

2025/26 Budget Equality Impact Assessment

1. The Project

Directorate:	Adults and Housing
Theme or area:	Supported Living Schemes
Lead Officer:	Gerald Hunt
Date:	21/11/2024

Budget Reference	Budget Proposal	2025/26 Budget reduction (£)	2026/27 Budget reductio n (£)	2027/28 Budget reduction (£)
ASH02	Reviews – provider reviews, supported living schemes	£1,000,000	£750,000	£500,000

Description of the project:

Supported living refers to schemes that provide personal care to people as part of the support that they need to live in their own homes. The personal care is provided under a separate contractual arrangement to those for the person's housing. This may be specialist or adapted accommodation designed to meet the needs of adults with care and support needs. There are various types of Supported Living: - Core and Cluster (where several individual self-contained units and a hub office/sleep in room is located); Shared Supported Living (where tenants have a tenancy for the bedroom and access to communal areas). There is usually core staff in both types of service. There is also supported accommodation which is temporary accommodation with limited support (can just be an hour a day).

There are approximately 48 different supported living services, ranging from single occupancy services to schemes with 12 flats in a core and cluster model. Within these services approximately 30 clients are being provided this accommodation due to their mental health needs and 160 clients are supported due to their learning disabilities. There is no data to indicate any of the other protected or significant group are impacted by this proposal.

Summary of changes:

This project is looking to undertake a comprehensive review of all Supported Living services in North Somerset to ensure they align with current needs, promote better outcomes, and

optimise the use of resources. To enable us to carry this out, we will look to complete the following options, where appropriate.

- Assess how core support services can be utilised more effectively in and across services. Explore potential cost savings by reducing reliance on agency staff and renegotiating hourly rates.
- Ensure that the Key Performance Indicators within the contract are being monitored effectively
- Service wide review of all tenant's care plan taking a whole service approach to ensure it aligns with their current needs and desired outcomes.
- Identify opportunities for tenants to develop skills that reduce dependency on staff support.
- Reinvest surplus hours to support individuals with unmet needs on the Council's waiting list.

Are any of the proposals within this theme a continuation of a previous medium-term financial plan saving?

No

If yes, please insert reference number and year of assessment?

Budget Proposal	Year of assessment	Budget Reference

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the changes proposed in this project have a disproportionate impact (or bias) for any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)		X			X	
People from different ethnic groups				X		
Men or women (including those who are pregnant or on maternity leave)				X		
People who are LGBTQ+				X		
People on a low income				X		
People in particular age groups				X		
People in particular faith groups				X		
People who are married or in a civil partnership				X		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents. Please specify: Parents/Carers			X		X	

3. Explanation of customer impact

According to our data, North Somerset Council Adult Social Services currently support 228 people living in Supported Living schemes; of these 205 are aged 18 -64 years and 25 are

aged 65+; there are 148 male and 80 female, with 31 people having a physical disability, 158 having a learning disability and 32 have a mental health disorder. 89% are white British, with 6.6% having their ethnicity recorded as not known.

This project will review existing schemes but accelerate new provision. The aim isn't to reduce the amount of support available to the tenants of the Supported Living scheme but to ensure that what support is in the service is proportional to the persons assessed need. Where original outcomes were assessed, it is possible that these outcomes are not attainable, so more realistic outcomes should be targeted. By working in partnership with our providers, and the people who are receiving the care and support, it is felt that this would help foster a skills and development focused environment for the tenants which will improve wellbeing and independence.

Where there are core hours in a service, this is usually just someone in the building as a "just in case" scenario. However, North Somerset Council is also commissioning additional 1:1 support in addition to the core support. By rationalising the core support and seeking to introduce technology enhanced care (TEC), where it is appropriate, we can potentially reduce the overall envelop of support commissioned without impacting the delivery of outcomes provided to the person living there.

Therefore, any changes to the service should have a positive outcome as the assessed needs will still be met in a more effective way.

Please describe how you will communicate these changes to those impacted.

When a scheme is identified for a review, working with the appropriate operational team, the Social Worker will inform the person who receives care and support as per the usual process for annual reviews. The only difference is that rather than being carried out on a person-by-person basis, this will be grouped to meet all tenants in a specific scheme. Whilst everyone in supported living is entitled to an annual review, the project may result in the reviews being carried out earlier than expected. However again, this is a positive outcome of the project

Initial desktop exercises will be carried out with the providers to get a base level of the support in all the schemes, then on a scheme-by-scheme basis the reviews will be carried out. When the request for information is sent to providers, we will confirm that this stage is just a desktop exercise to gather information as this level of detail should be known by Adult Social Care in the first instance to help with matching potential tenants needs with the support offered in each service. We will then work proactively with providers to ensure that the whole service review is as effective as possible. By working in partnership with our providers we can ensure that the changes suggested will not negatively impact on the service overall. Once this work has been completed, we will develop an ongoing scheduled service review as part of business as usual.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

5. Cumulative equality impacts

Is this project linked to or likely to have an impact on any other service areas?

For example are you moving the location of a service that may also be impacted upon by a change to public transport provision.

No impact expected on other service areas.

6. Action Plan

Are there any further actions that should be taken because of this Equality Impact Assessment?

Issue Identified	Planned Action	Lead Officer	Time for review
Desktop exercise	Adult Social Services will write to all providers of Supported Living in North Somerset where there is a core service to get a baseline of what support is delivered and by who	Rob Hepworth and Emma Halford-Snook	2 months
Analysis of information	Once returns have been provided by providers, Brokerage and Contracts and Commissioning will analyse the information and look at what suggestions can be made. These will then be sense checked with the CTPLD and MH teams where relevant.	Rob Hepworth and Emma Halford-Snook	2 Months
Reviews of individual packages in the service	Once suggestions have been looked at and reviews carried out by colleagues in the CTPLD and MH teams, we will liaise with providers around suggested changes to the service.	Rob Hepworth and Emma Halford-Snook	3-4 months
Monitoring of schemes post changes	Once changes have been made, regular monitoring of services to ensure no negative	Rob Hepworth and Emma	6 months

	impacts are experienced by the people living in the services.	Halford-Snook	
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7. Review and Sign Off

Service Manager Review

Is a further detailed equality impact assessment needed? Yes **No**

Please note that if this assessment indicates a potential 'medium' or 'high' impact on any protected or significant group a further, more detailed assessment will be required.

If 'yes', when will the further assessment be completed? <

Approved. Gerald Hunt Assistant Director Commissioning Partnerships and Housing

Date: 2 December 2024