

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Procurement of Accommodation Based Support
DEPARTMENT:	Community Wellbeing
TEAM:	Commissioning, Contracting and Market Management
LEAD OFFICER:	
DATE:	

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

1-5 Peel Road, Wembley, Middlesex, HA9 7LY

Brent Council wishes to procure an onsite 24-hour care and support Supported Living service at Peel Road (the “Service”) for up to 11 individuals. The service has been purpose-built to accommodate individuals with a diverse range of care and support needs.

The Service is primarily intended for those who have a Physical Disability, however, consideration is given to those who may have another diagnosis such as mental health, learning disability, sensory impairment, or other health related issues. It is likely that Peel Road will support a mixed community of needs and abilities and therefore the eligibility criteria for this service is far reaching.

The Peel Road building is owned and managed by Brent Council. The service is part of the NAIL Project which is the largest and most strategically important efficiency and quality improvements initiative within the Brent Adult Social Care Department.

Estimates show that 15,057 people in Brent aged 18 to 64 years had a moderate physical disability in 2015. By 2030, this is estimated to increase to 16,725 people, an increase of 11%. In 2015, 4,164 people aged 18 to 64 were estimated to have a serious physical disability. By 2030, this is expected to rise to 4,763 people, an increase of 14%.

People who have serious mental illness are at greater risk of experiencing chronic physical health. Conversely, people with chronic physical health issues are more likely to experience mental illness compared to the general population. Mental illness coupled with poor physical health can limit a person’s overall quality of life and exacerbate health outcomes. Furthermore, long term health problems and physical disability can lead to economic costs to society due to reduced work productivity.

In Brent, as elsewhere in London and the UK, accommodation choices for adults with physical disabilities has been limited. This has often resulted in adults being placed in residential or nursing care and in some instances out of the borough and away from family and other community networks. This is not unconnected with the level of adaptations required to make their accommodation suitable for the nature and level of their disability. Also, the limited number of purpose-built accommodation for adults with physical disabilities

has contributed to the scarcity, especially with space being at premium. Another possible reason is the cost of providing support in terms of rates of pay for support workers and other specialists in London areas compared to other geographical locations in the UK.

The New Accommodation for Independent Living (NAIL) project, of which The Peel Road is part of, aims to deliver alternatives to residential and nursing care in tenanted accommodation which ensures that individuals' needs are met and giving people more independence, choice and control over where they live and how they receive care.

The purpose of this service is to prevent deterioration of physical disabilities, to promote independence and social inclusion, and to improve opportunities and life chances by provision of person-centred and needs-based support. The ability to live independently whilst receiving this tailored support has been shown to enable people to achieve better outcomes, and in line with the desire expressed and feedback received from the service users. The NAIL project will enable the Council to support the development of the types of accommodation that is needed, and to get involved earlier in the process so that we have adequate time to address any concerns our service users may have, and to build the skills they need to prepare for independent living

2. Who may be affected by this policy or proposal?

There are currently no existing tenants on the site. This policy will however positively affect adults with physical disabilities who are residents of Brent, their families and significant others, as it gives them the choice of living closer to their families, if they so desire and having access to the community they have been used. It also affords family members of being part of the support circle of their physical disability family member.

This service is intended to provide care and support to individuals who would be identified as having 'protected characteristics' in the Equality Act 2010. The characteristics of who may be affected with this proposal has been indicated in Question 4.

3. Is there relevance to equality and the Council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

YES: This proposal bares relevance to equality and the Council's public sector equality duty, as the intended service has due regard to:

a) Eliminate unlawful discrimination: Brent Council's duty under the Care Act is to meet a client's needs given that they meet the eligibility criteria

Clients support plans and the assessment of needs will determine their eligibility for the service. The care plan, developed in conjunction with a customer, and the flexibility and bespoke nature of the services will reduce the inherent discrimination against the sections of the protected group by ensuring the following care and support outcomes are met:

- Managing and maintaining nutrition
- Maintaining personal hygiene
- Managing toilet needs
- Being appropriately clothed

- Being able to make use of the adult's home safely
- Maintaining a habitable home environment
- Developing and maintaining family or other personal relationships
- Accessing and engaging in work, training, education or volunteering
- Making use of necessary facilities or services in the local community, including public transport, and recreational facilities or services
- Carrying out any caring responsibilities the adult has for a child.

Furthermore, wellbeing principles will be implemented in the client's care and support needs and include the following principles:

- Personal dignity (including treatment of the individual with respect)
- Physical and mental health and emotional wellbeing
- Protection from abuse and neglect
- Control by the individual over their day-to-day life (including over care and support provided and the way they are provided)
- Participation in work, education, training or recreation
- Social and economic wellbeing
- Domestic, family and personal domains
- Suitability of the individual's living accommodation
- The individual's contribution to society.
- Advance equality of opportunity
- Foster good relations
- Make reasonable adjustments to remove barriers for disabled people

b) Advance equality of opportunity

Providing stability of accommodation would allow this service user group to participate in civic activities, family life, education, access to health care, etc.

c) Foster good relations

From the outset, each service user will have an up to date care and support plan carried out by Brent Adult Social Care. The plan will promote health and wellbeing for the individuals and focus on outcomes which harbour good relations between the service user and their wider network.

The scheme itself offers flexible communal space that can be used for a variety of purposes, enabling different groups to participate in activities with one another.

Brent Adult Social Care will maintain regular contact with each service user and the care provider to ensure any issues are resolved promptly. This will be achieved through processes such as care reviews and contract monitoring.

d) Make reasonable adjustments to remove barriers for disabled people

The service has been built to accommodate clients with physical disabilities. However, consideration is given to those who may have another diagnosis such as mental health, learning disability, sensory impairment, or other health related issues on the basis of their

physical disability. It is likely that Peel Road will support a mixed community of needs and abilities, and therefore the eligibility criteria for this service is far reaching.

The building has been designed to help people to live as independently for as long as possible. Changes to care and support or adaptations within the service will be considered to enhance each client's health and wellbeing.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age	X		
Sex		X	
Race	X		
Disability	X		
Sexual orientation		X	
Gender reassignment		X	
Religion or belief	X		
Pregnancy or maternity		X	
Marriage	X		

5. Please complete **each row** of the checklist with an "X".

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the Council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?	X	
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	X	
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The New Accommodation for Independent Living (NAIL) project of which this service (Peel Road) is part of, aims to deliver alternatives to residential and nursing care in tenanted accommodation. This ensures that individuals' needs are met and giving people more independence, choice and control over where they live and how they receive care.

The NAIL project has gathered local data which validates the need for a provision such as Peel Road. The first EIA for NAIL was completed in 2014 and specifically detailed the reasons why a service such as Peel Road was needed in the Borough.

'We recognise that although there may be only 23 service users currently in residential care within the Physical Disability category, that many more service users within LD, mental health and older people's services may also have physical impairments. As such, it is intended that all units are built to lifetime homes as standard. This specification provides for wider corridors and doorways, and accessible controls such as light switches and plug sockets, and is easily adapted should the clients' needs change.

While this would be the basic standard, many units will take this one step further and meet the "Happi" guidelines, or be "wheelchair accessible" homes, which are around 10% larger than lifetime homes, and are designed to be immediately habitable for someone in a wheelchair. It is our intention to use our relationship with providers, and our control of the planning process, to do everything we can to ensure that these standards are met on all sites. These types of units are easily adapted to suit a service user's changing needs, and so we envisage that NAIL will have a positive impact on disability as protected characteristic.' (NAIL 2014 EIA)

National

The rights of people living with disability is enshrined in the convention of human rights. This includes the right not to be discriminated against in all aspects of life, including healthcare, job opportunities, the right to independent living, the right to services and support in the community. The NAIL programme actively promotes these rights to Brent residents with both learning and physical disabilities. The NAIL programme also support the national agenda to bring 'care nearer home' through reducing an historic reliance on out of borough residential care placements, where the model of care offered often fails to support choice and limits opportunities for more independent living.

Local

Improved access and choice to housing and support nearer home is a stated priority by Brent Strategic Partnership for Physical Disabilities. Demand analysis for the NAIL project draws on a number of data sources including all cases on the residential and nursing care placements register. The emphasis going forward will include the number of young adults currently in residential schools who will require accommodation and support and those older adults who are currently living with ageing parents who need greater support in the future.

2. For each “protected characteristic”, provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	<p>This service is available to adults who are an ordinary resident of the London Borough of Brent. The service has been designed specifically so that it can be adapted to suit the service user’s changing needs over their life time. This therefore reduces the possibility of an individual having to move onto another service provision as they grow older. One of the key drivers of the NAIL project is to ensure that sufficient accommodation for people with disability is available to meet future needs.</p>
DISABILITY	
Details of impacts identified	<p>This service will have a positive impact on people with a disability as it has been specifically adapted for those with a physical disability. Once service users have been identified for the service, further adaptations can be fitted out to meet their specific needs. The flats can be easily adapted to suit the service user’s changing needs and assist them to stay independent for as long as possible with high quality, personalised care and support.</p> <p>All information to be provided in Easy Read.</p>
RACE	
Details of impacts identified	<p>The London Borough of Brent is diverse in ethnicity and language. A ‘Diversity in Brent’ profile was carried in 2018 by the Research and Intelligence Team at Brent Council which states that 149 languages are spoken in the Borough, with 1 in 5 households not speaking English as their main language. Broadly speaking, Brent’s ethnicity in 2018 was 35% White, 35% Asian, 21% Black and 9% other.</p> <p>Specifications for contracts to provide accommodation based support highlight this fact and require commissioned providers to demonstrate an understanding of, and commitment to ensure that both its operation ethos and its staff team reflect the cultural diversity of tenants, including gender, race, ethnicity and faith. For instance, the provider should keep record of the percentage of ethnic minority among the staff, tenants and management of the provider.</p> <p>The specification will require the provider to work with the client and the Council to ensure that its service delivery effects and responds to the tenants needs, including non-English speaking staff or the use of interpreters and other aids to ensure appropriate communication. Process for arranging interpreters is available on the Council intranet.</p>

SEX	
Details of impacts identified	<p>This service will not impact on this protected group and Brent is committed to ensuring that the service is unprejudiced whilst promoting a safe and supportive environment. In addition, the Council is committed to ensuring that individual projects provide a safe and supportive environment and constantly review the nature of referrals and make efforts to ensure a gender balance is maintained in each property.</p>
SEXUAL ORIENTATION	
Details of impacts identified	<p>Data from 'Diversity in Brent 2018' states there are approximately 16,800 – 23,500 lesbian, gay and bisexual people and 3,400 people who experience gender variance in Brent.</p> <p>Equality monitoring information will be collected from the tenants, which can be useful for future data and research.</p> <p>There is no identified impact on this protected group.</p>
PREGANCY AND MATERNITY	
Details of impacts identified	<p>While it is envisioned that service users can remain in this provision with physical adaptations and tailored support, there may be circumstances, such as pregnancy, when a service user's needs change so significantly that they may need to move to another property. If a client is hoping to move to Peel Road we will ensure that this is taken into account when making decisions about tenure in the new accommodation at the point of assessment.</p>
RELIGION OR BELIEF	
Details of impacts identified	<p>Brent is a diverse borough which has a high number of different religions and beliefs. Religion or belief will not stand as factor in terms of eligibility and the various beliefs will be celebrated within the service.</p> <p>As many of the adults who are eligible for tenancies and support in NAIL properties come from family and community backgrounds where religious belief and practice are fundamental to their identity and how they live their lives, Brent is committed to ensuring that every resident is able to express their cultural and religious beliefs in every way that is important to them. As part of their assessment, questions relating to adults with disability are asked in the equality monitoring questions and considered in drawing up care and support plan. This is also reiterated as part of the terms and conditions when commissioning providers to deliver care packages.</p>

GENDER REASSIGNMENT	
Details of impacts identified	<p>0.02% of the UK population will undergo gender reassignment which when translated into Brent data would estimate that there are 60 people in Brent who have undergone Gender Reassignment.</p> <p>There is no identified impact on this protected group.</p>
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	<p>At present, couples who are married or are in a civil partnership may be unable to live in the same location due to conflicting health and social care needs. The variety and flexibility of the Peel Road units have the potential to enable couples with differing needs to live with or near to each other, and with reasonable adjustments, if required.</p>

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No. This is because Brent Council is committed to ensuring that all service users, including those with physical disabilities are protected from negative impacts through robust policies and procedures to ensure compliance with the 3 aims of the equality duty of the Public Sector, namely:

1. Eliminate unlawful discrimination, harassment, and victimisation and any other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Brent Council is constantly exploring how to positively contribute to the advancement of equality and good relations, which is reflected in the design of policies and the delivery of services, including internal policies

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

In matching tenant groups and properties, the NAIL move-on team works closely with individual (potential) tenants and their families to ensure that the property and the model/level of support is right for the tenant. Planned developments for 'purpose built' accommodation for physical disability clients will engage with families and other stakeholders as part of the design and development process through focused group consultation, stakeholders forum, consultation with relevant charity organisations and community groups

5. Please detail any areas identified as requiring further data or detailed analysis.

The profile of adults with physical disabilities is changing. The number of adults with a physical disability in Brent will increase because people with disability are living longer due to improved healthcare and advanced technology. As such Brent's NAIL program is focusing on meeting both current and future demands. This includes ensuring that older adults with a physical disability who can access age appropriate care.

Adults with profound and multiple disabilities are often, due to their complexity of needs, shown to be the most disadvantaged in terms of accessing housing care and support nearer home for those who so desire. This is a service user cohort Brent will seek continue to review in greater detail to identify options for addressing this imbalance.

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

There are no negative impacts identified or envisaged.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The service is subject to contract monitoring and individual care assessments which will continuously review the impact of this proposal.

The contracts for the support provided to tenants in all NAIL projects are monitored on a quarterly basis with feedback to stakeholders and analysis of the feedback for any improvement plan. The performance management framework for all NAIL projects will focus on service user experience in terms of quality and outcomes and the extent to which the services support the wider inclusion and wellbeing framework for physical disabilities. Also, regular contract management meetings are held with providers to ensure continuous improvements and maintain the relationship/partnership between the providers and the Council.

The report will be made available in Easy Read to encourage participation of people with a disability.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The NAIL LD programme is a significant step forward in supporting access to accommodation and support nearer home, especially for those who so desire. It offers adults real choices and improved opportunities for more integrated lifestyles with their family and community. NAIL is an evolving program that continues to review needs and demands and respond where there are real benefits to adults with physical disabilities

Based on the analysis above, my overall conclusion is that the proposal will have a positive impact on the individuals within the user group.

Once the service is mobilised, it will be subject to contract monitoring and annual care and support reviews for each individual to ensure their health and wellbeing is upheld. It will also identify any potential negative impacts and put plans in place to alleviate them.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Monitoring and Individual care assessments	To review and measure improvements and projected outcomes for the service users	Social Workers and Placement Relationship Officers	Ongoing
Performance Management	Review service user experience in terms of quality and outcomes	Contract and Commissioning Team	Ongoing
Contract Management Meetings	Improve and maintain relationship/partnership with providers	Supplier Relationship Manager	Ongoing
Make information available in Easy Read	To encourage participation of people with disability	Marketing Team	Ongoing

The service is subject to contract monitoring and individual care assessments which will continuously review the impact of this proposal.

The contracts for the support provided to tenants in all NAIL projects are monitored on a quarterly basis with feedback to stakeholders and analysis of the feedback for any improvement plan. The performance management framework for all NAIL projects will focus on service user experience in terms of quality and outcomes and the extent to which the services support the wider inclusion and wellbeing framework for physical disabilities. Also, regular contract management meetings are held with providers to ensure continuous improvements and maintain the relationship/partnership between the providers and the Council.

The report will be made available in Easy Read to encourage participation of people with a disability.

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Olakunle Omowumi - 11/11/2019
REVIEWING OFFICER:	Natalie Gordon/ Richard Harrington 7/11/19
HEAD OF SERVICE:	

