

Equality Impact Assessment - head of service review

Reference: EQIA392920276

Submitted: 21 January 2022 16:12 PM

Executive summary

Title of policy or decision: Commissioning the new model for Mental Health Supported Accommodation in Essex

Describe the main aims, objectives and purpose of the policy (or decision): Mental Health Supported Accommodation is part of the wider Mental Health programme, providing support for those people with a primary mental health need who require support to rebuild their daily living skills.

The new model for Mental Health Supported Accommodation has been developed through partnership with those with lived experience and colleagues in the wider system. The new model will deliver a more diverse range of accommodation and support solutions for those with mental health conditions to reduce reliance on traditional hospital care and promote admission prevention and recovery.

The present decision will enable ECC to go ahead, in partnership with Health colleagues and the mental health trust, and commission new services from October 2022. The model will be phased in across Essex, with the full model going live in North-East and West Essex initially and current service provision being recommissioned in Mid and South Essex. The Mid and South Essex Health system hope to be able to work with Essex County Council to implement the new model over the coming three years.

What outcome(s) are you hoping to achieve?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Help create great places to grow up, live and work: Healthy lifestyles, Promoting independence, Levelling up health

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates: N/A

Please upload any documents which relate to this EqlA, for example decision documents: N/A

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Essex County Council provides supported accommodation for people with mental health needs. The legislative framework for the provision of such services lay within s117 of the Mental Health Act 1983, which places a duty for health and local authorities to provide health and social care support for those leaving hospital or other institutional settings, and the Care Act 2014, which requires local authorities to assess adults who may have eligible care and support needs and ensure these needs are met.

Safe, secure and stable housing is central to people's health and wellbeing, and this is especially so for people coping with poor mental health. Commissioners work closely with people who are experts by experience, who are clear that the elements most important in their recovery and continued wellness are "having decent places to live (i.e. their own front door), meaningful, purposeful things to do (which could be employment), social networks, good relationships and a sense of belonging within their communities". These fundamental principles are central

to our commissioning. The Mental Health Supported Accommodation services provide support within accommodation for people with mental health needs. These Supported Housing services enable the Council and the CCGs to discharge their statutory duties for local residents with mental health needs. The support provided delivered in these services helps in meeting individuals' assessed needs in a manner that enables their recovery pathway and the move into independent living in the wider community.

In developing the new model, we have worked with people who have lived experience, both by through taking their thoughts and what does and does not work currently and through testing and designing the new approach with them. This has enable us to develop a new model which is truly co-produced by those who have experienced supported accommodation and mental health challenges for themselves.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: Yes

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Disability - mental health issues

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: All protected characteristics have been considered in the course of developing the model, specification and housing standards for supported accommodation. It is not considered that the decision will bring about any negative impacts for current or prospective clients.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: Supported accommodation is a key part of the journey towards independence and recovery for individuals with mental health needs. For those with the most complex needs there will be specialist provision which will support their recovery. There will be an improvement in training opportunities for staff which will support improved recovery in the medium and low levels of provision as people transition towards independent living.

Extent of impact: Medium

Please provide more details about the extent of impact: The positive impact will be medium. The new model will reconfigure provision to address the gaps in current provision for those people with complex needs, address issues of throughput and move on into general needs accommodation and work with key partners (Suppliers, Health and Local Housing Partners) to take a whole system approach, which will be to the benefit of those

suffering with poor mental health and with an assessed need for supported accommodation. It will ensure that people are in the most appropriate accommodation for their needs, recovering in the least restrictive way possible.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 21/01/2022

Name of person completing the EqlA: Kim Gisby

Email address of person completing the EqlA: Kim.Gisby@essex.gov.uk

Your function: Adult Social Care

Your service area: Commissioning

Your team: Mental Health Commissioning

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: emily.oliver@essex.gov.uk