

Appendix

Housing Related Support for Older People in Denbighshire

24th April 2014

Equality Impact Assessment

Housing Related Support for Older People in Denbighshire

Contact: John Sweeney, Housing and Community Development Services

Updated: 24th April 2014

1. What type of proposal / decision is being assessed?

A service review or re-organisation proposal

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The Sheltered Housing Warden Service is being decommissioned and replaced by a tenure neutral floating support service to be known as Supporting Independent Living (SIL). The purpose of this change is to bring on line a housing related support service that fits better with the Council's reablement agenda than the "Warden" service , provides better value for money and greater choice for the customer.

Older people with housing related support needs will not have to move into sheltered housing to have them met, rather the support service can come to them

The support will be needs lead, person centred and outcome focussed. As a consequence ServiceUsers will be able to "float" in and out of the Service over time in accordance with changing support needs. This will enable the Service's capacity to be used more efficiently and allow for more older people to receive support.

It is important to note that the changes are not a dilution of service delivery; but rather simply a different way of managing it. No DCC sheltered tenant who has assessed housing related support needs will be left without a support service, rather they will get targeted, tailored support specific to their individual level of need.

Staff employed as Sheltered Housing Wardens will be redeployed into SIL as Accommodation Support Officers.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes	<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>
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4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

Housing Services have responded to Adult Services SP Commissioning Strategy in developing SIL. Assessment of need to inform the SP Commissioning Strategy has been undertaken by Adult Services.

The journey from Sheltered Warden Service to SIL has been happening over a twelve month period and sheltered tenants have been kept informed of the changes and underpinning reasons.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

The replacement of the Sheltered Warden Service by SIL will have a positive impact by giving older people with housing related support needs greater choice as to how and where they are met and will make more efficient use of available resources to support more older people.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

No

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

Yes	Before the creation of SIL older people with housing related support needs had to move to into sheltered housing to have them met; now if they would prefer to remain in their own home the support can come to them.
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

No	<If yes please complete the table below. If no, please explain here>
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Action(s)	Owner	By when?
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
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9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	25.4.2014
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Name of Lead Officer for Equality Impact Assessment	Date
John Sweeney	24.4.2015

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
