

## APPENDIX B - Equality Analysis (EqA)

### Questionnaire

Please refer to the guidance before completing this form.

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: Accommodation and Support Services Approved Provider List	
Is it a new or revised function, policy, procedure or service? Revised and new services	
Department and Section: Adult Social Care	
Date assessment completed: Reviewed March 2017	
<b>2. Names and roles of officers completing this assessment:</b>	
Lead officer	Caroline Glover, Workforce Inclusion Commissioning Lead

<b>3. How are the equality strands affected?</b> <i>Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.</i>			
Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this? What action do you plan to take to mitigate this?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p><b>Positive impact</b></p> <p>The support lots available through the Accommodation and Support Approved provider list will be available for people aged 18 upwards. There is no upper age limit to the provision.</p> <p><u>Young adults</u></p> <p>Young adults (aged 18-25 year) who may have either low needs or very complex needs will particularly benefit from having a variety of skilled providers who can support them to meet their aspirations of having greater choice and independence by living in their own home: developing their independent living skills; supporting them to access education and employment; developing their social networks and supporting them to be an active part of their community. This support will ensure that they have the right support to prepare them for their on-going pathway in to adulthood.</p>	N/A

		<p>Additionally younger adults with complex needs or behaviours that may challenge some services will benefit from having skilled providers in borough. This will mean they should not have to go far from Barnet to have the right support to meet their needs. Enabling them to remain close to their family networks and support.</p> <p><u>Older adults</u></p> <p>Older adults will benefit from having providers who have the knowledge and skills to support service users as their needs change, to support and enable them to remain as independent as possible. Older adults will benefit from providers having the skills to reduce avoidable hospital admissions (e.g. by using assistive technology to avoid falls) and having flexible skilled support in place to enable service users to return home following a hospital admission.</p> <p>Sheltered plus provision will maximise choice for older people by providing an alternative, for some people, to residential care. Providing a home for life, with flexibility in care and support to meet changing need.</p> <p><b>Data</b></p> <p><u>Barnet's general older people population</u></p> <p>The Barnet over-65 population is forecast to grow three times faster than the overall population between 2015 and 2030, and the rate increases more in successive age bands. For instance, the 65+ population will grow by 34.5% by 2030, whereas the 85 and over population will increase by 66.6%.</p> <p><i>Barnet Population 2015, by Broad Age Group (JSNA 2015-20)</i></p> <table border="1" data-bbox="555 1456 1083 1747"> <thead> <tr> <th rowspan="2">Age</th> <th colspan="2">All Persons</th> </tr> <tr> <th>No. of People</th> <th>% of People</th> </tr> </thead> <tbody> <tr> <td>0 - 15</td> <td>77,789</td> <td>21.2%</td> </tr> <tr> <td>16 - 64</td> <td>237,901</td> <td>64.8%</td> </tr> <tr> <td>65 and over</td> <td>51,575</td> <td>14.0%</td> </tr> <tr> <td><b>Total</b></td> <td><b>367,265</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table>	Age	All Persons		No. of People	% of People	0 - 15	77,789	21.2%	16 - 64	237,901	64.8%	65 and over	51,575	14.0%	<b>Total</b>	<b>367,265</b>	<b>100.0%</b>	
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<p>2. Disability</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p><b>Positive impact</b></p> <p><u>Learning disabilities</u></p> <p>People with learning disabilities will benefit from having access to a range of providers that have the skills and knowledge to provide them with person-centred support that will enable them to increase their</p>	<p>N/A</p>																	

		<p>independence, support them to have an active role in the community.</p> <p><u>Autism</u></p> <p>People with autism will benefit from having providers that have the specific skills and knowledge to enable them to increase their independence, support them to have an active role in the community.</p> <p><u>Physical and sensory impairment</u></p> <p>People with physical and sensory impairments will benefit from having providers that have the skills and knowledge to enable them to increase their independence, support them to have an active role in the community.</p> <p><u>Mental health</u></p> <p>People with mental health conditions will benefit from having a range of different support options that can respond to people’s individual needs (e.g. support at home, supported living and specialist mental health step-down support).</p> <p>“Support at Home” will offer flexible and short term housing related support for people with mental health conditions. Support is to help people live independently in their own accommodation (private renters and home owners) in the community.</p> <p>The “Supported Living” offer includes accommodation, care and support for people with disabilities, including learning disabilities and mental health conditions</p> <p>The expectation is that Supported Living providers work with residents to enable them to develop their independent living skills supporting them to reduce the level of support they need and to move-on from supported living services.</p> <p>The “Support At Home“ specialist mental health step-down’ service includes accommodation and high level support, following discharge from Secondary Mental Health Services. Provides access to 24 hour support that is flexible and responsive to individual’s needs. The service will be time limited, supporting individuals to successfully move to independent living. Therapeutic support can be offered alongside the accommodation based support through partnerships with secondary mental health services.</p> <p><b>Data</b></p> <p><u>Learning Disabilities</u></p> <p>The proportion of people with learning disabilities (PWLD) is under 0.5% of the overall Barnet population; however over 11% of Adult Social Care</p>	
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service users are PWLD.  
 Overall the number and proportion of service users with PWLD has remained relatively stable, however, this current trend is not expected to continue in the future. A 14% growth in the number of residents with moderate to severe learning disabilities is projected over the next decade.

Autism

Approximately 1% of the adult population have an Autistic Spectrum Conditions (ASC) which equates to about 2,600 people in Barnet. In 2015/16, there were 321 Adult Social Care service users in Barnet who were recorded as having autism (although this was not always their primary reason for accessing social care services).<sup>1</sup>

Physical and sensory impairment

Over 50% of Adult Social Care service users have a physical or learning disability, and for people aged 65 and over this rate is significantly higher; 72.2% in 2013/14.

Age Group	2011/12		2012/13		2013/14	
	No.	% of Total Service Users	No.	% of Total Service Users	No.	% of Total Service Users
18-64	701	26.30%	689	24.90%	656	24.30%
65+	3,352	68.90%	3,353	70.30%	3,427	72.20%

**Table 9-1: No. and % of Adult Social Care categorised as Physical Disability and Sensory Impaired**

Source: SWIFT – Adult Social Care Database

Mental health conditions

There are 1,305 adults and older people with mental illness known to the Council receiving social care services. A further 15 people are in receipt of health rehabilitation services funded by the CCG.

The number of people with Mental Health needs in Barnet is expected to continue to increase, especially in the older age patient group due to an above average increase in the number of people in the local older population.

<sup>1</sup> Autism Self-Assessment Framework 2016

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<b>3. Gender reassignment</b>	Unknown	No available data	NA																																																
<b>4. Pregnancy and maternity</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There are no direct impacts in relation to pregnancy or maternity in the proposal.	NA																																																
<b>5. Race / Ethnicity</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Person centred support plans will enable service users to specify any specific support requirements they need to enable them to meet cultural needs.</p> <p>Having an Approved Provider List will give service users access to a greater range of providers who will have a range of varied specialisms and expertise to meet the specific needs of different service users.</p> <p><b>Data</b> Compared to the Outer London average, Barnet has a higher proportion of people within the White ethnic group; 57.8% and 61.3% respectively. Barnet also has higher rates of the population within Other; Other Asian and Chinese ethnic groups.</p> <p>However, certain areas within the Borough have a higher proportional Black, Asian and Minority population than the Borough average. Based on the 2011 Census, Colindale, Burnt Oak and West Hendon all have populations where Black, Asian and Minority residents make up over half of the population; this is significantly above the Borough wide average of 39%. By age, the highest proportion of the population from White ethnic backgrounds are found in the 90 and over age group (93.3%); whereas the highest proportion of people from Black, Asian and Minority Ethnic groups are found in the 0-4 age group (55.4%).</p> <p>The table contains the projected population growth by</p>	NA																																																

		<p>ethnicity for the period 2015-2021 and 2015-2030. Barnet's population is projected to become increasingly diverse as the White British population is projected to decrease in proportion to the total population (from 61.3% in 2015 to 58.4% in 2021 and 56.4% in 2030).</p> <p>All Black, Asian and Minority Ethnic groups are projected to increase in number during the period 2015 to 2030. Although over this period the proportion of individuals from Indian ethnic groups will reduce from 7.5% of the total population to 7.1%.</p> <table border="1" data-bbox="544 633 1262 1391"> <thead> <tr> <th>Ethnic Group</th> <th>2015</th> <th>2030</th> <th>Ethnic Composition in 2015</th> <th>Ethnic Composition in 2030</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>225,193</td> <td>235,457</td> <td>61.3%</td> <td>56.4%</td> </tr> <tr> <td>Black Caribbean</td> <td>4,617</td> <td>5,002</td> <td>1.3%</td> <td>1.2%</td> </tr> <tr> <td>Black African</td> <td>21,174</td> <td>25,472</td> <td>5.8%</td> <td>6.1%</td> </tr> <tr> <td>Black Other</td> <td>11,588</td> <td>16,377</td> <td>3.2%</td> <td>3.9%</td> </tr> <tr> <td>Indian</td> <td>27,530</td> <td>29,512</td> <td>7.5%</td> <td>7.1%</td> </tr> <tr> <td>Pakistani</td> <td>5,698</td> <td>6,941</td> <td>1.6%</td> <td>1.7%</td> </tr> <tr> <td>Bangladeshi</td> <td>2,453</td> <td>3,139</td> <td>0.7%</td> <td>0.8%</td> </tr> <tr> <td>Chinese</td> <td>8,805</td> <td>11,015</td> <td>2.4%</td> <td>2.6%</td> </tr> <tr> <td>Other Asian</td> <td>34,296</td> <td>48,638</td> <td>9.3%</td> <td>11.6%</td> </tr> <tr> <td>Other</td> <td>25,917</td> <td>36,012</td> <td>7.1%</td> <td>8.6%</td> </tr> <tr> <td>Black, Asian and Minority</td> <td>142,074</td> <td>182,114</td> <td>38.7%</td> <td>43.6%</td> </tr> </tbody> </table>	Ethnic Group	2015	2030	Ethnic Composition in 2015	Ethnic Composition in 2030	White	225,193	235,457	61.3%	56.4%	Black Caribbean	4,617	5,002	1.3%	1.2%	Black African	21,174	25,472	5.8%	6.1%	Black Other	11,588	16,377	3.2%	3.9%	Indian	27,530	29,512	7.5%	7.1%	Pakistani	5,698	6,941	1.6%	1.7%	Bangladeshi	2,453	3,139	0.7%	0.8%	Chinese	8,805	11,015	2.4%	2.6%	Other Asian	34,296	48,638	9.3%	11.6%	Other	25,917	36,012	7.1%	8.6%	Black, Asian and Minority	142,074	182,114	38.7%	43.6%	
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<p>6. Religion or belief</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p><b>Positive Impact</b></p> <p>Person centred support plans will enable service users to specify any specific support requirements they need in order to meet their religious or cultural needs.</p> <p>Having an Approved Provider List will give service users access to a greater range of providers who will have a range of varied specialisms and expertise to meet the specific needs of different service users.</p> <p><b>Data</b></p> <p><b>Barnet Population by Religion, 2011</b></p> <table border="1" data-bbox="544 2024 1187 2060"> <tr> <td style="text-align: center;">Barnet 2011</td> </tr> </table>	Barnet 2011	<p>NA</p>																																																											
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7. Gender / sex	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The scheme will have positive impact on all potential residents regardless of gender.	NA																														
8. Sexual orientation	Unknown	No available data.	NA																														
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No foreseen impact on any resident based on their marital status.	NA																														
10. Other key groups?  Carers	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Carers supporting adults' who have been identified as having Care Act Eligible need, will benefit from having a crash-pad lot providing respite support for themselves and for the person they support. Carers will benefit from having the timely intervention and support of skilled professionals during periods where the needs/behaviours of the person they care for may escalate. Carers will benefit from having</p> <p><u>Data</u> Data from the 2011 Census indicated that there were 32,256 residents who classified themselves as a carer in Barnet in 2011.</p> <p><b>Table 9-2: Number of carers assessed by the primary support need of the cared for adult</b> Source: SWIFT – Adult Social Care Database</p> <table border="1"> <thead> <tr> <th>Client Category</th> <th>2011/12</th> <th>2012/13</th> <th>2013/14</th> </tr> </thead> <tbody> <tr> <td>Physical / Sensory Impairment (18-64)</td> <td>226</td> <td>248</td> <td>177</td> </tr> <tr> <td>Learning Disability (18-64)</td> <td>115</td> <td>171</td> <td>160</td> </tr> <tr> <td>Mental Health (18-64)</td> <td>164</td> <td>86</td> <td>126</td> </tr> <tr> <td>Other (18-64)</td> <td>7</td> <td>5</td> <td>5</td> </tr> </tbody> </table>	Client Category	2011/12	2012/13	2013/14	Physical / Sensory Impairment (18-64)	226	248	177	Learning Disability (18-64)	115	171	160	Mental Health (18-64)	164	86	126	Other (18-64)	7	5	5	NA										
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		Older Adults	1,820	1,669	1,480
		<b>Total</b>	<b>2,432</b>	<b>2,179</b>	<b>1,948</b>

**4. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 15)**

People’s individual packages of support will be reviewed through the annual review of their support plan, this will check quality of service provision and that this continues to reflect individual choice and needs

The performance of providers will be monitored through provider forums and regular monitoring meetings with Barnet’s Care Quality Service.

**Overall Assessment**

**5. Overall impact**

Positive Impact	Negative Impact or Impact Not Known <sup>2</sup>	No Impact
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. Scale of Impact**

Positive impact:	Negative Impact or Impact Not Known	
Minimal <input type="checkbox"/>	Minimal <input type="checkbox"/>	
Significant <input checked="" type="checkbox"/>	Significant <input type="checkbox"/>	

**7. Outcome**

No change to decision	Adjustment needed to decision	Continue with decision (despite adverse impact / missed opportunity)	If significant negative impact - Stop / rethink
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>2</sup> ‘Impact Not Known’ – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.



**8. Please give full explanation for how the overall assessment and outcome was decided**

This initiative will have a positive impact on individuals as it will:

- Enable service users to have a varied range of person-centred options to support them to live well in the community and to develop their independence
- Provide a more personalised approach, working closely with individuals to match accommodation and support provision to their aspirations for a home, friends and good work
- Provide more specialised support to people with complex needs to enable them to live more independently in the community
- Given the positive impacts of all of the equality strands the decision was made to implement the proposal