

1. Topic of assessment

EIA title:	Procurement Plan for Supporting People Services 2014-17
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EIA author:	Matt Lamburn
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2. Approval

	Name	Date approved
Approved by¹	Directorate Equality Group	7/1/14

3. Quality control

Version number	2.0	EIA completed	
Date saved	03.09.2013	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Matt Lamburn	Commissioning Manager	SCC	Assessor
Jo Parkinson	SP Programme Manager	SCC	
Peter Floyd	Commissioning Manager	SCC	
Danielle Bass	Commissioning Manager	SCC	

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>Supporting People services in Surrey provide housing-related support services to a range of people who require support to live independently – older people, those with learning disabilities, those with mental health issues, vulnerable young people, those with an offending history, those experiencing domestic abuse and those who are at risk of homelessness, to name but a few.</p> <p>The core objective of the Procurement Plan is to ensure the on-going delivery of valued Supporting People services across Surrey in order to enable those with support needs across a range of client groups to live independently. Supporting People services, in the main, support those who do not meet the eligibility criteria of Adult</p>
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Social Care, but who would need more reactive, intensive intervention if the services were not there. Supporting People in Surrey is a partnership programme, overseen by a multi-agency Management Board. As well as preventing the need for more intensive Adult Social Care services, Supporting People services aid the prevention of homelessness, reduce acute hospital admissions, prevent re-offending and support those with substance abuse issues to turn their lives around.

In 2011/12, contracts were renewed for one year, pending the production of this Procurement Plan. However, substantial budget reductions were achieved – from an annual spend of around £18.7 million in 2010/11, to a projected spend of just under £15.9 million, with affect from April 2011. There was no reduction of suppliers during this budget reduction.

Supporting People funding has become part of the Adult Social Care budget as it is no longer ring fenced. It is integrating with the Adult Social Care Commissioning Function. As part of a commitment to the Medium Term Financial Plan there is a need for further efficiencies. This is with recognition of the need to maintain quality of service delivery, at a time when costs are rising but the ability to meet inflationary costs are constrained. Four Strategic Commissioning Reviews that have taken place which inform parts of the Commissioning intentions and subsequent Procurement Plan. Alongside this, the Commissioning Managers for each of the respective Commissioning areas have been integrated into the appropriate Commissioning Teams.

The primary scope of the Strategic Reviews was to ensure that Supporting People-commissioned services were effectively meeting identified need and that the funding was being targeted appropriately. This meant, where possible, an alignment of rates across Adult Social Care and Supporting People contracts, a re-assessment of the way that Supporting People structures its contracts to reduce the number held by Commissioning Managers, and to also review arrangements where there might be possibilities for joint commissioning with Adult Social Care and Children, Schools & Families, where responsibilities overlap.

Any future commissioning activity now sits fully within the context and remit of the respective commissioning area(s) i.e. Older People, Disabilities and Socially Excluded, and Youth Support Services.

Given the range of client groups supported by Supporting People services, all of the protected characteristics need to be considered as part of this Equalities Impact Assessment.

Although the Supporting People Programme and Procurement Plan has now been divided into the respective areas of commissioning as outlined above, the Programme itself does not relate to one single contract, but to the delivery of housing-related support services

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	<p>across Surrey. The core objective is to ensure the on-going delivery of services across Surrey, which have been proven to enable people with housing-related support needs to live independently in the community. The services are a key part of the continuum of care and support services in Surrey, in the main meeting the needs of those who do not meet the County's eligibility criteria for Social Care Services.</p> <p>Effective preventative services are a key element of the personalisation agenda, and the Supporting People Programme was designed to specifically provide such preventative services to vulnerable adults. Ensuring value for money is a key priority of Surrey County Council for the coming years, with significant savings across the whole of Adult Social Care needing to be made. However, a key priority in commissioning services across the whole of Adult Social Care is around 'Prevention' and the 'Preventative Agenda'. Commissioning key preventative services can delay an individual's journey along the Care Pathway, meaning less expenditure by the authority and savings to the relevant budget(s).</p> <p>The Supporting People Programme has been integrated with the wider Commissioning Function of Adult Social Care, in order to better support and feed in to the different projects and work streams taking place in each respective area i.e. Older People, Mental Health and Disabilities. This will enable prevention to be placed at the heart of adult Social Care Commissioning.</p>
<p>What proposals are you assessing?</p>	<p>The proposals we are assessing are split amongst the respective commissioning areas as follows:</p> <p>Older People:</p> <ul style="list-style-type: none"> • Implementation of discussions with Providers of housing-related support to deliver a more flexible, needs-led approach including older people living outside of traditional sheltered housing and Extra Care housing. • Implementation of procurement activity to achieve further savings and homogeneity for the Weekly Unit Cost paid for housing-related support to older people. • Standardising the offering of housing-related support through a revised Service Specification • Decommissioning some services that are no longer strategically relevant and/or by mutual agreement with Providers <p>Disabilities:</p> <ul style="list-style-type: none"> • Implementing the hourly rate alignment for those services where this is yet to be achieved. • Standardising the offering of housing-related support through a revised Service Specification • Simplification of contracts and, where possible, merging

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	<p>multiple Provider contracts into one agreement</p> <ul style="list-style-type: none"> • Reconfiguring or renegotiation of services to better fit with the aims of the Disabilities Public Value Review, or other appropriate strategies. <p>Socially Excluded:</p> <ul style="list-style-type: none"> • Renegotiation of services to better align with strategic intentions across services • Simplification of contracts and, where possible, merging multiple Provider contracts into one agreement • Standardising the offering of housing-related support through revised Service Specifications • Decommissioning services where it is no longer appropriate to target funding
<p>Who is affected by the proposals outlined above?</p>	<p>There are a number of Positive & Negative impacts that could arise from the delivery of the Procurement Plan across all of the protected characteristics, many of which may not be known until the second or third year of implementation. These impacts are centred, in the main, from the large reduction in available funding for Supporting People services.</p> <p>Immediate Positive Impacts:</p> <ul style="list-style-type: none"> • The remodelling of services to better fit strategic need (as highlighted in the EIA's for the Older People and People with Learning Disabilities Strategic Reviews), will mean that available funding is targeted more appropriately and spread wider, thus supporting more people. For example the retendering for Disabilities Floating Support has led to greater support capacity and increased flexibility of these services. The remodelling of Older People's services has led to a wider reach in terms of support and the reduction of social isolation for some older people. • Changes to service delivery across the client groups, including greater integration of Supporting People services with Adult Social Care services, could lead to more efficient services being delivered in order to maximise an individual's independence. • The mainstreaming of the Right to Control project may lead to greater independence and choice for people with disabilities. • The review of contracting arrangements with Borough & District Councils could mean services are targeted more according to local priorities and need. • Preventative housing related support sits firmly within the scope of support services in place for adults and young people in Surrey. <p>Immediate Negative Impacts:</p> <ul style="list-style-type: none"> • The scale of savings required, coupled with a front-loading of those savings in Years 1 & 2 of the Procurement Plan, could potentially lead to destabilising the Provider Market for Supported Housing, which would negatively impact

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across all of the protected characteristics.

- Early indications show this may be beginning to happen, with some Providers of housing-related support indicating they plan to pull out of the Programme in the future.
- Smaller Providers within the sector may lose valuable funding with which to deliver services, meaning an additional cost burden being passed to Adult Social Care services.

The immediate positive and negative impacts cut across all of the protected characteristics. Whilst the aim is to maintain delivery of highly valued services, reductions in funding levels has the potential to mean less of a service being offered to the individual. Providers have commented that the reductions in funding are affecting their abilities to recruit skilled, committed members of staff, and anticipate that this will affect the quality of their services detrimentally. It will be vital to maintain the strong links already in place with Supporting People Providers to monitor the impact that the Procurement Plan will have, as well as using the annual Outcome Reports to monitor the Outcomes clients are achieving whilst in the services.

6. Sources of information

Engagement carried out

- Supporting People Joint Management Board
- Supporting People Provider Forum
- Older People's Common Interest Group
- Individual Provider Discussions
- SCC Finance & Procurement colleagues

*The stakeholder consultation reflects the sensitive nature of the Procurement Plan – all of the Strategic Reviews and their EIAs have used stakeholder feedback.

The original Procurement Plan was shared with internal and external colleagues and partners to inform the direction of the document. Where the potential for Joint Commissioning was highlighted, Borough & District partners requested involvement in helping to shape the services being commissioned, taking into account their local knowledge of the specific agenda(s). All partners and Provider consulted with highlighted the impact that £2million savings would have on the work of services and the Supporting People Programme, emphasising that the impact could not be underestimated.

We are currently seeking the views and feedback of Partners to inform the direction of the refreshed Procurement Plan for 2014-17, and these views will be incorporated into the EIA.

Provider feedback further highlighted the significant challenges faced by Providers in delivering high quality, preventative services with reduced funding. Overall, the challenges faced by Borough, District, Stakeholder and Provider partners were recognised as having a negative impact on the end user of services.

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Data used

- Strategic Review of Services for People with Learning Disabilities
- Strategic Review of Services for Older People
- Strategic Review of Service for Young People
- Supporting People Joint Management Board
- Supporting People Provider Forum
- Older People's Common Interest Group
- Adult Social Care Commissioning Strategies (various)

The detailed strategic oversight of Supporting People has led to an in-depth knowledge of the supported housing sector in Surrey. This knowledge and experience has directly informed the Procurement Plan.

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7. Impact of the new/amended policy, service or function

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
Age	The far reaching effects of the Procurement Plan may have unforeseen positive & negative impacts across all of the protected characteristics. This EIA will be reviewed at six-monthly intervals, taking into account Provider feedback, to identify areas of inequality. All Supporting People Providers will continue to work to the County Council's Equality & Diversity objectives, as stated in their contracts.	The far reaching effects of the Procurement Plan may have unforeseen positive & negative impacts across all of the protected characteristics. This EIA will be reviewed at six-monthly intervals, taking into account Provider feedback, to identify areas of inequality. All Supporting People Providers will continue to work to the County Council's Equality & Diversity objectives, as stated in their contracts.	
Disability	As above	As above	
Gender reassignment	As above	As above	
Pregnancy and maternity	As above	As above	
Race	As above	As above	
Religion and belief	As above	As above	

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² More information on the definitions of these groups can be found [here](#).

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Sex	As above	As above	
Sexual orientation	As above	As above	
Marriage and civil partnerships	As above	As above	
Carers³	As above	As above	

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	N/A	N/A	
Disability	N/A	N/A	
Gender reassignment	N/A	N/A	
Pregnancy and maternity	N/A	N/A	
Race	N/A	N/A	

³ Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that 'carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.'

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Religion and belief	N/A	N/A	
Sex	N/A	N/A	
Sexual orientation	N/A	N/A	
Marriage and civil partnerships	N/A	N/A	
Carers	N/A	N/A	

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8. Amendments to the proposals

Change	Reason for change
TBC	

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Identification and enhancement/mitigation of unforeseen impacts across services and client groups and protected characteristics	Close monitoring of services to be undertaken by relevant Commissioning Manager using client feedback, Client Record forms and user engagement.	Ongoing throughout 2014-17	All Commissioning Managers
Remodelling services to closer fit with other commissioning agendas to better meet the needs of client groups and protected characteristics	Each Commissioning Manager to identify services and work streams within their respective areas that can be linked with other projects/services internally and externally to Surrey County Council, with an emphasis on co-design with users and carers	April 2014	All Commissioning Managers
Identification and implementation of joint commissioning activity, in conjunction with the remodelling of services in the future (see above)	Each Commissioning Manager to identify services that have the potential to be jointly commissioned within their respective areas	Ongoing throughout 2014-17	All Commissioning Managers

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10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
N/A	

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<p>Supporting People Joint Management Board Supporting People Provider Forum Older People’s Common Interest Group Individual Provider Discussions</p> <p>The stakeholder consultation reflects the sensitive nature of the Procurement Plan – all of the Strategic Reviews and their EIAS have used stakeholder feedback.</p>
Key impacts (positive and/or negative) on people with protected characteristics	<p>The far reaching effects of the Procurement Plan may have unforeseen positive & negative impacts across all of the protected characteristics. This EIA will be reviewed at six-monthly intervals, taking into account Provider feedback, to identify areas of inequality. All Supporting People Providers will continue to work to the County Council’s Equality & Diversity objectives, as stated in their contracts.</p>
Changes you have made to the proposal as a result of the EIA	<p>The Action Plan has been drawn up to maximise positive impact or mitigate negative impact. The EIA will also be reviewed at six monthly intervals.</p>
Key mitigating actions planned to address any outstanding negative impacts	N/A
Potential negative impacts that cannot be mitigated	N/A

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