



Derby City Council

Equality impact assessment form

Directorate: People Services

Service area: Integrated Commissioning

**Consultation on savings and new funding
model as regards Housing Related Support
Services**

**Date of assessment: November 2016 to
January 2017**

Signed off by: Christine Collingwood

**Cabinet, Personnel Committee or Chief Officer
Group's decision**

Date published on website

Equality impact assessment – please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have ‘**due regard**’ to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘**relevant protected characteristic**’ and people who don’t.

Having ‘due regard’ means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you

may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and send it to our Lead on Equality and Diversity for checking and to publish on our website. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender reassignment – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls

- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

In addition, we have decided to look at the effects on families and people on low incomes too as we feel this is very important.

Contact for help

Ann Webster – Lead on Equality and Diversity

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The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt - do one! You never know when we may get a legal challenge and someone applies for Judicial Review.

What’s the name of the policy you are assessing?

**Consultation on savings and new funding model as regards
Housing Related Support Services**

The assessment team

Team leader's name and job title – Adrian McNaney, Commissioning and Partnerships Officer

Other team members

Name	Job title	Organisation	Area of expertise
Adrian McNaney	Commissioning and Partnerships Officer	Derby City Council	Knowledge of VCS, grant and contract processes, funded Organisations, diversity issues and EIA's.
Jodie Smith	Commissioning Project Officer	Derby City Council	Experience of supporting consultations and diversity groups
Richard Martin	Assistant Director of Public Health	Public Health	Strategy; commissioning; procurement; Public Health; policy; substance misuse
David Peet	Chief Executive	Police and Crime Commissioners Office	Strategy, policy, commissioning, policing and crime, community safety and equality issues
Catherine Young	Children in Care Commissioning and Placements Manager	Derby City Council	CYP commissioning of contracts for services and placements. Knowledge on frameworks, tendering and contract management. Knowledge about 16 + provisions in Derby City.
Matt Palmer	Housing Advice Manager	Milestone House	Homelessness issues, programme management, equality issues and EIA's
Trisha Thomas	Housing Advice Manager	Derby Homes	Homelessness, policy, information and advice, equality issues and EIA's
Trisha Hatton	Senior Housing Advisor	Derby Homes	Housing Advice and Assistance - DV
Denise Brown	Senior Operations Manager	Refuge	Domestic violence and supported

			housing professional, ISVA, QCF assessor and IQA, auditor (ISO 9001), service delivery and contract management. EIA on policies and contributed to EIAs
Nadia Nazir	Service Manager	Refuge	Domestic violence and supported housing delivery manager. Managing accommodation and community based services including specialist services for clients experiencing FM/HBV and FGM. Ensuring all services meet contract requirements. Completion of H+S inspections/risk assessments. Languages spoken: Hindi, Punjabi and Urdu
Sourma Alam	Refuge worker	Refuge	Frontline domestic violence practitioner. Supporting clients in to accommodation services, advocating on behalf of clients around criminal/civil matters, supporting clients to secure immigration status. Providing specialist support to clients fleeing FM/HBV and FGM. Overall client centred support provided around safety, economic welfare, health and social needs. Housing management support provided to ensure premises comply with health and safety

			regulations. Languages spoken: Sylheti (Bangladeshi) Currently completing QCF
Reg Smith	Area Manager	Riverside	Homeless accommodation and housing support services
Jo Burton	Service Manager	Riverside	Expertise in Substance Misuse/Mental Health, managing high risk projects and chaotic lifestyles
Gaynor Pointer	Service Manager	Riverside	Younger people service delivery, homelessness and housing support services
Janet Wood	Service Manager	Action	Drug and Alcohol support services, accommodation support services, equality issues.
Jo Orrel	Service Manager	Action	Programme management, high risk offenders accommodation service, equality issues
Danny Flannery	General Lettings & Income Officer Tenancy Services	Action	Front line service drug and alcohol, accommodation support
Ann Webster	Lead on Equality and Diversity	Derby City Council	Experience (27yrs) of working with equality and diversity issues. Experience of working with a wide number of voluntary sector groups that provide services to people with a range of diversity issues. Strategic and local partnership working across the voluntary sector.
Chris Pass	Head of Legal Aid	DHA	Organisation provides

	& Advice Services		specialised Housing Advice under Legal Aid Contracts, also provides Legal Advice and Representation at Derby County Court under the Housing Duty Possession scheme. My experience is in managing Legal Aid Contracts and associated issues like equality impacts.
Moira Findlay	Diversity Forum representative	Diversity Forum	Equality and Diversity issues, Equality Assessments
Andy Findlay	Diversity Forum representative	Diversity Forum	Equality and Diversity issues, Equality Assessments
Andrew Johnson and another	Current and former tenant of ARBOR project	Both current or former tenants of Action	

Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

- 1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

This Equality Impact Assessment (EIA) is part of the decision making process as regards the proposals in relation to achieving further savings from the Housing Related Support HRS budget as part of the wider consultation process for setting the Council's budget for 2017/18. This service area has already been subject to significant budget reductions since 2013, due to the reducing budget the Council has to fund services, as a result of grant reductions from Central Government.

A Cabinet report on 9 November was approved which set in motion; an 8 week consultation period beginning on 23 November 2016 and running until 18 January 2017, and the approval of this EIA to be conducted so that Cabinet can consider the proposals and consultation responses further on 8 February 2017 before making a final decision. This EIA will help to assess the impact of withdrawing Council funding for two HRS services and the impact of changing the way the remaining HRS services are funded in the future. All the current services support vulnerable people but one of the services has already agreed to cease operating from 1 December 2016 this being Action Housing's medium intensity drug and alcohol accommodation based service. Pressures on Council resources continue and further savings from the HRS budget are proposed in the Council's mid-term financial plan for 2017/18.

The current HRS budget is set at £1.382m in 2016/17 funding 7 services which are detailed later in this EIA. Two of the services are delivered by Derby Homes, but the current position is that the remaining 4 HRS services have contracts that are beyond their initial term, however all have a contract extension in place until the end of March 2017. As mentioned the seventh HRS service was decommissioned on 1 December 2016.

The services that have been funded to provide HRS services have assisted the Council to deliver against the following outcomes:

- A thriving sustainable economy – by contracts being successfully awarded to local organisations and businesses
- Good health and well-being – by supporting vulnerable people to be as independent as possible and learn independent living skills
- Being safe and feeling safe – HRS services are targeted at people whose circumstances make them vulnerable and help mitigate their vulnerability.

The services also fit within and link to the aims of the Department Business Plan for 2016/17 for Adult Social Care Services, Adult Integration and Direct Services under the Peoples Services Directorate.

Ceasing to provide funding on its own for any or all HRS services will have an impact on the Council and partners' ability to deliver against these outcomes. There are currently 6 services receiving funding for HRS, who in turn support over 150 individuals at any one time. Reducing the overall spend on this area will have an impact on those service users who would not reach the statutory thresholds for care or health services. Individuals' capacity to live independently and make a positive contribution to their communities will be affected and therefore wider Council priorities will be affected. The anticipated increase in demand and pressures on statutory services such as homelessness, adult social care, health services and services for 16 and 17 year olds leaving care will need to be carefully monitored and additional resources deployed wherever possible.

- 2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?**

The HRS budget of £1.382m up until 1 December 2016 supported 7 services, after the 1 December this reduced to 6 services. This is due to the decommissioning on the 1 December of Action Housing's medium intensity drug and alcohol accommodation based service, and we are not proposing to recommission this service. The full list of organisations/services up to 1 December can be found at Appendix 1. The Council has contracts with Refuge, Riverside and Action Housing which following the decision to extend after their initial term all run until 31 March 2017.

For the remaining services following the 1 December, the Council is consulting on the potential impact of the following proposals:

1. That by April 2017 on the Council's behalf, Derby Homes continues to support the delivery of the service provided by Refuge, and also the support service at Milestone House, and the Single Point of Entry, within their available resources. This would be as part of their Housing Options offer.

2. That by April 2017 at the latest, Public Health will take over the commissioning and funding of Centenary House, strengthening it to become focused more on supporting people with complex alcohol and mental health issues to avoid hospital admission, or to exit hospital more quickly. This change would be achieved by varying the existing contract and extending it for up to three years.

3. That by April 2017, the Council will cease to fund the following two contracts, and these will not be renewed or retendered:

Action Housing High Risk Offenders	Accommodation and support services for Housing Related Support for High Risk Serious Offenders.
Riverside Young People	An emergency crisis intervention accommodation based service for young people at risk between the ages of 16 and

A full consultation exercise on the proposals above was launched 23 November 2016 and will run until 18 January 2017. The consultation has been widely advertised and promoted and is available to complete online or via a paper based questionnaire that can be returned by freepost. The online survey can be found on the Council's website, follow either of the links below:

<http://www.derby.gov.uk/council-and-democracy/consultations/your-city-your-say-latest-consultations/>

<http://www.derby.gov.uk/council-and-democracy/consultations/your-city-your-say-latest-consultations/housing-related-support/>

3 Who are the main customers, users, partners, employees or groups affected by this proposal?

The main providers, customers and clients affected by these proposals are as follows:

- Refuge, Domestic Violence – adult women (some with children) at risk of domestic abuse
- Milestone House and Single Point of Entry – hostel and advice services for single homeless people and couples
- Riverside High Intensity drug and alcohol – hostel for adults with complex drug and alcohol issues
- Riverside Young People – accommodation and support service for young people at risk between the ages of 16 and 18 years old
- Action Housing medium intensity drug and alcohol - recovery and reablement services for adults (decommissioned from 1 December 2016)
- Action Housing High Risk Offenders – accommodation and support services for adults who are high risk offenders

The proposals could also affect the staff from Refuge/Milestone House/Riverside and Action involved in the delivery of the above services.

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

The HRS consultation launched on 23 November 2016 and will run until 18 January 2017. The online survey can be found on the Council's website, follow either of the links below:

<http://www.derby.gov.uk/council-and-democracy/consultations/your-city-your-say-latest-consultations/>

<http://www.derby.gov.uk/council-and-democracy/consultations/your-city-your-say-latest-consultations/housing-related-support/>

Apart from the online survey, there is also available a paper based survey with a Freepost return address. On request the Council will print copies of the survey for interested parties and supply with a Freepost return envelope. In meetings with all current service providers the Council has offered to supply the paper based document in community languages upon request. The paper survey document is attached below and also appears at Appendix 2:



HRS Services
Consultation Paper Q

We have also produced a plain English summary of the proposals which is attached to the online survey and available via email. This summary is also being used in meetings and conversations with providers and other stakeholders and is available in large print on request. See Appendix 3.

Information on the consultation and the hyperlinks to the online questionnaire and the summary of the proposals are also available on Community Action Derby's website, the leading voluntary sector infrastructure organisation in Derby. This information has also been circulated by Derwent Housing Trust within their Changing Lives e-news bulletin.

Meetings and discussions were held with all HRS service providers prior to the launch of the consultation to encourage their participation in the consultation and that of their clients, customers and stakeholders. Providers were also encouraged to engage with their clients and customers through workshops and other routes using the online survey or paper based survey – Council Officers from the Commissioning Team supporting this process on request. Providers were also asked to encourage the participation and engagement of current or past clients/customers and front line staff to contribute to the Equality Impact Assessment EIA through attendance at the two EIA meetings 7 and 20 December.

Current providers have also circulated the consultation information and hyperlinks to their related networks/forums and user groups encouraging participation in the consultation. This has included public health and other networks around substance misuse and recovery and family support services, criminal justice, homelessness and the police. The consultation information has also been circulated to the Derby Information and Advice Network DIAN which is a network of over 60 information, advice and advocacy organisations operating within the city. The Derby Information and Advice Partnership DIAP has also been informed and briefed on the HRS consultation at partnership meetings, asking members to participate and to encourage their service users to participate also in the consultation.

Information and news articles have appeared in the Council's In Touch newsletter, Your City Your Say e-bulletin and the HRS consultation promoted on the Council's internal and external AV screens. Also promoted through the Derby City Council Newsroom which distributes news and updates directly from Derby City Council. Social media such as twitter has also been used to promote the HRS consultation.

An open consultation meeting for all people interested in the HRS consultation was held on the 9 January at the Council House. This event was publicised widely through service providers, relevant networks and forums, Derby City Council Newsroom and twitter. Minutes of this meeting were taken and circulated to attendees along with further updates to the attendees on actions completed from the meeting.

Council Officers also attended the Voices in Action VIA meeting on 9 January 2017 to present the HRS proposals and facilitate a workshop consultation exercise. Voices in Action is a Youth council for young people aged 11 to 19 years old representing their school, support group or youth project. Feedback from VIA during the session indicated support for the proposed alternative funding models and the support for 4 HRS services in the future from Derby Homes and Public Health. They also urged continued negotiation with any interested parties as regards the continued funding of the High Risk Offenders service. When they considered the Younger Peoples service Voices in Action raised concern regarding the proposal to cease funding and expressed hope that by utilising the new Housing Framework which will come on stream 1 March 2017, this would mitigate any negative effects. VIA were involved in the development of the new Housing Framework when consulted with by Children and Young People in 2016.

By the 6 January there were 49 responses through the consultation questionnaire which was launched online and via paper entry on 23 November 2016. The consultation does not close until 18 January 2017 but the following is a summary of the messages received thus far. The 49 responses have been from a mix of service/ex-service users and other parties. The responses to the proposals reflect how valued HRS services are to those that access them and to the wider community as a whole.

The responses to the proposals where a different funding model has been suggested, have been very positive. Some responses reflected positively to the Local Authority not having full control over the services and other responses reported it as a positive change and the need to keep services established and 'under one roof'.

Responses to proposals where funding was to cease for the two service areas were on the whole negative and concerns were raised over the lack of support for high risk individuals; but also the impact on the wider community and services as a result of the lack of support at such a crucial point in the lives of such individuals.

Obviously the full set of responses will be collated when the consultation period closes on 18 January 2017 and the full results reported to Council Cabinet on 8 February. A summary of the 49 responses can be found in the attachment below:



HRS Summary
report.pdf

- 5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each equality group whether this is a negative impact, a positive one or if you are not sure

Equality groups	What do you already know?	No impact (on all services except Young People service)	Positive impact	Negative impact (Young People service only)	Not sure
Age	Both young and older people use the services delivered by HRS projects Negative impact on younger people	✓		✓	
Disability	Disabled people use the services offered by HRS projects No impact on disabled people per say, however potential negative impact on younger disabled people using the Younger Peoples service	✓		✓	
Gender reassignment - trans	People undergoing gender reassignment and trans use the services offered by HRS projects No impact on gender reassignment trans people per say, however potential negative impact on younger gender reassignment trans people using the	✓		✓	

	Younger Peoples service				
Marriage and civil partnership	The services offered by HRS projects are open to all people regardless of their marital status No impact on married/civil partnership people per say, however potential negative impact on younger married/civil partnership people using the Younger Peoples service	✓		✓	
Pregnancy and maternity	The services offered by HRS projects are open to all people including those who are pregnant or on maternity No impact on pregnant people per say, however potential negative impact on younger pregnant people using the Younger Peoples service	✓		✓	
Race	The services offered by HRS projects are open to people of all races No impact on people of different races per say, however potential negative impact on younger people of different races using the Younger Peoples service	✓		✓	
Religion or belief or none	AThe services offered by HRS projects are open to people of all religions or no religion No impact on people of different	✓		✓	

	religions per say, however potential negative impact on younger people of different religionsusing the Younger Peoples service				
Sex	Both men and women use the services of all the HRS services currently funded. Except for Refuge domestic violence which is used by adult women and children No impact on people of different sex per say, however potential negative impact on younger people of different sexusing the Younger Peoples service	✓		✓	
Sexual Orientation	The services of funded organisations are open to all people regardless of their sexual orientation No impact on people of different sexual orientation per say, however potential negative impact on younger people of different sexual orientationusing the Younger Peoples service	✓		✓	
Families and people on low income	Families and people on low income are use the services offered by HRS projects No impact on families and people on low income per say, however potential negative impact on younger people from	✓		✓	

	families and on low income using the Younger Peoples service				
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Under the Equality Act 2010 and to ensure we pay due regard to equality in our decision making, for the responses above the EIA assessment team are cognisant that young people using the younger peoples service may also be disabled people, minority ethnic people, LGBT and so on. Therefore for people with protected characteristics using the Younger People service there could be a negative impact. The Younger Peoples service can accommodate up to 30 young people at any one time.

See Appendix 4 for an Equalities Groups monitoring breakdown for April 2015 to March 2016 on each HRS project.

Important - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

- 6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

The assessment team do not anticipate any negative impacts resulting from the proposals on any equality groups as regards the following services, Refuge domestic violence, Milestone House, Single Point of Entry and Centenary House drug and alcohol.

Since the formal EIA meetings the Office of the Police and Crime Commissioner PCC working with the Community Safety Partnership, looking at shared priorities for the City, agreed to fund the High Risk Offenders programme for the next three years. The PCC will take on the role of lead commissioner for the service and will fund the service whilst procuring an integrated city and county-wide service during 2017. Concerns around the cessation of the High Risk Offender service will now be mitigated by this development that the Office of the PCC will fund and manage the programme. The funding proposal reflected many of the suggestions made by consultees on how the programme could be saved. Given this news we do not now anticipate any negative impacts on any equality groups using the High Risk Offenders service.

This EIA has highlighted there could be negative effects on younger people once the funding for the Younger peoples service ceases in April 2017. Any negative impacts will be felt in April 2017 onwards following the cessation of funding for the Riverside Young People project.

At the time of writing the Children and Young People CYP integrated commissioning team are currently re-tendering for the Housing Framework for 16 plus accommodation and support focusing on, Children in Care 16 years +, Care leavers, Children in Need and young homeless 16 & 17 year olds who are known to social care. The existing framework has run for the last 2 years parallel to the Riverside HRS contract, and between March 2015 and March 2016 a total of 58 young people received a service through it.

The new framework will be in place on the 1st March 2017, this is a month before the HRS contract ceases. The budget for the new framework remains unchanged at £500,000 per year. However it should be acknowledged that the Housing Framework will **not mitigate** the full risk to Derby City's Young Homeless people.

The Housing Framework has strict criteria in place, any referrals have to be agreed by service director level, the young person will not automatically be able to access the framework, if they access for assessment they will have a tight window of time in the accommodation whilst the assessment is undertaken. The group of young people this will impact on is the young 16 -17 year old homeless.

It has been acknowledged by CYP that there will be a significant pull on the service; this is still an unknown entity. The new framework's budget envelope has not increased and therefore there is a substantial risk to children's services. Going forward the impact of this budget will be monitored on a quarterly basis and any issues escalated to Senior Management Team. To ensure full utilisation of the budget work will also be undertaken to maximise other funding streams such as Housing Benefit. CYP are not fully aware of the current young people in the HRS contract and whether they will move to the framework, nor which providers will be on the new framework.

It should also be acknowledged that Welfare reform and the impact of changes to Housing Benefit claims from 1st April 2017 affecting 16 years plus. It is still not clear the full impact of these changes; this will also have an impact on the provider market whom accept Housing Benefit/intensive Housing Management costs. The risk is that the impact reduces the current provider market in Derby City, therefore

Step 3 – deciding on the outcome

- 7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

For Refuge Domestic Violence, Riverside High Intensity Drug and Alcohol, Derby Homes Milestone House, Singe Point of Entry and High Risk Offenders:

Outcome 1	X	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

For Riverside Young People:

Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3	X	Continue the policy despite potential for negative

		impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none">• sufficient plans to stop or minimise the negative impact• mitigating actions for any remaining negative impacts• plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome numbers

For Refuge Domestic Violence, Riverside High Intensity Drug and Alcohol, Derby Homes Milestone House, Singe Point of Entry and High Risk Offenders the Assessment team has agreed outcome number 1.

For Riverside Young People the Assessment team has agreed outcome number 3. Alongside this the team feel there are sufficient plans in place to minimise the potential negative impact.

Why did you come to this decision?

For Refuge Domestic Violence, Riverside High Intensity Drug and Alcohol, Derby Homes Milestone House, Singe Point of Entry and High Risk Offenders there are now alternative funding models in place to ensure service delivery in these areas will continue April 2017 onwards. Therefore there will be no negative effects on any equality groups using these services hence the selection of outcome 1.

For Riverside Young People even when taking into account the mitigation effects of the Housing Framework it has been stated that the new framework will not mitigate against the full risk to Derby City's Young Homeless people. Hence the selection of outcome 3. The new framework will lessen the effect of any potential negative impacts and actions to lessen the impact appear within the Equality Action Plan. The impact on the new framework budget will be monitored and reported on a quarterly basis, with any issues of concern being escalated further to Senior Management Team. Work will also be undertaken to ensure maximisation of other funding streams such as Housing Benefit.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Step 4 – equality action plan – setting targets and monitoring

- 8 Fill in the table (on the next page) with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

Equality action plan – setting targets and monitoring

What are we going to do to advance equality?	How are we going to do it?	When will we do it?	What difference will this make?	Lead officer	Monitoring arrangements
Commission the new Housing Framework for 16+ accommodation and support	Through an open and transparent tender process	1 March 2017 comes on stream	The use of the new framework will mitigate and lessen any negative effects felt from the cessation of the HRS funding to the Younger Peoples service	Catherine Young and CYP colleagues	The Housing Framework will be managed through a two year plus one year contract, with agreed formal monitoring procedures. Also the impact on the budget will be monitored and reported on a quarterly basis, with any concerns escalated to Senior Management Team
Ensure Refuge, Milestone House, Single Point of Entry, Centenary House drug and alcohol and High Risk Offenders services are supported by alternative funding model	This will be achieved through negotiations with Derby Homes, Public Health and the Office of the Police and Crime Commissioner and the Community Safety Partnership	1 April 2017	This will ensure the current services are not lost once HRS funding ceases on 31 march 2017	Christine Collingwood	Derby Homes, Public Health and the PCC and Community Safety Partnership all have specific monitoring and evaluation procedures that each service will work within
Utilise the findings of the HRS consultation 23 Nov 2016 – 18 Jan 2017	Consultation on the HRS proposals ends 18 Jan 2017 and findings will be reported to Cabinet 8 Feb 2017	8 February 2017	The full consultation report will allow officers the chance to analyse the consultation data and highlight any issues relating to equality	Adrian McNaney	All consultation data will be collated following the 18 January 2017. Any equality issues will be picked up and subsequent plan put into place

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Make sure you include these actions in your Directorate service business plans.