

# Thurrock Council

## Community Equality Impact Assessment

### Service area and lead officer

<b>Name of service</b>	Housing Solutions
<b>Lead officer name</b>	Chris Wade
<b>Lead officer job title</b>	Head of Housing Solutions
<b>Lead officer email address</b>	christopher.wade@thurrock.gov.uk

### Subject of this assessment

<b>What specific policy, strategy, function or service is the subject of this assessment?</b>
Extension of the Council's Housing First Scheme
<b>Borough-wide or location-specific?</b>
<input checked="" type="checkbox"/> Borough-wide <input type="checkbox"/> Location-specific – please state locations below.
<a href="#">Click or tap here to enter text.</a>
<b>Why is this policy, strategy, function or service development or review needed?</b>
<p>The proposal is to extend the Housing First scheme by 5 houses. The extension of the scheme is aimed at people who struggle to maintain tenancies within general needs housing and sometimes within supported living. The premise of the scheme is that it is designed to ensure that individuals with a series of complex needs and challenges have secure and safe accommodation where they can receive support on an individual and tailored basis from a specialist mental health worker (CPN).</p> <p>The intended outcome(s) of the scheme are as follows:</p> <ul style="list-style-type: none"><li>• Improve the ability of people with complex needs to secure a permanent tenancy.</li><li>• Reduce the need for people with complex needs to stay in or be moved to placements that have potential to reduce their independence and are extremely costly.</li><li>• Improve the ability of the health and care system to reduce and manage crises within the individual's own property.</li><li>• Reduce the probability of tenancy breakdown for people with complex needs.</li><li>• Reduce the amount spent by the system on people with complex needs through tenancy breakdown.</li></ul>

## 1. Consultation and supporting information

- 1.1. What steps you have taken, or do you plan to take, to consult or engage the whole community or specific groups affected by this development or review? **This is a vital step.**

### Steps you have taken, or plan to take, to consult or engage

Internal engagement with Finance, Adult social care, and external stakeholders at Sanctuary Housing Association, Mental Health, Public Health, and Drug and Alcohol services for support provision.

- 1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

### Sources of data or intelligence, and how they have been used

Option	Pros	Cons	Reason why option has been chosen or rejected
1. Do Nothing / No Change	People are managed to an extent within alternative provision	Very costly, loss of independence, potential for placement breakdown, lack of 'step down' options	For the reasons set out in the 'cons' column
2. Extend Housing First (this proposal)	Improves outcomes for individuals, wrap around psychiatric care able to better manage potential for crisis, reduced potential for tenancy breakdown and chance for people to have a permanent tenancy, reduces cost of existing placements	Potential that people may not secure a tenancy, failure to reduce costs sufficiently if people are not stabilised	Grant funding is providing us with the chance to test this initiative for a year which will provide us with the ability to understand the pros and cons of the initiative and decide whether to provide as part of a 'mainstream' offer.

## 2. Community and workforce impact

- 2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<b>Local communities in general</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>When a subject initially moves to a location/community there may be some small negative impact at the start of the process as their behaviours and social issues may come into play.</p> <p>However, with the wraparound and coordinated support available, as the main aim of the scheme, the overall impact will be positive for local communities as it will reduce the levels of ASB and other problematic behaviours by targeting complex individuals who may have previously caused these to a significant degree in the area.</p>	Ensuring the support elements are well coordinated and in place at the earliest opportunity, planned prior to placement. Also intensifying support at the entry point to reduce risks.
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It is intended that this provision will work across protected characteristics and will be open to all, providing person-specific support related to these, as well as other socio-economic concerns involved.	Early connections to characteristic-specific community support
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Marriage and civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Sexual orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	
<b>Location-specific impact, if any</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As for the wider community	
<b>Health and wellbeing of residents</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The scheme is specifically designed to include support from Adults, mental and other health provision, and community led groups, leading to better health and wellbeing outcomes for the specific cohort involved, as well as the communities in which they live.	Community and stakeholder buy in is a must and is coordinated by a specific named officer.
<b>Socio-economic outcomes</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The cohort involved have complex needs and the support provided will include that around employment, training, benefit and income maximisation, etc.	As above
<b>Veterans and serving members of the armed forces</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above	

### 3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
Review any additional feedback from engagement and update this CEIA accordingly	January 2024	Christopher Wade

Continue engagement as part of the annual review process to ensure the community and equality impact can be reviewed and considered before any changes are made in the review	On an annual basis	Housing Solutions Team, Adult Social Care, Health and providers
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## 4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

### Summary of implications and customer impact

#### Impact on Stakeholders/community

- Ability to reduce costs, time, and demand for partners such as the NHS, drug and alcohol services, public health, etc.
- Ability to reduce potential for impact on the community – reduction in high risk behaviour, ASB, domestic and other violence, drug use, etc.

#### Cost/Benefit Appraisal

Cost and benefit will depend upon the individuals chosen to move into the properties. Examples below are related to two individuals who will be supported through the initiative:

#### Example:

X is currently in supported accommodation at a cost of £2354 per week. This equates to £122,408 per annum.

X has been supported for several years due to their complex needs and is not, without support, able to live independently.

The scheme will enable X to live independently but with specialist support to help maintain and control behaviour and to avoid escalation. Existing Mental Health workers agree that X does not need to be supported accommodation but does need an alternative.

Should X succeed as part of the initiative, the financial and human benefits are significant – and cover the cost of the initiative itself.

#### Financial:

Due to the nature of the external funding for mental health professionals included in the work, as well as the integrated funding model for the support provision through government grants, the sole true expenditure is on the provision of accommodation (rental costs), which would be covered by the resident through either their own funds, Universal Credit, or housing benefit dependent on circumstances.

Costs to crisis intervention services are reduced, and person-centred approach means less requirement for end-point, higher cost provision in an emergency. Further, the potential for housing breakdown, rental loss, and other costs is mitigated by the ongoing support and monitoring, as well as the final betterment of independence in the resident involved.

## 5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, strategic lead, or assistant director. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Jayne Middleton-Albooye	Interim Head of Legal Services Click or tap here to enter text.	03/11/23
Chris Wade	Head of Housing Solutions	18/10/23
Ewelina Sorbjan	Assistant Director - Housing	Click or tap here to enter text.