

## Scoping for Equality Impact

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

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

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

The duty also covers marriage and civil partnership<sup>1</sup> but only with regard to eliminating discrimination. And in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of StaffNet  
[http://staffnet.valeofglamorgan.gov.uk/corp\\_cust\\_services/equalities.aspx](http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities.aspx)

Title and description of the policy, procedure, practice or decision (referred to as “policy” throughout form).	Supporting People Local Commissioning Plan 2015 - 18
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Who is responsible for developing and implementing the policy?

Name	Pam Toms
Job Title	Strategy & Supporting People Manager
Division / Directorate	Visible Services & Housing

**1. Who will be affected by this policy?**

Examples may include Vale of Glamorgan residents, internal department(s), a specific group of customers or employees, customers or residents in a specific location.

Please specify:

Vale of Glamorgan residents  
 Internal Council Departments – Housing, Social Services, Safer Vale Partnership  
 Voluntary & Statutory Sector Partners  
 All vulnerable client groups in the Vale of Glamorgan who require housing related support

**2. What will be the impact of this policy / decision / practice on people because of their age?**

- Positive
- Negative
- Neutral / insignificant

What age groups will the policy impact upon?

- Young people (children and young people, up to 18)
- People 18- 50
- Older people (50+)

All X  
 Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

Supporting People commissions and funds housing related support services to vulnerable people to assist them to sustain independent living and to integrate fully into the community. It can be provided to anyone aged 16 and over who requires the service and helps prevents homelessness and the need for institutional living.

3. What will be the impact of this policy / decision / practice on disabled people?

Positive X  
 Negative   
 Neutral / insignificant

Which impairment(s)?

Visual   
 Hearing   
 Physical disability   
 Learning disability   
 Mental health condition   
 All X  
 Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

The services provide individually tailored support to assist an individual to manage all aspects of their home, including budgeting, access to professionals (e.g. health), irrespective of any disability. They also promote wellbeing and the prevention of social isolation.

4. What will be the impact of this policy / decision / practice on different genders?

Positive X  
 Negative   
 Neutral / insignificant

Will the impact be on:

Men X  
 Women X

Reasons for your decision (including evidence) / How might it impact?

Housing related support can provide assistance to **all** vulnerable people who require help to maintain a home and integrate into the community, irrespective of their gender.

The only services that are gender specific are those for women who have suffered or are in danger of suffering domestic abuse and these will not have a negative impact directly or indirectly on men as they include prevention work with the whole family.

5. What will be the impact of this policy / decision / practice on trans people?

Positive

X

Negative

Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Housing related support can provide assistance to **all** vulnerable people who require help to maintain a home and integrate into the community. The services are developed based on the lead vulnerability e.g. learning disabilities, mental health, drug or alcohol issues. They are available to all irrespective of gender, age or any of the protected groups.

6. What will be the impact of this policy / decision / practice on marital status and civil partnership? (<sup>1</sup> see note on page 1)

Positive

X

Negative

Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Services are allocated to people based on their need and can provide assistance to **all** vulnerable people who require help to maintain a home and integrate into the community. The services are developed based on the lead vulnerability e.g. learning disabilities, mental health, drug or alcohol issues. They are available to all irrespective of gender, age or any of the protected groups.

7. What will be the impact of this policy / decision / practice on pregnancy and/or maternity?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Supporting People funded services provide the support that someone needs to deal with all aspects of their home, budgeting, access to professionals (e.g. health). The services promote health and wellbeing and prevent social isolation, which is positive for everyone that needs assistance, especially at a particularly vulnerable time in their lives.

8. What will be the impact of this policy / decision / practice on different groups because of their race?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Ethnic minorities
- Nationalities
- Asylum seekers / refugees
- Gypsies / Travellers
- All
- Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

The written eligibility criterion for each ensures equality of access for all. Legal contracts are in place between the Council and the support organisation, which outlines all aspects of the service, including the service specification. Regular review and monitoring of services is undertaken by the Supporting People Team to ensure compliance.

9. What will be the impact of this policy / decision / practice on different groups because of their religion, belief or non-belief?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Religious group(s)   
(please specify) \_\_\_\_\_
- Belief (e.g. Humanism)   
(please specify) \_\_\_\_\_
- Non-belief   
(please specify) \_\_\_\_\_
- All

Reasons for your decision (including evidence) / How might it impact?

Service specifications ensure that they are delivered in a non-judgemental way through adherence to robust policies and procedures which ensure that a person centred approach is taken to the support provided. All service providers have in place an Equality and Diversity Policy, which is reviewed by the Supporting People Team, along with compliance checks.

10. What will be the impact of this policy / decision / practice on different groups because of their sexual orientation?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Gay men
- Lesbians
- Bisexuals
- All
- Other (please specify) \_\_\_\_\_

Reasons for your decision (including evidence) / How might it impact?

All service providers have in place robust policies and procedures, including an Equality and Diversity Policy, which is regularly reviewed by the Supporting People Team, along with compliance checks.

11. What will be the impact of this policy / decision / practice on the Welsh language?

Positive

Negative

Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Service Providers are required by the legal contract in place with the Council to adhere to the Council's Welsh Language Policy. Support staff are available to engage with service users in Welsh, if required

12. If you have identified any positive or negative impact (other than negligible) upon any protected characteristic groups or individuals then you must complete a full impact assessment.

Is a full equality impact assessment required

Yes

No

(It is a Welsh Government requirement that a full Equality Impact Assessment is undertaken for the Local Commissioning Plan.)

### 13. Authorisation

This form must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Mike Ingram
Job Title	Operational Manager
Date	20 <sup>th</sup> November 2014

Signature \_\_\_\_\_

On completion of this form send a signed copy and an electronic copy to the Equalities Section: [tsgreaves@valeofglamorgan.gov.uk](mailto:tsgreaves@valeofglamorgan.gov.uk). For support, ring: 01446 709446