

# Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> City Development Adult Social Care Environment and Neighbourhoods	<b>Service area:</b> Specialist Older People's Housing with Care Programme
<b>Lead person:</b> <b>Maggie Gjessing &amp; Anna Clifford</b>	<b>Contact number:</b> 0113 3952297

**1. Title:** Supply of Specialist Housing for Older People

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify:** Programme

**2. Please provide a brief description of what you are screening**

The corporate Specialist Older People's Housing Programme sets out a holistic, city-wide approach to investment in older peoples' housing, working in partnership across disciplines and departments (Leeds City Council's Adult Social Care, Environment and Neighbourhoods and City Development), across public and commercial sector specialist housing providers and increasingly through integration with other services such as health. The aim is to utilise a range of delivery mechanisms to provide new specialist housing with care for older people and meet the identified shortfall of extra care accommodation.

This screening is intended to support the Leeds City Council Executive Board report of 19 November 2014 updating on recent and planned cross sector developments and proposing the further use of council sites. It should be read in conjunction with a

companion report to the same meeting setting out the next steps for the overall Better Lives for Older People strategy.

### **3. Relevance to equality, diversity, cohesion and integration**

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

<b>Questions</b>	<b>Yes</b>	<b>No</b>
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?		x
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

#### 4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The Programme's focus by definition prioritises older people and by implication their carers, families and service providers. It recognises the need to respond to the increased likelihood of physical and mental disability in that age cohort. New build apartments are to lifelong homes standards, the HAPPI standards and are of dementia friendly design

Specifically, the programme is a response to evidence of specialist need, demand and supply of accommodation for people over 75 in need of care identified in LCC's Adult Social Care's strategy 'Better Lives for Older People' against the background of the Government's White Paper 'Caring for our Future'. Leeds has a growing number of older people, with a predicted increase over the period to 2026 of 30% in householders aged 75 years. Approximately 700 units of extra care accommodation are required to meet need before 2020 at a time of economic constraints with consequent pressure on public sector provision and the housing market in general.

Capacity to deliver the programme is therefore being drawn out from a range of sources, including the independent sector, registered providers, the Council House Growth Programme and dedicated central government funding, with the aim of providing a flexible and integrated overall resource.

Leeds City Council's related Better Lives for Older People Programme includes the reconfiguration of specialist accommodation for older people including the closure of some existing care homes that would require significant investment to make them fit for purpose. There is potential risk of heightened sensitivity as local people and those more directly affected share their concerns about the perceived loss of care home places. The closure programme is supported by a comprehensive communication and engagement strategy to ensure stakeholders are involved in decision-making about their future

As older people aspire to be independent for longer there is an emphasis on choice and control and services that are more responsive to individual need. There is an on-going reallocation of resources and a cultural and organisational shift towards community based support including specialist housing with care and support.

In recent years promoting independence and providing people with more choice and control over their care and support has been a feature of health and social care legislation. The Care Act (2014) brings together previous legislation and places new

duties and responsibilities on local authorities relating to care and support for adults and in particular improving (older) people's independence and wellbeing and preventing the need for increasing care and support.

Although there is an increasing number of older people in the population nationally, the demand for residential care homes has fallen as people have chosen and been supported to remain as independent as possible in suitable housing. In Leeds the length of time people spend in a care home has fallen, reflecting people's choice to remain independent and living at home for as long as possible. As more people aspire to live at home for longer, the increasing importance of maintaining independence and giving people more choice and control drives a need to change service provision to better suit individual needs.

Loneliness and isolation are key elements leading to admission to residential or nursing care. This can be avoided if older people live in a safe environment where they can retain their independence, are not socially isolated, can get immediate access to emergency care and support and the assurance that any additional support will be available without the need to move.

Specialist housing with care support for older people such as extra care can provide this safe environment and is a viable and (for many older people) a preferable alternative to residential care. Reflecting the national trend the Council is moving away from directly owned and operated long-stay care homes and supporting the development of extra care housing in those wards where there is currently an undersupply.

Older people often want to live in older age in a community with which they are familiar and near to family members that are able to offer them greater support. The ambition to develop extra care accommodation in areas of undersupply across the city, in a variety of tenures and by a range of providers will ensure that older people have a choice about where they live.

- **Key findings**

**(think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The programme is modelled to reflect differences in need, existing supply and response capacity across the city's neighbourhoods and prioritises the areas needing most urgent investment.

The proposals seek to facilitate a move from residential care to specialist housing, including Extra Care, to promote independent living and levels of care which are developed around the individual. Extra Care differs from residential care in that it provides the opportunity for people to live in their own home with services brought to them, allowing "ageing in place" as far as possible rather than having to move home as their needs change

Proposed provision will have regard to the needs of BME elders in terms of cultural requirements and expectations. There are providers of extra care in Leeds that work with

specific cultural groups. However it is recognised that more work needs to be done to understand the needs of different BME communities. The message emerging from service user consultation carried out by ASC last year can be summarised as older people wanting to remain in their current locality, close to families and friends and the neighbourhoods they are familiar with. This aspiration may not be far removed from the wishes of aging BME communities who live in inner city areas, but without appropriate consultation and engagement this remains an assumption. Consultation with BME communities may help explore traditional perceptions of communities looking after their own and whether future ECH provision should be specifically targeted to meet specific cultural needs within identified areas.

No diversion of resources from other equality provision is anticipated, since funding is likely either to come via dedicated, specialist routes, including that only available to housing associations, or benefit from commercial sector investment.

Of particular relevance for integration and cohesion, Better Lives for Older People is predicated on the principle that outcomes for older people improve when they are able to stay, for as long as possible, in familiar surroundings with services delivered to them. This means that families and carers are also able to remain in close contact with their elders, offering support but also deriving well-being from maintaining an integrated family life and contributing to a more sustainably diverse economic neighbourhood profile.

The incremental approach to increasing care that preferences individual choice will have positive impact on the high incidence of poverty in many areas of the city gained by releasing larger council and housing association homes for general family use.

Other than older people and their respective cultural requirements it is expected that the impact on people grouped under other protected characteristics of the Equality Act 2010 will be neutral, although this will be monitored via feedback from service providers and neighbourhood networks including LCC Area Support Officers and locally based ALMO teams.

A number of council owned sites have been identified to support the proposed programme which are located in areas which will help meet the wider ancillary needs of older people. For example; older people require access to a range of facilities and services within the local community.

- ASC services – day care, neighbourhood networks, community transport, community safety, cleaning and home help services, support for carers, access to voluntary, community and faith sector services
- Leisure and recreational facilities - enable older people to maintain links with their cultural roots and their lives enhanced by social interaction.
- Access to healthcare and preventative health and well-being services by public transport

These are issues that the Council will consider in future planning proposals

- **Actions**

(**think about** how you will promote positive impact and remove/ reduce negative impact)

Governance is provided by a Chief Officer-led Steering Group who will continue to

monitor progress. Clearly programme managers will be looking for measurable positive impact on older people, their carers, families and neighbourhood well-being.

It is anticipated that EDCI screening reviews will be undertaken at agreed Programme milestones to ensure continued compliance.

As individual proposals come forward, managers will undertake project specific edci screening and action plans that will look in detail at potential edci impact.

The planned incremental roll out of the Programme in areas of need across the city will ensure that learning can be shared going forward.

**5. If you are **not** already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment**.**

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

## **6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Maggie Gjessing	Housing Investment Programme Manager	7 <sup>th</sup> November 2014
Adrian Dean	City Development Equality Representative	7 <sup>th</sup> November 2014

## **7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	7 November 2014
<b>Date sent to Corporate Support Team</b>	10 November 2014
<b>Date to be published</b>	19 November 2014