

Integrated Impact Assessment (IIA)

Informing our approach to fairness

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|-----------------------------|--|
| Proposal: | Supported Housing Options for people with a learning disability, Autism, or both |
| Date of assessment: | November 2020 |
| Lead officer: | Doreen Andrews |
| Assessment team: | Doreen Andrews, Sean Cocking |
| Version: | V1 for consultation |
| Planned review date: | January 2021 |

Section A: Current service

| 1. What does the service / function / policy do? | | | |
|---|-----------------------------------|--|--|
| <p>In 2016, we consulted on an ambitious proposal to re-shape the way we provide support to people with a learning disability, Autism, or both and created the Continuum of Support. This sets out the range of services and support that is available for people with eligible social care needs and clearly defines and differentiates those types of support in a way that is understandable to all. That work continues, and we have created new types of housing with support and opened innovative services like Allendale Court. We have also started to use assistive technology to change the way we provide support through the night.</p> <p>This proposal is about Independent Supported Living services that we provide to people with a learning disability, Autism, or both.</p> | | | |
| 2. Who do we deliver this service for? | | | |
| <p>We provide Independent Supported Living services for 296 people with a learning disability, Autism, or both, who have an eligible social care need.</p> | | | |
| 3. Why do we deliver this service? | | | |
| <p>The Care Act 2014 outlines the majority of our statutory responsibilities including: preventing, reducing and delaying need; assessments of people or their carers who have the appearance of need; support planning / arranging services for those people who have assessed eligible needs; reviews; and safeguarding responsibilities.</p> | | | |
| 4. How much do we currently spend on this service / function / policy? | | | |
| Gross expenditure | Gross income | Net budget | <p>Comments: This is the budget for Adult Social Care. People who use the services covered by this proposal may not all be funded by the same budget area.</p> |
| £135,159,840 | (£69,708,420) | £65,451,420 | |
| 5. How many people do we employ to deliver this service? | | | |
| No. posts | No. full time equivalent officers | <p>Comments: This proposal has no impact on Local Authority staffing, but it may have an impact on commissioned providers.</p> | |
| 0 | 0% | | |

Section B: Proposal for future service

6. How do we propose to change the service / function / policy?

We have a high number of well-established services for people with a learning disability, Autism, or both which are popularly known as Independent Supported Living (ISL). By this, we mean houses shared by a small number of people with a learning disability, Autism, or both, who have security of tenure and where support is provided by a care team over a 24-hour period. Most of our ISL services are shared by 2-3 people but we have some that are larger and some where only one person lives there. We were at the forefront of developing this type of service following the national push to ensure that people who did not need to be in long-stay hospital or residential settings were discharged into their own communities. We believe that this model of service is an important and necessary part of our Continuum of Support.

One of our original intentions in creating the Continuum of Support was to reduce our reliance on ISL provision. Compared to other types of housing with support that achieve similar or better outcomes, ISL services can present more challenges in making sure that the level of support provided is proportionate to the needs of the people living there. We also have a diverse portfolio of properties of different ages and designs, owned and operated by different landlords under different agreements. In some cases, the properties will require significant investment in order to remain suitable for the people who live there, and to avoid increasing levels of support to compensate for the physical limitations of the building.

Our thinking was that by creating new types of housing with support that offer the right level of support and greater independence in a more effective and efficient manner, we would need fewer ISL services across the city. What we have learned over the last four years is that those new types of housing with support are more likely to be taken up by younger adults who are new to Adult Social Care services, or people who have been in residential care or long stay hospitals, than they are by people who already are living in an ISL property.

We are incredibly proud of what we have achieved through the Continuum of Support, and we have seen great outcomes for the people living in those new schemes, with people achieving greater levels of independence and becoming active members of their community. And while this means that we have had to create fewer new ISL services, it also means we have not been able to consolidate that portfolio of properties in a meaningful way.

In order to address the issues highlighted above, and improve the way we support people with a learning disability, Autism, or both, we intend to:

- Undertake a fundamental review of the ISL Support Model, working with people, providers, and other stakeholders to examine the cost and support model of these services and, where we can, expand on the use of Individual Service Funds.
- Identify those ISL properties that require significant investment and/or are under-occupied, with a view to reducing the overall numbers of properties we operate across the city

We have already started early planning and engagement work on some elements of this proposal as part of our usual care management and commissioning processes. These processes include an in-depth impact assessment. The intention of this document is to set out a statement of intent for the coming year, and we welcome detailed engagement, starting now, on how we can design the future services we provide.

7. What evidence have we used to inform this proposal?

| Information source | What this has told us |
|--|---|
| Internal Care Management and Finance systems | Identified the number of ISL properties we have in the City and the cost of providing support to the people who live in them. |
| Continuum of Support engagement | People involved in the engagement told us that they valued the ISL model and would want to see it maintained at some level in the City, but that improvements could be made, for example in the ways that support is provided, and the use of space within the homes. |
| Overnight support work | This project has demonstrated the potential to use assistive technology to complement support provided through the night and has identified some ISL properties where this may be appropriate. |

8. What will be the financial impact of this proposal(s)?

This proposal will reduce spend on commissioned services by £940,000 in 2021/22.

9. What will be the impact upon our employees of this proposal?

| No. FTEs | % workforce | Comments: |
|----------|-------------|-----------|
| 0 | 0% | |

Section C: Consultation

10. Who have we engaged and consulted with about this proposal?

| Date | Who | How | Main issues raised |
|------|-----|-----|--------------------|
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Section D: Impact assessment

| Type of impact (Actual / potential disadvantage or beneficial outcome; none) | Detail of impact | How will this be addressed or mitigated? |
|---|---|--|
| People with protected characteristics | | |
| Age | | |
| Potential advantage | The age profile of people living in our newest housing with support services is significantly younger than that of the people living in existing ISL properties, which tend to be later working age adults or older people. By reviewing the ISL model and incorporating learning from those services accessed by younger adults, those people living in ISL properties will benefit from improved services, greater independence, and the same or better outcomes. They will also benefit from a less restrictive approach to support through the night. | <ul style="list-style-type: none"> • We will ensure that we engage with experts by experience across the Continuum of Support to ensure that positive aspects of those other services are considered as part of the ISL Review. • The positive learning from the use of technology to complement overnight support will also be considered. |
| Potential disadvantage | In reviewing the portfolio of ISL properties, it is possible that some people may need to move. This could be distressing for people, and given the age profile described above, could disproportionately impact people who are later working age adults or older people. | <ul style="list-style-type: none"> • We will conduct the review of properties sensitively and in consultation with the people who are affected. • Where possible we will ensure that landlords undertake necessary adaptations and improvements to properties • We will provide support to anyone who needs to move and will only do this if it is necessary. |
| Disability | | |
| Potential advantage | All of the people living in these services have a learning disability, Autism, or both. Many also have additional physical disabilities or limited mobility. By reviewing the ISL model and incorporating learning from those newer services that have been | <ul style="list-style-type: none"> • We will ensure that we engage with experts by experience across the Continuum of Support to ensure that positive aspects of those other services are considered as part of the ISL Review. |

| Type of impact (Actual / potential disadvantage or beneficial outcome; none) | Detail of impact | How will this be addressed or mitigated? |
|--|--|--|
| | designed with accessibility as a central design principle, those people living in ISL properties will benefit from improved services, greater independence, and the same or better outcomes. | |
| Potential disadvantage | In reviewing the portfolio of ISL properties, it is possible that some people may need to move because they are no longer suitable or cannot be adapted to meet their needs. This could be distressing for people. | <ul style="list-style-type: none"> • We will conduct the review of properties sensitively and in consultation with the people who are affected. • Where possible we will ensure that landlords undertake necessary adaptations and improvements to properties • We will provide support to anyone who needs to move and will only do this if it is necessary. |
| Gender reassignment / identity | | |
| None | This proposal will not have an additional impact on people because of their gender identity. | |
| Sex | | |
| None | This proposal will not have an additional impact on people because of their sex. | |
| Marriage and civil partnership | | |
| None | This proposal will not have an additional impact on people who are married or in a civil partnership. | |
| Pregnancy and maternity | | |
| None | This proposal will not have an additional impact on people who are pregnant or caring for babies. | |
| Race and ethnicity | | |
| None | This proposal will not have an additional impact on people because of their race or ethnicity. | |

| Type of impact (Actual / potential disadvantage or beneficial outcome; none) | Detail of impact | How will this be addressed or mitigated? |
|---|--|---|
| Religion and belief | | |
| None | This proposal will not have an additional impact on people because of their religion or beliefs. | |
| Sexual orientation | | |
| None | This proposal will not have an additional impact on people because of their sexual orientation. | |
| Other potential impacts | | |
| People vulnerable to socio-economic impacts | | |
| None | This proposal will not have an additional impact on people vulnerable to socio-economic impacts. | |
| Businesses | | |
| None | This proposal will not have an additional impact on businesses in the City. | |
| Geography | | |
| None | This proposal will not have an additional impact on specific areas of the City. | |
| Community cohesion | | |
| None | This proposal will not have an additional impact on community cohesion | |
| Community safety | | |
| None | This proposal will not have an additional impact on community safety | |
| Public Health | | |
| None | This proposal will not have an additional impact on public health. | |
| Climate | | |
| Potential Advantage | Potential to improve energy efficiency within the ISL portfolio. | Part of our review of properties will include assessing energy efficiency and, where appropriate, supporting landlords and tenants to access grants for improvements. |