

Integrated Impact Assessment (IIA)

Informing our approach to fairness

Proposal: Improving consistency across learning disability and autism supported living

Date of assessment: November 2023

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Portfolio: Healthy, Caring City

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Section A: Current service

1. What does the service / function / policy do?

We provide a range of social care services for people who have a learning disability, autism, or both across the city. This proposal specifically relates to Independent Supported Living services in the city.

When a person has an eligible social care need, we work with them and those close to them to find the most suitable type of support to meet their needs. The types of support provided can vary, with examples including support for family and friends who may be caring for the person, home care support, residential care support, and supported housing options which help people to live independently with support available for them when required.

We have a range of well-established services which are popularly known as Independent Supported Living. By this, we mean houses shared by a small number of people with a learning disability, autism, or both, who have a secure tenure and access to support provided by a care team over a 24-hour period.

Most of our Independent Supported Living services are shared by two to three people, however there are some which are larger and some where only one person lives there. Newcastle was at the forefront of developing this type of service following a national push to ensure that people who did not need to be in long-stay hospital or residential settings were able to live in their own communities. We believe that this model is an important and necessary part of the care and support available in the city.

Over the last year, we have introduced community connectors to help people using Independent Supported Living to link in with the support that is available in their own neighbourhoods. In some cases, this has provided an alternative to paid support. Due to this improvement in community integration, we believe there is scope to support more people in Independent Supported Living to link into community alternatives to support.

2. Who do we deliver this service / function / policy for?

As at October 2023, there were 1,049 people with a learning disability, autism, or both, accessing support via the council for an eligible social care need.

Of those people, 282 were using Independent Supported Living services.

3. Why do we deliver this service / function / policy?

The Care Act 2014 outlines the statutory responsibilities for services provided for residents who are eligible for care and support according to national rules call the National Minimum Eligibility Threshold.

The Care Act gives adult social care responsibility for:

- Preventing, reducing, and delaying need.
- Promoting wellbeing.
- Carrying out social care assessments for people who have an appearance of need for care and support and or their carers,

- Support planning and arranging services for those people who have assessed eligible needs.
- Social care reviews.
- Safeguarding to protect people from abuse, harm, or neglect.
- 'Market shaping' which means facilitating a diverse, sustainable high-quality market for everyone who might need care and support.

On most occasions, when a person requires support, we commission independent care organisations to deliver this support which we then monitor and review. These services are delivered across the city in a range of settings and by a variety of different organisations.

4. How much do we currently spend on this service / function / policy?

Gross expenditure: £46,233,090

Gross income: £14,114,300

Net budget: £32,118,790

Comments: This is our supported living budget, of which, the expenditure on Independent Supported Living settings is a part of. This does not cover internally delivered services, including social work.

5. How many people do we employ to deliver this service / function / policy?

Number of posts: Not applicable

Number of full-time equivalent officers: Not applicable

Comments: These services are delivered by independent care organisations across the city.

Section B: Proposal for future service

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

We regularly review the support arrangements for people using our services, including those living in Independent Supported Living. We do this to make sure support is at the right level for the person and that the accommodation meets their needs now, and into the future.

Through our reviews, we have found variation in the amounts of funding being allocated for those with similar support requirements across different Independent Supported Living settings. For some people this includes the under-use of flexible support payments, called Individual Service Funds.

Under this proposal, we will ensure there is a more consistent funding approach in place between those with comparable levels of care and support needs. This will be applied alongside people in a way that is fair and is consistent with a person's own individual needs and strengths.

We will undertake dynamic and in-depth reviews with people to ensure a reasonable and consistent amount of support is in place and reduce funding where paid support is not used or required. These reviews will also look at Independent Supported Living properties where there is a void so that the number of voids is minimised, and the level of care and support is reflective of the void(s).

Where there is a long-standing issue with being able to fill a void, we will work with individuals, their families and carers, to consider options around the most appropriate way of meeting their support needs.

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

Continuum of Support engagement

People involved in past engagement told us that they valued the Independent Supported Living 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.

Internal care management and finance systems

Our interrogation of the internal care management and finance system information has provided benchmarking information on the support requirements and care costs. This has enabled us to identify there are around 250 people living in Independent Supported Living services that will be directly in scope of this proposal.

[Newcastle upon Tyne City Profile: Newcastle Future Needs Assessment \(NFNA\)](#) provides information on the population prevalence in Newcastle including those with a learning disability, autism, or both.

[Collaborative Newcastle | Health, Wealth & Wellbeing](#)

This is an innovative partnership which aims to improve the health, wealth, and wellbeing of everyone in Newcastle. Focus on health and care looking to change or improve how people in Newcastle receive or access care, advice, support, and treatment in the future.

[People at the Heart of Care: Adult Social Care Reform White Paper](#)

The government's ten-year vision for adult social care. The paper includes a vision for adult social care to offer people choice and control over the care they receive, promote independence by enabling people to live well as part of a community and to recognise the contribution of unpaid carers.

[Specialist housing delivery plan](#)

This paper provides an overview of the housing options for people with learning disabilities, autism, or both in Newcastle and how the future supply of suitable housing was considered and proposed which led to the housing options available within the Continuum of Support.

[22.11.22 Delivering for our communities - Our medium term financial plan.pdf \(newcastle.gov.uk\)](#)

Our response to the continuing financial challenges facing local government, setting out our plans for 2023-24 to 2024-25.

[Council Plan 2022 - 2025 \(newcastle.gov.uk\)](#)

The Council Plan sets out how as a Council we will work towards our political priorities for the city; support the city's commitment to renewal; and continue to deliver essential services while dealing with the financial challenges facing local government.

3. What will be the financial impact of this proposal?

This proposal will reduce spend on commissioned services by £700,000. This represents 1.5% reduction to learning disability and autism overall budget.

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

Number of FTE: Not applicable

% of workforce: Not applicable

Comments: None.

Section C: Consultation

1. Who did we engage with to develop this proposal?

Who we have engaged with to develop this proposal: We have not yet engaged publicly on this proposal. We have consulted internally on the impact a reduction to the service offer may have for people who use services.

When / how: Not applicable.

Main issues raised: Not applicable.

2. Who do we want / need to engage with during consultation?

On this proposal, we want to engage with:

- people who have a learning disability, autism, or both.
- family members and carers of people who use these services.
- groups from across the community and voluntary sector who represent or collaborate with people who use these services.
- provider organisations who deliver these services.
- stakeholder groups.
- Shared Lives carers.

When and how: Consultation and engagement will begin in November 2023. We will hold specific consultation events covering the scope of the people and groups identified, as well as the Let's Talk consultation on the 2024-25 draft budget.

3. Who provided feedback during the consultation process? (to be completed post-consultation)

Who provided feedback in the consultation process: to be completed post-consultation.

When / how: to be completed post-consultation.

Main issues raised: to be completed post-consultation.

Section D: Impact assessment

The section below sets out actual or potential disadvantages or benefits that may arise from implementing this proposal. This assessment is set out for people with characteristics protected by the Equality Act 2010 and other broader areas of potential impact.

People with protected characteristics

Age

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people and their neighbourhoods for adults with learning disabilities, autism, or both of all ages. It is anticipated most people will benefit from a shift from reliance of paid carer support to one that gives them greater flexibility in their social care offer and inclusion in their community.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: Change can bring about anxiety and may translate into worsening perceptions of the care and support provided.

How will this be addressed or mitigated? We will support people to understand the benefits of our new ways of working. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes.

Disability

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen those connections between adults with learning disabilities, autism, or both and their neighbourhoods. By identifying what is strong in a person's life and in their community (the assets) we will build upon and develop community centred approaches that connect all people, including those with disabilities, to the centre of a personalised care offer and where practicable provide alternatives to paid support.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: Change can bring about anxiety and may translate into worsening perceptions of the care and support provided.

How will this be addressed or mitigated? We will support people to understand the benefits of our new ways of working. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes.

Gender reassignment

Type of impact: None.

Detail of impact: Not applicable.

How will this be addressed or mitigated? Not applicable.

Sex

Type of impact: None.

Detail of impact: Not applicable.

How will this be addressed or mitigated? Not applicable.

Marriage and civil partnership

Type of impact: None.

Detail of impact: Not applicable.

How will this be addressed or mitigated? Not applicable.

Pregnancy and maternity

Type of impact: None.

Detail of impact: Not applicable.

How will this be addressed or mitigated? Not applicable.

Race and ethnicity

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people with learning disabilities, autism, or both, their carers, and their chosen community for all adults of all races and ethnicities. It is anticipated most people, and their carers, will benefit from a shift from provision of statutory paid formal support only to one that gives them greater flexibility and inclusion in their chosen community.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: Change can bring about anxiety and may translate into worsening perceptions of the care and support provided.

How will this be addressed or mitigated? We will support people to understand the benefits of our approach in a range of formats and materials available in conjunction with representative groups to ensure use of appropriate language and terminology to promote inclusivity of the proposal. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes and those of their carer.

Religion and belief

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people with learning disabilities, autism, or both, their carers, and their chosen communities for all adults of all religions and beliefs. It is anticipated most people, and their carers, will benefit from a shift from provision of statutory paid formal support only to one that gives them greater flexibility and inclusion in their chosen community including those representatives of their religion and belief.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: Change can bring about anxiety and may translate into worsening perceptions of the care and support provided.

How will this be addressed or mitigated? We will support people to understand the benefits of our approach in a range of formats and materials available in conjunction with representative groups to ensure use of appropriate language and terminology to promote inclusivity of the proposal. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes and those of their carer.

Sexual orientation

Type of impact: None.

Detail of impact: Not applicable.

How will this be addressed or mitigated? Not applicable.

Other potential impacts

Unpaid carers

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between adults with learning disabilities, autism, or both and their chosen community and by association, unpaid carers of all ages. This proposal can support and enable a more personalised service that better balances statutory paid support that promotes the voice of the person alongside the care and support provided by (unpaid) carers, thus enabling them to maintain/access employment, social activities within or without their chosen communities.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: Change and a focus building upon and developing 'community-centred' approaches may be perceived as focusing greater reliance and responsibility on the caring role.

How will this be addressed or mitigated? We will support people to understand the benefits of our approach, co-designing our services with the people that use them and their carers. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes.

People vulnerable to socio-economic impacts

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people, carers, and their chosen community, identifying what is strong in a person's life, how they might better connect to communities, combine efforts, knowledge, and resources in new and innovative ways. By working

together in this way our aim is to reduce inequality and mitigate negative socio-economic impacts for people with learning disabilities, autism, or both and their carers.

How will this be addressed or mitigated? Not applicable.

Businesses

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people, carers, and their chosen communities, combining efforts, knowledge, and resources in new and innovative ways. We will continue to explore ways to strengthen and support people, organisations, and associations within our communities being an active partner within our collaborative partnerships to support people's opportunities within the local economy.

How will this be addressed or mitigated? Not applicable.

Geography

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people, their carers, and their chosen community that will better support people with learning disabilities, autism, or both within their own neighbourhood geography and provide creative and flexible solutions to their support needs.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: There may be a disproportion of equality across the city which may lead to neighbourhoods not being able to offer equality of support in their area.

How will this be addressed or mitigated? We will support people and local communities to understand the benefits to assessing support options available, co-designing with the people that use them. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes in a way that works in their chosen community.

Community cohesion

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people and their neighbourhoods, combining efforts, knowledge, and resources in new and innovative ways. It will seek to build community capacity, support, and strengthen people's own networks and wider links and networks within their local communities.

How will this be addressed or mitigated? Not applicable.

Community safety

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to strengthen connections between people, their carers, and their neighbourhoods, combining efforts, knowledge, and resources in new and innovative ways. It will seek to consider paid support, strength in people's own networks, and wider links and networks within their local communities.

How will this be addressed or mitigated? Not applicable.

Type of impact: Potential disadvantage.

Detail of impact: Change and a focus building upon and developing 'community-centred' approaches may be perceived as creating vulnerability to areas with problems of Anti-Social Behaviour or crime which can bring about anxiety and may translate into worsening perceptions of the care and support provided.

How will this be addressed or mitigated? We will support people, their carers, and local communities to understand the benefits of our approach to assessing support options available, co-designing with the people that use them. We will provide assurance that we will continue to meet eligible care needs whilst also seeking to maximise a person's opportunities, identifying their own local support networks to highlight the strengths, capacity, and knowledge of all involved to better meet individual outcomes in a way that works in their chosen community.

Public Health

Type of impact: Potential benefit.

Detail of impact: Our proposal will adopt an approach which seeks to strengthen connections between people, their carers, and their neighbourhoods, delivering services that will better support people within their own neighbourhood and provide creative and flexible solutions in support of their health and wellbeing. In so doing we will address with our communities some of those wider determinants of ill health, such as loneliness, social isolation, with the aim for people to be less reliant on formal care.

How will this be addressed or mitigated? Not applicable.

Climate

Type of impact: Potential benefit.

Detail of impact: Our proposal seeks to emphasise local neighbourhood working where practicable within our working practices. As a result, it should negate unnecessary travel and associated mileage and fuel by social care and partner employees.

How will this be addressed or mitigated? Not applicable.