

# Equality Impact Assessment



## Name of project/proposal

Supportive communities programme

Contact name

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Department

Adult Services

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## Purpose for project/proposal

The purpose of the Supportive Communities programme is to reduce, delay and divert the demand for Adult Social Care services and to increase community self sufficiency and people's independence.

A report to the Adult Services departmental management team will seek agreement on priority areas (set out in the equality statement below).

## Consultation

Has a consultation been carried out?

Yes

As the Supportive Communities programme has been developing, and continues to develop, there has been a series of conversations with colleagues in the community and voluntary sector about the scope of the programme. Conversations have also been held with colleagues in other public sector organisations and a new strategic partnership is being set up so that joint working can ensure that the goals of the programme are met with each partner having a role to play in the delivery. The Supportive Communities programme has also set up a Supportive Communities Steering Group, that is helping to make sure that the programme stays on track and that it engages with relevant communities as the different projects in the programme are developed and implemented. The steering group is made up of colleagues from community and voluntary organisations, service users, carers and representatives of the public sector.

## Statutory considerations

### Impact

Age	Medium
Disability	Medium
Sexual orientation	Low
Race	Low
Religion and belief	Medium
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	None

### Other policy considerations

Poverty	Medium
Rurality	Medium
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?\*

Yes

No

## Equality statement

The Supportive Communities Programme is a long term change programme and extends beyond 2017. It does not include Transformation to 2017 (Tt2017) savings targets. The wider transformation programme is driven by a need to make a significant saving in the amount the Adult Services Department spends due to the Council receiving less funding from Central Government whilst having to support a growing older population across Hampshire with more complex needs. The supportive communities programme is a programme that supports all the other change programmes in Adult Services to deliver some of their saving targets.

The programme has four change goals:

**Neighbourliness:** This requires a macro-change in people's expectation of services, an increased sense of responsibility and changed behaviours to support each other in the community.

**Connecting people to local solutions:** The right solution needs to be identified at the right time as locally as possible.

**People are encouraged to use their own resources in finding solutions:** Promotion and market shaping of low cost solutions, such as telecare and equipment that people can purchase themselves.

**Any gaps in solutions are identified and addressed appropriately** to reduce risk factors across the whole system by the most appropriate partner.

The Department (and the wider Council) has a significant role and contribution to make towards achieving the change goals but ultimately it has limited control over many aspects. Achieving change will require a shift in the behaviours of both Hampshire's citizens and organisations. Over the long term we will see a new system where by residents address their own needs and help each other as far as they are able. When they require additional early help, they will experience a holistic response from within their local community and there will be a clear and accessible access point for that help.

To help reduce, delay and divert demand on Adult Services a focus on five keys (SEBIC) areas have been identified :

- **Staying Safe at Home**, Provide support for those in need around keeping warm at home and the development of the Trigger Tool training package to cover all vulnerable adult groups
- **Eat Well**, To improve the nutrition of communities through eating together, providing cooking classes for vulnerable groups and increasing the opportunities to reduce isolation through sharing food
- **Being Active**, To develop and increase the falls prevention strategy through more Better Balance classes and increased opportunities for physical activity to help stay health
- **Information and Advice**, Providing better, more accessible information for communities, including the development of a new directory of services
- **Connect**, To support communities to be better connected to each other, to share good practice and resources and identify and development supportive networks

Research has highlighted these areas as needing to be addressed to have the biggest impact on people remaining independent and living well. It will be these protective factors that the programme will seek to highlight to support and encourage partners to address.

All of the strands of the Supportive Communities programme will help to mitigate for equality as each of them will help strengthen communities and encourage people to support each other, particularly the most vulnerable in society. It is recognised that many of the other transformation projects describe greater reliance on the voluntary sector and this programme is designed to ensure the relevant capacity is there.

It is also recognised that there are varying levels of capacity within different sections of the community sector and that different communities will require a different focus in terms of capacity building. As more detailed projects are developed in the supportive communities programme this will be taken into account and where relevant we will develop targeted intervention to support the most vulnerable communities.

Hampshire has an ageing population, with a forecasted growth of 6% by 2021. It is suspected that not all will live well in their older age. Deprivation plays a critical role in people's wellbeing, with a significant life expectancy difference between those in the most deprived and least deprived areas of the county. For example, people living in deprived areas are 2.5 times more likely to develop diabetes.

Disability also impacts on wellbeing, for example, people with a Learning Disability are living longer with increasingly complex health and social care needs. An ageing population also significantly impacts on the likelihood of social care interventions, for example, 1 in 3 people over 65 and 50% of people over 80 years old fall at least once a year.

These factors will be taken into account when developing the detailed project plans so that they are relevant to the communities we are targeting.

Certain factors should be considered in the development of the programme's projects to ensure that equality for all groups is achieved:

- Ensure that all documentation is available in in the right format for the intended audience
- Ensure that the directory and other communication tools are accessible in terms of disability (e.g. adjustments for people with dyslexia) and age (e.g. appropriate training for those that are less IT literate) and ethnicity (provide access to interpretation of materials)
- Ensure that project development considers all communities including LGBT, Ethnic Minority groups and the needs of people with a disability, whilst creating a culture of inclusion for all communities to support each other, regardless of their protected characteristics
- Create an environment of accessibility by developing services alongside those who will use them
- Support communities and the voluntary sector to ensure that they have capacity to respond to the proposed actions

There will be a need for further detailed Equality Impact Assessments to be created for each strand of the project as they develop.

Date to review actions

30 Apr 2016

## **Final decision date**

Final decision date due  
Decision to be made by

25 Mar 2016  
DMT