach to Housing Related Support, which promotes equity in service delivery.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

There are no perceived impacts on community relations from the proposals. However, should a new service offer location be proposed in the future, this will be assessed to ensure that impacts on the community are considered, taking into account existing nearby amenities and services.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Housing Related Support Commissioning
Directorate and service area: Adults, Housing and Public Health - Commissioning
Lead Manager: Lisa Elliott
Summary of findings:
The proposals are to create a single pathway for Housing Related Support through the use of a Flexible Purchasing System as a procurement tool to access the market. The standards and specification will be co-designed with the market and people who use/have used the services. This co-production should include equality of access and measures should be taken to ensure that a diverse and representative provider and customer group are involved. There are no planned reductions in the level of service provision. The aim is to streamline the process for the customer and reduce the risk of them unnecessarily moving between services. This supports a personalised approach. The procurement process will involve standards and questions around Equality and Diversity and this will also be built into future contract monitoring. The contract management process will use the baseline data along with any other diversity data available, such as that of the homeless team, to assess delivery against and identify and improvement areas for the commissioned providers. Some variations in diversity data of people accessing services were found in the Equality Screening and Analysis. This will be monitored further to ascertain whether this is due to an increase in need or whether service accessibility within certain communities should be addressed.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Co-production of service specification with customers to include those with protected characteristics	All	March 2023
Equality and Diversity standards agreed and embedded into service specification and quality standards, including accessible services	All	March 2023
Equality and Diversity question to feature in procurement	All	March 2023
Equality and Diversity data built into contract monitoring process and assessed against need and baseline, including measures to cross reference diversity data with customer outcomes and data collected by homeless services	All	October 2023
Quality Standards developed to include Equality Analysis and review of Equality Policy	All	October 2023

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Nathan Atkinson	Assistant Director, Strategic Commissioning	10 August 2022

7. Publishing
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 should also be sent to 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.

Date Equality Analysis completed	02/08/2022
Report title and date	Housing Related Support Pathway - proposal for future commissioning
Date report sent for publication	03/10/2022
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	02/08/2022