

## Equality Impact Assessment (EIA)

### Document control

<b>Title of activity:</b>	Mental Health Supported Living Services
<b>Type of activity:</b>	Re-Commissioning Mental Health Supported Living Services
<b>Lead officer:</b>	Daren Mulley, Senior Commissioning Manager, Joint Commissioning Unit
<b>Approved by:</b>	Vernal Scott
<b>Date completed:</b>	30 <sup>th</sup> April 2018 (Version 2.0)
<b>Scheduled date for review:</b>	March 2020

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

### About your activity

<b>1</b>	<b>Title of activity</b>	Mental Health Supported Living Services
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2	<b>Type of activity</b>	Re-Commissioning Mental Health Supported Living Services
3	<b>Scope of activity</b>	<ul style="list-style-type: none"> <li>• Ensuring that the service is commissioned to meet the Council priorities of the Council and offer the best value for money</li> <li>• Ensure the tender follows Corporate and EU Procurement Regulations and Local Authority Financial Regulations</li> <li>• Ensure that the principles of mental health care underpin the delivery of all interventions in order to improve the health and well-being of service users</li> <li>• Ensuring that choice, control, health and well-being, including safeguarding, features as high priorities in the tender.</li> <li>• Establishing outcomes that will allow the Council to judge the performance of the Provider</li> <li>• Ensure the Provider delivers a non-judgemental and inclusive service which treats service users with dignity, respecting gender, sexual orientation, age, physical or mental health ability, religion, culture, social background and lifestyle choice.</li> </ul>

<b>Completed by:</b>	Daren Mulley, Senior Commissioning Manager, Joint Commissioning Unit
<b>Date:</b>	28 <sup>th</sup> March 2018

**Background/context:**

In April 2016 the Council and the CCG entered into an 18-month contract to jointly commission the service through the Better Care Fund. As the contract is expiring and has not been tendered for a long period, the purpose of this tender is to procure the residential mental health services currently operated by the current Provider (The Riverside Group). The purpose of this tender is to procure the residential mental health services currently operated by the current Provider (The Riverside Group). The current Provider delivers the services at their schemes at Lucas Court and The Boundaries. The two schemes form part of the CCG and Council's supported living offer for those residents requiring Mental Health services, providing housing and housing related support with the aim of helping individuals to become more independent in that area.

Before commencing the tender, a review was conducted to inform the Council's future plans for commissioning. The review brought together a range of information about the commissioned support services in order to assess and evaluate the current service model and whether it is providing good value for money to the Council. The review report provided an overview of the current schemes, analyses current activity and performance of the services and presented an analysis of the views of key stakeholders including structured group interviews with service users. Once approved by the Director of Adult Services, the Council will commence a full EU compliant tender process for a five contract that will be delivered by a single provider.

**Age:** Consider the full range of age groups

Please tick (✓) the relevant box:

**Positive**

✓

**Neutral**

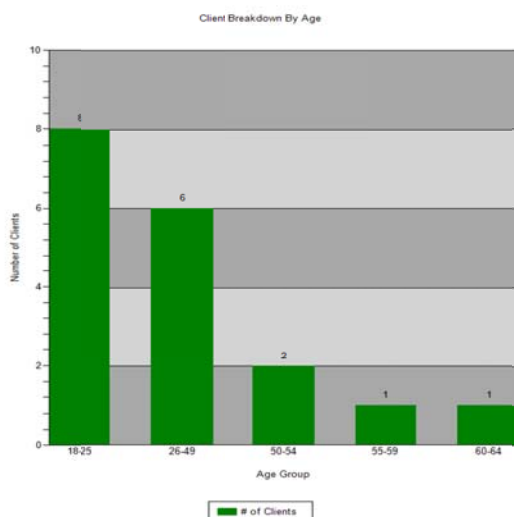
**Negative**

**Overall impact:**

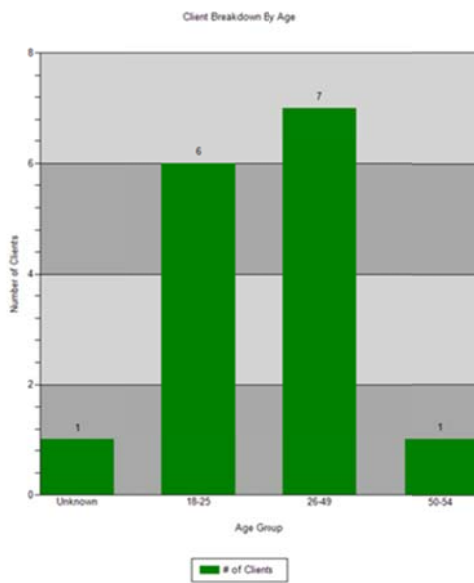
**All tenants who receive the services at Boundaries and Lucas Court are generally for people under 50 and so re-commissioning this type of service provision will have a positive impact on this protected characteristic.**

**Evidence:**

**Boundaries**



## Lucas Court



### Sources used:

**Havering Council (2017) Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

**Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓) the relevant box:

Positive

Neutral ✓

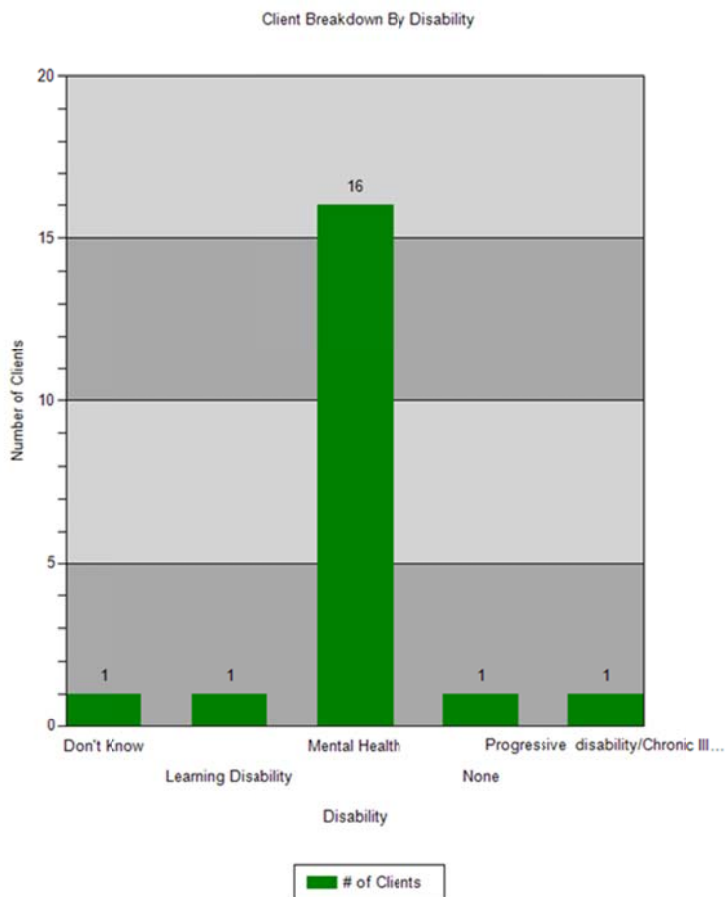
Negative

**Overall impact:**

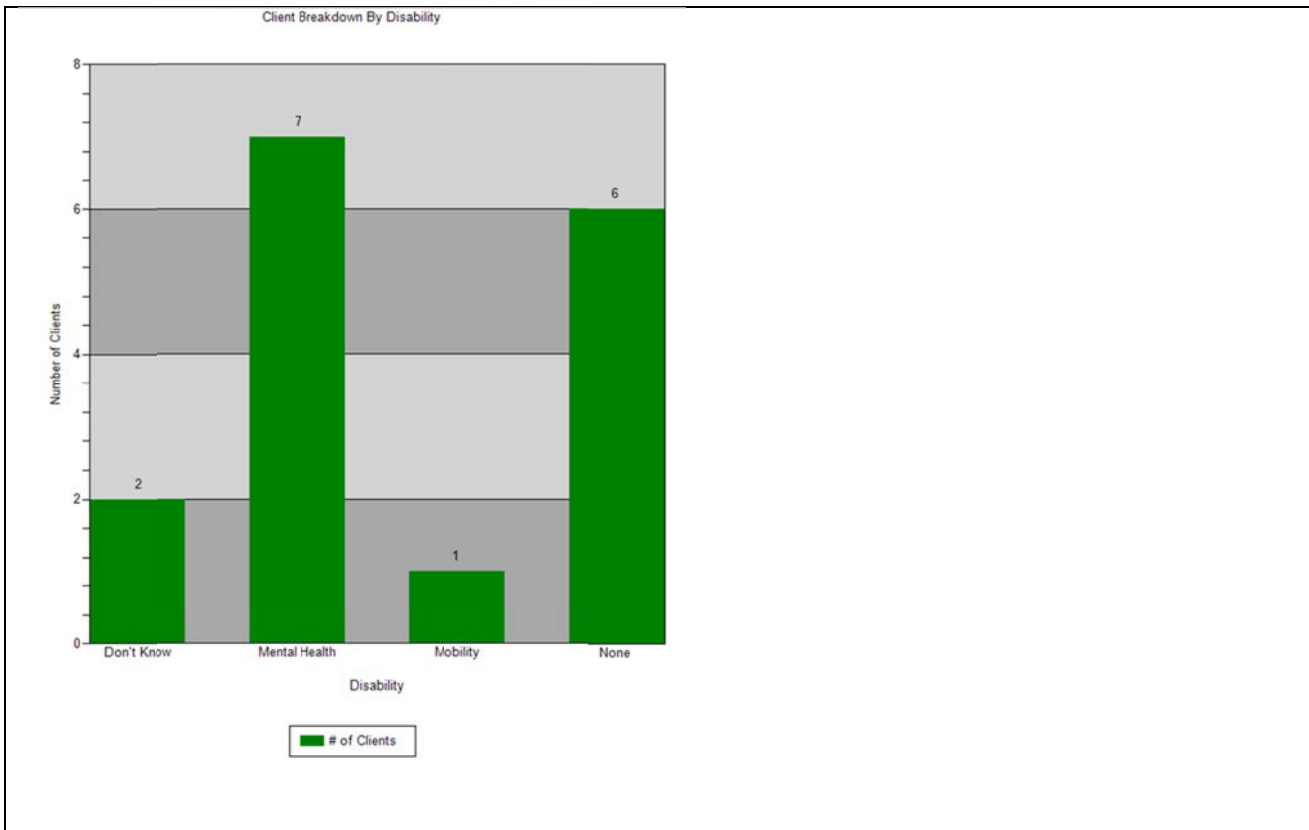
All tenants at the Boundaries and Lucas Court will have a mental health diagnosis. Some tenants may have additional disabilities for examples learning disability or a progressive disability/ chronic illness as shown in the chart below. Due to the specialist nature of this service for mental health clients, the service is having a positive impact on those with mental health as their primary disability. However, Boundaries is not accessible therefore wheelchair users or those with mobility issues are unable to access the service.

**Evidence:**

**Boundaries**



**Lucas Court**

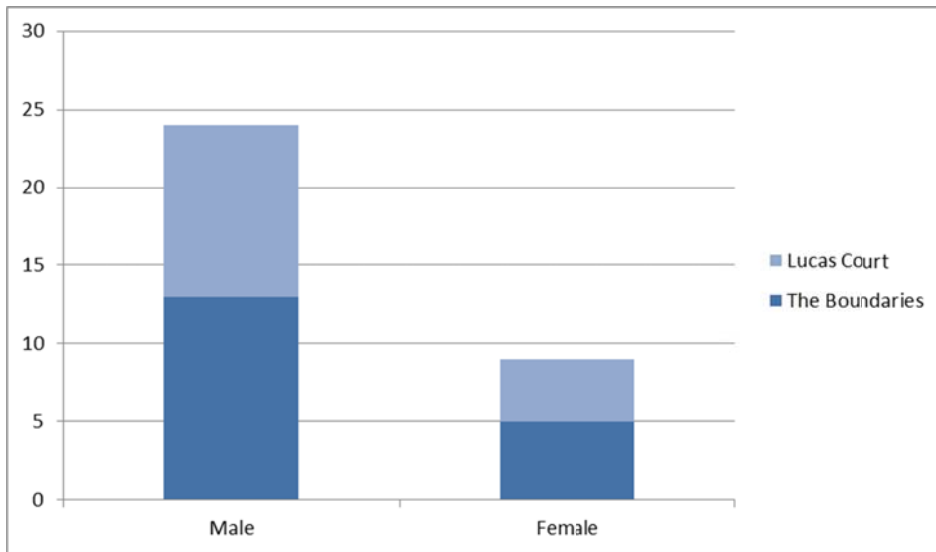


**Sources used:**

**Havering Council (2017) Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

<b>Sex/gender:</b> Consider both men and women	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	
<b>Neutral</b>	✓
<b>Negative</b>	
<p><b>Overall impact:</b></p> <p>There are a significantly high number of male service users in comparison to female service users. In Havering 52% of the population are female and 48% are male, there is no sufficient data for gender and mental health in Havering although national trends show that in England, mental health is more prevalent in women than in males. This is not reflected in those able to access Riverside services in Havering. The evidence shows that the service has a disproportionate positive affect on men and women are less positively impacted than expected.</p>	

**Evidence:**



**Sources used:**

**Havering Council (2017) Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

**Ethnicity/race:** Consider the impact on different ethnic groups and nationalities

*Please tick (✓) the relevant box:*

<b>Positive</b>	<input type="checkbox"/>
<b>Neutral</b>	<input checked="" type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>

**Overall impact:**

**Re-commissioning this service will have a positive impact on all racial groups and communities as the service is accessible to them all. All commissioned services must strive to meet the needs of all users, including those from BME or minority communities. The Council requires the new Provider to act in accordance with the Equality Act 2010 and ensure that their staff are trained and competent in equality and diversity issues within a care setting.**

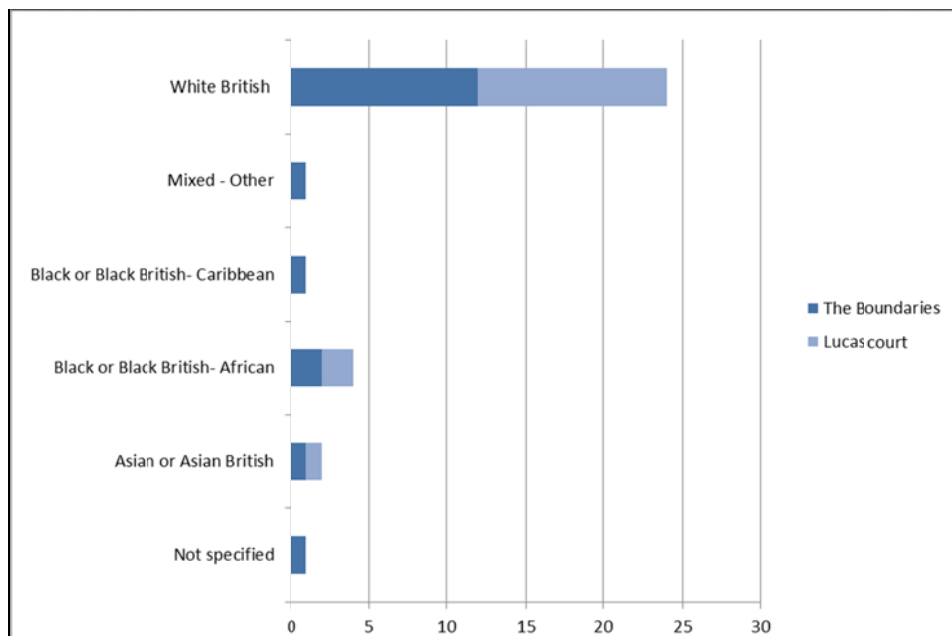
**Evidence:**

Havering is one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British, higher than both London and England. About 90% of the borough population were born in the United Kingdom. In addition, the GLA produce estimates of population change by ethnicity.

The projections from the 2015 Long-term migration based tool are presented in Figure 20. The white18 population is projected to decrease from 84% (in 2017) to 78% (in 2032) of

the population. It is projected that the Black African population will increase from 4.1% in 2017 to 5.3% of the Havering population in 2032.

Across both services, 73% of tenants are White British. This is slightly lower than the trend in Havering where the population is 83% White British (amongst the least diverse London Borough). National data shows that Black, Asian and ethnic minority groups are less likely to receive treatment. The service reflects this national trend and does not necessarily have a negative impact on ethnicity.



**Sources used:**

**Havering Council (2017), This is Havering; A Demographic and Socio-economic Profile**

**Havering Council (2017), Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

**Religion/faith:** Consider people from different religions or beliefs including those with no religion or belief

*Please tick (✓) the relevant box:*

<b>Positive</b>	
<b>Neutral</b>	✓
<b>Negative</b>	

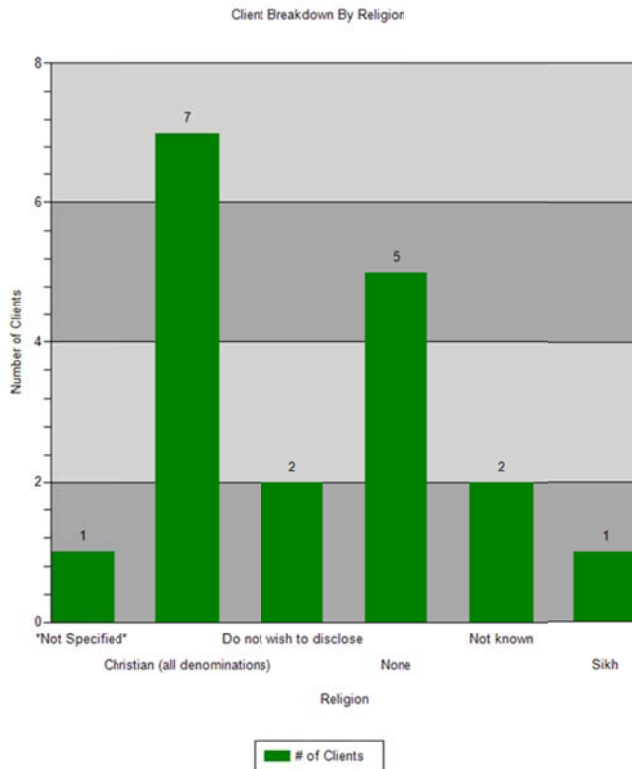
**Overall impact:**  
It is anticipated that re-commissioning this service will not have a differential impact on any religious or non-religious individual or group.



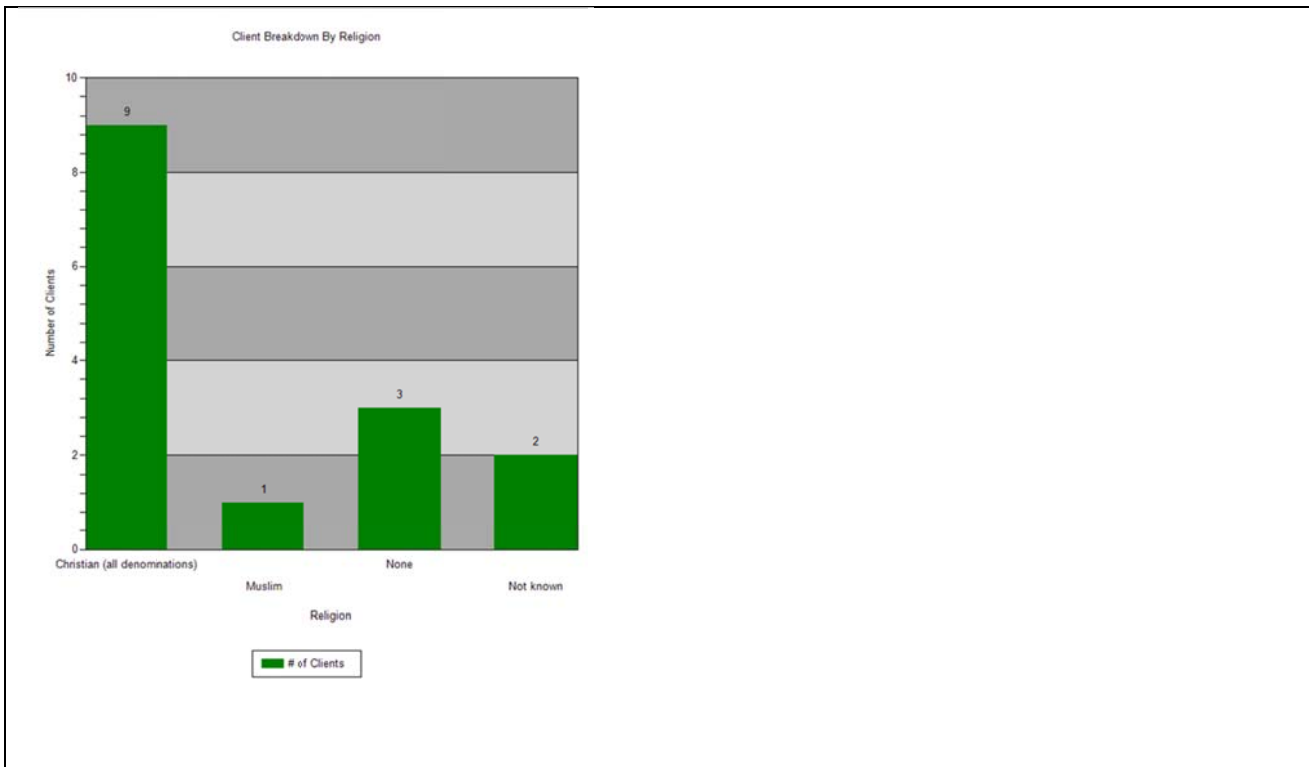
## Evidence:

The majority of service users identify as Christian, however there are other religious/non-religious persons accessing the service. This aligns with the religious make up of Havering where the majority of residents identify as Christians (66%), 23% do not have a belief whilst 2% are Muslim and 1% Sikh.

## Boundaries



## Lucas Court



**Sources used:**

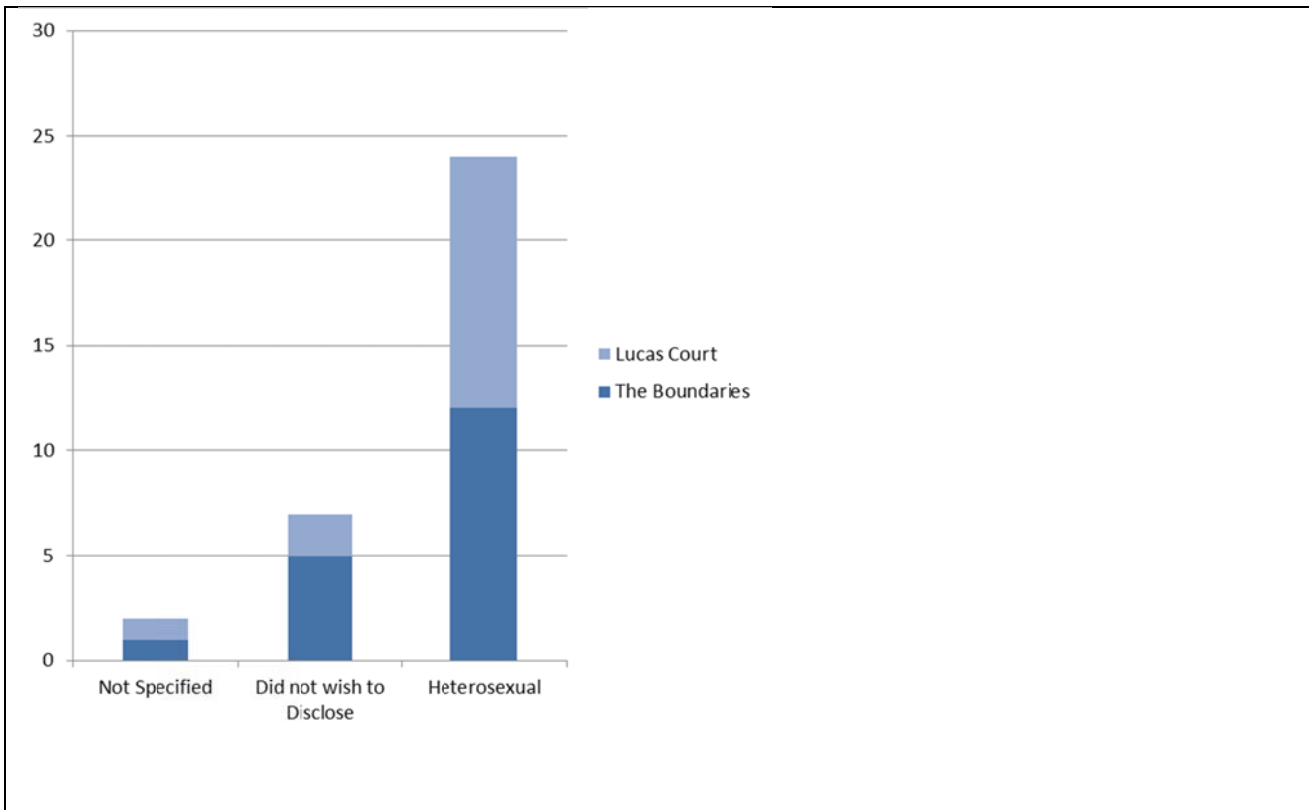
**Havering Council (2017), This is Havering; A Demographic and Socio-economic Profile**  
**Havering Council (2017), Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

**Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <b>It is not anticipated that this service will have a differential impact on the grounds of sexuality.</b>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

**Evidence:**

Across both services, 72% of tenants are heterosexual and 21% do not wish to disclose this information. There is no local data relating to sexual orientation in the borough to compare trends although the Havering Mental Health JSNA does state that homosexual and bisexual persons are amongst the groups at risk of poor mental health.



**Sources used:**

**Havering Council (2017), Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

<b>Gender reassignment:</b>	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<input type="checkbox"/>
<b>Neutral</b>	<input checked="" type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>
<p><b>Overall impact:</b></p> <p><b>It is not anticipated that re-commissioning this service will have a differential impact on the grounds of gender reassignment. No robust data is available and indeed this is a generally under-reported characteristic where more information is required. However, the specification for the service is considered to be neutral. It takes into account the needs and wishes of individuals with regard to their gender and that privacy and dignity must be maintained at all times.</b></p>	

**Evidence:**

The current draft specification for the service states (S12.2);

*The Council's obligations and core commitment to equality and diversity are highlighted in its Corporate Equality in Service Provision policy. The Provider will be expected to adhere to this policy and ensure that it complies with the Public Sector Equality Duty, as set out in the Equality Act 2010. The Service Provider will not treat any customer less favourably than others on grounds of their age, colour, race, nationality, ethnic origin, disability, gender identity, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation.*

**Sources used:**

**Havering Council, Service Specification (Draft version 2.0; 2017)**

**Marriage/civil partnership:**

Please tick (✓) the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

**It is not anticipated that re-commissioning this service will have a differential impact on the grounds of marriage. No robust data is available and indeed this is a generally under-reported characteristic where more information is required. However, there is no report for marital status as both The Boundaries and Lucas Court are essentially single person schemes. The service will therefore have a neutral impact on this protected characteristic as it is only accessible to single persons.**

**Evidence:**

**Sources used:**

**Havering Council (2017), Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

**Pregnancy, maternity and paternity:**

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  It is not anticipated that re-commissioning this service will have a differential impact on the grounds of pregnancy, maternity and paternity. No robust data is available and indeed this is a generally under-reported characteristic where more information is required. However, there is no report for pregnancy status as both The Boundaries and Lucas Court are essentially single person schemes. The service will therefore have a neutral impact on this protected characteristic as it is only accessible to single persons.
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

**Evidence:**

**Sources used:**

**Havering Council (2017), Residential Mental Health Services; Lucas Court and The Boundaries, Review Report**

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  These proposals will have a positive impact on service users who
<b>Positive</b>	<input checked="" type="checkbox"/>	

Neutral		<p><b>experience socio-economic disadvantage as they will be receiving the care and support service as a result of their eligibility for welfare benefits support.</b></p>
Negative		
<p><b>Evidence:</b></p> <p>Due to the high cost rent of the scheme at the Boundaries, many tenants are unable to access the scheme without housing benefits. However this restricts their opportunity to be employed and therefore the scheme has a negative impact on those who are economically independent as their salary may not be sufficient to cover the rent and yet not make them eligible for benefits. Even at Lucas Court, there are low levels of tenants involved in government training or work programmes with the majority of tenants on long term sick or disabled.</p>		
<p><b>Sources used:</b></p> <p><b>Havering Council (2017), Residential Mental Health Services; Lucas Court and The Boundaries, Review Report</b></p>		

