

Equality Analysis Report

<p>Title of activity / Budget Proposal title and number CEX/B – Review of third sector grant funding and commissioning, BeCHaR (Prebend Day Centre)</p>	<p>Committee meeting (decision maker) and date Executive Committee, 20 January 2016</p>
<p>Service area Adults Commissioning Services</p>	<p>Lead officer George Hunt, Head of Commissioning</p>
<p>Approved by Simon White, Assistant Director Commissioning and Business Services</p>	<p>Date of approval 14 January 2016</p>
<p>Description of activity: The Adults Commissioning Service currently provides funding to third sector organisations through a combination of commissioned services and grants. Generally, this funding is intended to enable third sector organisations to provide support services to residents that the Council would otherwise be obliged to provide support to directly under its statutory responsibilities.</p> <p>A review of the services currently funded has been conducted taking into account the requirement of the new Care Act 2014 which came into effect from April 2015. As a result of the review it is proposed to discontinue the provision of Adult Commissioning Service funding for BeCHaR (£17,054 for 2015/16) because it is not providing services that the Council is required to meet under the Care Act and alternative services are in place to meet similar needs.</p> <p>The Prebend Day Centre aims to help homeless individuals (16 and over) reintegrate into the community. It is open 365 days a year, 8.30 till 12.00. In recent years it has cut back from full day opening due to reducing funds. About 70 people a day attend the centre to use one or more of its facilities and/or make use of partner services operating from the premises.</p>	

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	x	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	x	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	x	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	x	No	<input type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	x	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	x	No	<input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	x	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	x	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	x	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	Homeless people. People at high risk of becoming homeless. Mostly males.
Which particular protected equality groups are likely / will be affected?	Males with disabilities due to physical and mental health issues.

Evidence, data, information and consultation

<p>What evidence have you used to analyse the effects on equality?</p>	<ol style="list-style-type: none"> 1. BeCHaR Equalities data. 2. Officer visit to premises and meeting with BeCHaR Chief Executive (attachment 1). 3. Care Act 2014 												
<p>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</p>	<p>The overall proposal was subject to public consultation from 19 October to 14 December 2015. In summary 135 response forms were received which ranked the overall proposal as follows:</p> <table border="1" data-bbox="913 564 1839 831"> <thead> <tr> <th>Strongly agree</th> <th>Agree</th> <th>Neither agree nor disagree</th> <th>Disagree</th> <th>Strongly disagree</th> <th>Don't know / no opinion</th> </tr> </thead> <tbody> <tr> <td>17</td> <td>12</td> <td>5</td> <td>7</td> <td>93</td> <td>1</td> </tr> </tbody> </table> <p>The above included responses from Bedford CAB, ACCM, The Federation of Small Businesses, Great Barford Parish Council, BRCC and Bedfordshire & Luton Learning Partnership.</p> <p>In addition written responses were made by the following organisations: CVS, Oakley Rural Charity, Autism Bedfordshire, BeCHaR (Prebend Day Centre) and Carers in Bedfordshire.</p> <p>A petition was received in support of continuing the funding for BeCHaR (Prebend Day Centre) with 21 signatures.</p> <p>As part of the consultation a meeting was organised by CVS with voluntary sector organisations that might be affected by this proposal, Council officers were in attendance to outline the proposal and respond to questions (notes of this meeting are included in the Background Papers).</p>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion	17	12	5	7	93	1
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion								
17	12	5	7	93	1								
<p>What does this evidence tell you</p>	<p>1. BeCHaR Equalities Data</p>												

about the different protected groups?

Employees/ Volunteers:

Full Time Staff:	2
Part Time Staff:	7
Volunteers:	37
Management Committee Members:	7

Male (Staff only):	5
Female (Staff only):	4

Employees Registered Disabled:	1
Volunteers Registered Disabled:	2

Service Users (data captured January 2015 – December 2015):

The tables below show BeCHaR service users by sex, age, disability and ethnicity. The data shows that the majority of service users (536) are men; over half (332) are aged 25-44 years old; approximately one third (187 service users) have a disability and of these, nearly three quarters (139) have Mental Health needs.

Total Service Users:	625
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Male:	536
Female:	89

Age Groups:	(Under 18): 6	(18 to 24): 54	(25 to 44): 332
(45 to 64): 213	(65 to 74): 7	(75+): 4	(Prefer not to say): 9

Physical Disability:	48
Mental Health Condition:	139

A. White	
English/Welsh/Scottish/Northern Irish/British	397
Irish:	9
Gypsy/ Roma:	0
Traveller:	3
Any other White background:	135
B. Mixed / multiple ethnic groups	
White and Black Caribbean:	7
White and Black African:	1
White and Asian:	0
Any other Mixed/ multiple ethnic background:	1
C. Black/ African/ Caribbean/ Black British	
African:	6
Caribbean:	16
Any other Black/ African/ Caribbean background:	5
D. Asian / Asian British	
Indian:	13
Pakistani:	4
Bangladeshi:	5
Chinese:	0
Any other Asian background:	0
E. Other ethnic group:	
Arab:	0
Any other ethnic group:	9
Prefer not to say:	14
Information not collected:	
Religion:	N/A

	<table border="1" data-bbox="667 193 1899 233"> <tr> <td data-bbox="667 193 1279 233">Sexual Orientation:</td> <td data-bbox="1279 193 1899 233">N/A</td> </tr> </table> <p data-bbox="667 268 2103 339">About 70 people a day use the service and they would probably face deteriorating health and social circumstances if the service were not available.</p> <p data-bbox="667 379 2103 528">2. Officer visit to premises and meeting with Chief Executive. In summary the meeting discussed the likely impact of removing the funding from Adult Services. The Chief Executive felt that this would certainly lead to a further reduction in opening hours opening and possibly the closure of the service.</p> <p data-bbox="667 563 2103 786">3. Care Act 2014 In accordance with the Care Act 2014, Adult Care services are provided to adults with care and support needs arising from, or related to, a physical disability or mental impairment or illness which as a result of their needs the adult is unable to achieve particular outcomes; and as a consequence of being unable to meet these outcomes there is, or there is likely to be a significant impact on the adults' wellbeing. Adults' needs are only eligible when they meet all specified conditions.</p>	Sexual Orientation:	N/A
Sexual Orientation:	N/A		
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	None.		

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age			
Disability	Provides support for people with mental and physical disabilities and	Homeless people have access to activities preventing physical and	Homeless people from varied sections of the community meet in a

	illnesses.	mental decline and providing a platform for greater independence in the future.	positive social environment and do positive things together.
Gender reassignment			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			
Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	x	<input type="checkbox"/>	An aspect of support for homeless people with physical or mental disabilities or illness will be removed if the service is reduced. It is likely that increased pressure would then be felt in other parts of the system e.g. A+E, social services, housing, police.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

maternity				
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	BeCHaR provide support for both vulnerable men and women. However based on BeCHaR's 2015 equality data, the majority of service users are men. Consequently, if the support service provided by BeCHaR is reduced it will very likely have a disproportionate negative impact on vulnerable men.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	Equality Act requirements are referenced in contracts.
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	Equality monitoring is undertaken.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
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Actions to lessen negative impact	Review to ensure BeCHaR is making best use of available funds.	BeCHaR	April 2016	Assuming the application to the emergency fund is successful (see below) then a further reduction in opening hours may be avoided.
	BeCHaR can apply to the Council's emergency hardship fund whilst they establish more sustainable sources of funding. The fund has been established as part of the overall proposal to lessen the negative equality impact for affected organisations by enabling cash limited assistance to be provided to avoid an organisations' closure.			A short term lifeline giving time for a more permanent solution to be arranged.
Actions to increase positive impact	Council officers will work with BeCHaR and other stakeholders to undertake a full review of all local support to homeless people and ensure co-ordinated and affordable support is in place for future years. This approach is a product of the consultation.	BBC, BeCHaR and other stakeholders.	October 2016	A more co-ordinated approach to supporting homeless people locally.
Actions to develop equality evidence, information and data				
Actions to improve equality in procurement / commissioning				
Other relevant actions				

Recommendation

No major change required	<input type="checkbox"/>	
Adjustments required	x	<p>The proposal is to discontinue Adult Commissioning Service funding (£17,054) for BeCHaR from April 2016. This would very likely have a negative equality effect on men who are homeless or at risk of becoming homeless, who access the services provided by BeCHaR; and a likely negative impact on those with Mental Health needs, as it is likely the complete cessation of Council funding would result in closure of the service.</p> <p>To lessen the overall negative equality impact, for any third sector recipient, an emergency hardship fund is being established as part of this proposal. This will enable cash limited assistance to be provided in the unlikely event that due solely to the change to the Council's funding arrangements the organisation is unable to avoid closure or very significantly reducing its services. BeCHaR is able to apply to the emergency hardship fund whilst they establish more sustainable sources of funding or take other actions to address the reduction in income.</p> <p>In addition, as recommended through the consultation, Council officers will work with stakeholders to establish a more sustainable future for homelessness services across the Borough including where possible signposting to potential external funding bodies and infrastructure support organisations.</p>
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The equality analysis is based on evidence from contract monitoring information, service user data, public consultation and specific consultation with BeCHaR.

Without modification the proposal would likely produce the following effects -

1. BeCHaR would attempt to carry on in some form although this would be reduced from current services.
2. Council funding is key to ability to access other funds.
3. At some point, probably 2017/18 with the end of their NHS contract, the service would fold completely.

The equality analysis recommendation is that adjustments are required to the proposal. The complete cessation of Council funding would probably result in closure of the service with negative equality impact mainly on males with physical disabilities and/or mental illness. In addition, this would likely result in a future increase of preventable demand for social care and health services. The potential to access the emergency fund can provide a period of time where the service can continue while a more wide ranging review of homeless support services is undertaken.

Monitoring and review

Monitoring and review A full review of support for homeless people in the Borough is needed to a) confirm the local benchmark of expectation of support and b) understand the specific role/s of BeCHaR and other services aimed at supporting homeless people.	Review date October 2016
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Appendix A: Consultation on Proposed Changes to Funding for Third Sector Organisations, BeCHaR, Wednesday 2 December 2015

Present:

- Ryan Flecknell, BeCHaR
- George Hunt, Bedford Borough Council

Background

The Prebend Day Centre aims to help homeless individuals (16 and over) reintegrate into the community. It is open 365 days a year, 8.30 till 12.00. In recent years it has cut back from full day opening due to reducing funds. About 70 people a day attend the centre to use one or more of its facilities and/or make use of partner services operating from the premises. 644 individuals used the service last year.

Facilities and support services

- Showers and toilets
- Laundry (washing and drying)
- Clothing Bank
- Hot food
- TV and activity lounge
- Courtyard with seating
- Medical room.
- Meeting room
- Assisted telephone calls
- Housing advice
- Benefit advice
- Substance and alcohol misuse service access and advice
- Emotional support and access to counselling
- Mental health access and advice
- GP registration, access and advice
- Allotment Community Garden Project – Together we Grow

Visiting Services

- Drug and alcohol services

- Solicitors
- Practice and Community Nurses
- Chiropodist
- Vets
- Haircuts 4 Homeless (monthly)

While not possible to quantify it seems likely that a reduction in BeCHaR activity may lead to an increase in demand for social and/or housing services for homeless people in the Borough.

Implications of ending funding from Adult Services

1. BeCHaR would attempt to carry on in some form although this would be much reduced from current services.
2. Council funding is key to ability to access other funds.
3. At some point, probably 2017/18 with the end of their NHS contract, the service would fold completely.