

Please Note: this is a draft impact assessment on a budget proposal. Final impact assessments will be published with final budget papers for the full council meetings taking place in February 2013

Budget Proposals 2013/14: Major Decision: Business Unit: Supporting People

Combined Impact Assessment: Full assessment (Part 2)

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Full Impact Assessment has been developed as a tool to enable business units to fully consider the impact of proposed major decisions on the community. As a council we need to ensure that we are able to deliver the savings that we need to make from the 1st April and be able to justify our decisions through any legal challenge.

This full assessment, combined with the initial review, will evidence that you have fully considered the impact of your proposed changes and carried out appropriate consultation on those changes with the key stakeholders. The Combined Impact Assessment will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Name: Lisa Smith / Tracey Field **Position:** Acting Supporting People Managers

Business Unit: Supporting People **Department:** Supporting People

Date Commenced: November 2012 **Date:** December 2012 v3

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Summary from Overall Proposal (Updated as required)

Proposals – Outline	Savings 2013/14		Implementation Cost Include brief outline + year incurred	Delivery In place 01/04/13 If earlier or later state date	Risks / impact of proposals <ul style="list-style-type: none"> Potential risks Impact on community Knock on impact to other agencies 	Type of decision*		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Offender management floating support <ul style="list-style-type: none"> Reconfiguration of support to offenders. 		170		1/4/13	<ul style="list-style-type: none"> Meeting needs of service users through generic floating support services and cessation of bespoke offender programme. Specific training to be provided to staff to meet offender clients specific needs. 			X

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p><i>Outline exactly what the proposal is / whether there is any change including reasons for the change. List the key objectives of the proposal/strategy.</i></p> <p>The proposal is to end the contract currently in place with Sanctuary Supported Living for the provision of a floating support service for clients of the Probation Service. The average stay in this service is 3 months and referrals into the service will be tailed off to ensure there are no clients in the service at contract who will need to be transferred to another service.</p> <p>Key objectives:-</p>

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No	Question	Details
		<ul style="list-style-type: none"> • To realise a saving of £170,000 within the Supporting People budget • To continue to provide support to this client through other existing services • To provide support to this client group in a way that offers better value for money to the Authority
2.	<p>Who is intended to benefit / who will be affected?</p>	<p><i>Who are the key stakeholders / which individuals / specific groups may benefit from the proposal or who will be most affected?</i></p> <p>The key stakeholder is Devon & Cornwall Probation Service. They currently contribute £30,000 of the total annual service cost of £200,000, but are the main beneficiaries of the outcomes delivered by the service.</p> <p>The groups who will be most affected by the proposal are:-</p> <ul style="list-style-type: none"> • Offenders • Offender Managers within the Probation Service who have direct access to the provision for their clients • The service provider and their staff • Clients accessing generic support services may experience delays through increased demand on the service
3.	<p>What is the intended outcome?</p>	<p><i>It is important to identify the specific outcomes that this proposal intends to deliver.</i></p> <ul style="list-style-type: none"> • The annual Supporting People budget is reduced by £170,000 • Staff within existing floating support services are up skilled workers to enable them to work with individuals who are subject to Multi-Agency Public Protection Arrangements (MAPPA) • Clients will be supported by existing generic floating support services

Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
4.	Have you considered the available evidence?	<p><i>Consider data and research already available locally and nationally. Your assessment should be under-pinned by up-to-date and reliable information about the different groups the proposal is likely to affect. For instance, population profile, satisfaction data, deprivation statistics and how this helps to build a picture around your proposal.</i></p> <p>The proposal will affect clients of Probation, in that they will no longer have a floating support service targeted specifically at that client group. The needs of offenders in terms of housing related support can be met within a generic service.</p>
5.	How have you consulted on the proposal?	<p><i>Have you carried out any consultation on your proposal and if so how? Focus groups / survey / events? Remember that it may be important to also consult on any alternative options. Also include who you have consulted with and if applicable which specific groups you have consulted with (i.e. groups who may be specifically affected by your proposal, specific equality or hard to reach groups).</i></p> <p>We have consulted with the Probation Service and the service provider on the proposal. As part of this process the provider was asked to identify options on how they may be able to reduce the cost of service delivery.</p>
6.	Outline the key findings	<p><i>Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</i></p> <ul style="list-style-type: none"> • Concerns were expressed by the provider that there was a risk that staff skills in relation to dealing with

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No	Question	Details
		<p>MAPPA cases would be lost if the service were to end as these specific skills may not be found in staff within a generic support service. This concern has been echoed by the Probation Service, however, DCPT are unable to guarantee a financial contribution to the service beyond the end of the current financial year.</p> <ul style="list-style-type: none"> • The current provider delivers one of the generic floating support services and they agree this client groups housing related support needs can be met within a generic provision, but are concerned about the ability of the service to work with MAPPA clients. • This is a high cost service. The proposal submitted by the provider to reduce the value of the contract offered a reduction in cost against a proportionate reduction in capacity, which does not offer better value for money.
7.	<p>What amendments may be required as a result of the consultation?</p>	<p><i>Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i></p> <p>The need to up skill staff within the generic floating support provision to have a level of understanding around working with individuals who are subject to MAPPA has been identified and as a result arrangements will be made to enable staff to be skilled up in this area prior to the contract end date.</p> <p>The impact on system capacity overall and therefore waiting times is unclear at this stage contingency plans will be put in place to provide increased capacity, should it be required.</p>

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Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why.</i>		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally		There will be an overall system capacity issue- which will mean all people are likely to have to wait longer for Supporting People services	This service works specifically with offenders.
	Older or younger people			
	People with caring responsibilities			
	People with a disability			
	Women or men			
	People who are black or from a minority ethnic background (BME)			
	Religion or belief (including lack of belief)			
	People who are lesbian, gay or bisexual			
	People who are transgendered			
	People who are in a marriage or civil partnership			
	Women who are pregnant /			

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No	Question	Details	
	on maternity leave		
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and/or foster good relations?	<i>The council is committed to ensuring that we meet the diverse needs of our community. As part of the Equality Act there is a <u>general duty as well as our moral obligation</u> where we are required to have 'due regard' to eliminating unlawful discrimination, advancing equality of opportunity and foster good relations between people who share a protected characteristic and people who do not. Outline how your proposal meets the general duty.</i>	

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Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	<i>Outline any positive impacts that you have identified relating to equalities and how these impacts will be realised most effectively. What ways can the positive impacts be maximised? Use the action plan on page 6 to outline actions, responsible officers and timescales</i>
11.	Summarise any negative impacts and how these will be managed?	<p><i>Outline any negative impacts that you have identified relating to equalities and how these impacts will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised? Use the action plan on page 6 to outline actions, responsible officers and timescales.</i></p> <p>The main negative impacts are that there will be a reduced system capacity for Supporting People services. We are working to improve throughput in other services, to free up resources more quickly. Prioritisation for services is being reviewed to ensure that the people most in need are those who are prioritised for service. Supporting People will be monitoring the access times to service following the changes to understand the impact and may make further commissioning decisions should the impact become unacceptable.</p> <p>The concern raised regarding the service working with MAPPA clients will be addressed by skilling-up the wider workforce. It is worth noting that MAPPA clients have multi-agency management plans in place.</p>

Section 4: Course of Action

No	Action	Details
12.	State a course of action [please refer to action plan on page 9]	<p><i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes below and justify reasons for your decision - If '3' please provide full justification :</i></p> <p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.</p>

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Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	<p><i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented. Please also use the action plan below.</i></p> <p>Waiting times at the hub will be monitored to assess the impact on the overall system of this reduction in capacity</p>

Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment

Action plan

Please detail below any actions you need to take: -

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	<i>This should include actions highlighted from the sections 3, 4 & 5</i>				
2					
3					
4					
5					

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