

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	14.3.16
Subject:	Approval of Supporting People Programme Grant Commissioning Strategy and Spend Plan
Portfolio Holder(s):	Cllr Aled Morris Jones
Head of Service:	Shan Lloyd Williams
Report Author: Tel: E-mail:	Arwel Jones, Principal Development Officer, Housing Services 01248 752064
Local Members:	

A –Recommendation/s and reason/s
<p>1. Approve the recommendations of the Supporting People Commissioning Plan 2016-19 and</p> <p>2. Approve the allocation of funding per service area, as outlined on page 38 of the Supporting People Commissioning Plan document</p> <p>Reasons</p> <p>1.0 Introduction</p> <p>1.1 The Supporting People Programme is a policy and funding framework initiative by the Welsh Government that provides housing related support for a range of diverse but equally vulnerable groups of people. The services provided do not include the funding of the accommodation or care provision.</p> <p>1.2 The programme focuses on the planning ,commissioning and monitoring of supported accommodation and floating support services which are delivered by various providers across a range of tenures that include accessible and affordable housing, sheltered accommodation, community warden support services, assisted living, supported tenancies, and extra care housing.</p> <p>1.3 One of the Supporting People funding requirements is the need to prepare a Commissioning Plan to inform Welsh Government and all partners and key</p>

stakeholders of our commissioning intentions and priorities. In accordance with Welsh Government Guidance the proposed Plan covers the 2016/19 commissioning Cycle, and is reviewed annually.

1.4 The Welsh Government has protected the Supporting People Programme Grant funding levels for 2016/17 across Wales and has temporarily suspended the redistribution programme which has seen funding for North Wales reduced by in excess of 23% over the previous 4 years.

1.5 However, the Welsh Government Minister has recently informed all 22 Local Authorities, that there is a requirement to establish better alignment between the following Grant funded programmes:

- Supporting People Programme Grant
- Communities First
- Flying Start
- Families First

1.6 It is anticipated that Local Authorities will need to evidence closer working across the four funding streams listed above. Furthermore, it has also been mooted by Welsh Government that all grants will have a 'top-slice' of 5% to be pooled and utilized across all individual Welsh Local Authorities. However, this is yet to be confirmed and discussions and information sharing remain ongoing.

1.7 Historically, Supporting People has invested heavily within the provision of support for People with Learning Disabilities, with in excess of 33% of the total funding allocated towards the needs of this service area. This has over the past 12 months reduced to 27%, and a further disinvestment of Supporting People funding is has been approved by the Local Planning Group from April 2016. However, further work needs to be undertaken within this area in conjunction with Adult Social Care to ensure that the service is modernized into a fit for purpose, cost effective and sustainable model of independent living, whilst incorporating other non-eligible Supporting People elements such as care, supported employment and other day services into a holistic model of delivery across Anglesey.

It is anticipated that the work of separating care and support will be undertaken during the first quarter of 2016. This will form the basis for remodeling the jointly commissioned services and it is anticipated that revised provision can be implemented during the 2017/18 financial year. It is also envisaged that the outcome of the review will result in significant efficiencies within the Supporting People budget, which would contribute towards mitigating any further reductions in the grant funded programme and/or enabling increased

investment in other service areas through the commissioning of eligible homeless Prevention services. Maintaining the current level of investment of housing related support for people with learning disabilities which is funded by Supporting People, is not an option, and further pressure is expected by the North Wales Regional Collaborative Committee to streamline provision for this particular service user group. However, this will result in substantial financial implications and cost pressures for the Council's Social Care budget, particularly as there will remain a statutory duty to provide the assessed care provision to this vulnerable client group, which is not deemed eligible for Supporting People funding. A much lower level of support provision remains strategically relevant

- 1.8 During 2016, the Isle of Anglesey Supporting People Planning Group agreed to the reconfiguration of housing related support for people with mental health needs and also combining similar needs for people who have either needs relating to substance misuse, offending, generic homelessness or a combination of two or more, given the strong correlation which exists across these services.. These services are currently out to tender with a revised contract in the offing from May 2016.
- 1.9 Likewise, housing related support services for people with mental health needs is also currently out to tender and will be evaluated within the same process and timeframe, albeit as a separate lot.
- 2.0 It is anticipated that efficiency savings in the region of £90,000 will be achieved from tendering these services, (£20,000 from Mental Health) with no loss of service provision. This is primarily due to reducing management costs, which are currently high due to the number of different providers involved.
- 2.1 Housing Related Support for Older People will be the only service area which will receive an increase. This will be circa 4%. The increase in investment is at a direct result of the need to shift from a tenure led service delivery model to one which focuses on need. The current Sheltered Warden Service is to be decommissioned and replaced with a peripatetic model across 6 geographical patches. It is expected that the new service will attract a higher take up than is currently the case and all people aged 55 or over will be able to access this support, regardless of the type of accommodation in which they live. It is expected that a new contract will be awarded from 1.7.16. However, it is also likely that a transitional period of 3 months will be required from this date, to enable all the assessments to be undertaken whilst also ensuring that there will not be a break in provision for those currently accessing support.
- 2.2 The following services remain unchanged from the previous year's investment and number of people supported.

- Domestic Abuse
- Vulnerable Single Parents
- Young People
- Tenancy Related Support
- Single People aged 25-54
- Community Alarms

2.3 Services for people with Chronic Illness have been decommissioned in full from April 2016. This was previously commissioned across all of North Wales, with Flint Council acting as the lead authority. Following a detailed service review, it was unanimously agreed by the North Wales RCC that the services provided did not meet the Supporting People criteria leading to full decommissioning of the service.

2.4 Similarly following a review of housing related support services to people with physical and sensory disabilities, a recommendation was made to the Supporting People Planning Group to decommission the service in full. Evidence from the review clearly indicated that the funding paid for the provision of care rather than support, and people within this group who are either homeless or at risk of homelessness within 56 days can if required access the tenancy related support which is currently provided internally by the Housing Services.

2.4 Decommissioning of support services for people with chronic illness or physical and sensory disabilities will result in efficiency savings of £40,000 per annum, and will impact upon the Social Services Budget, by circa £33,000.

2.5 During the 2016/17, the Isle of Anglesey Supporting Team will prioritise services for people who experience domestic abuse. There will be a requirement to test the market, and in doing so consider new approaches such as safe houses for individuals and families who flee incidents of domestic abuse. It will also be necessary to test the market for services for young people. Demand across this client group has over the past 4 years been continuously increasing and emerging trends seem to suggest that such patterns are likely to continue, particularly with further changes expected within the welfare reform agenda.

B – What other options did you consider and why did you reject them and/or opt for this option?

The decisions were based upon a strategic approach which focused upon,

- Eligibility in accordance with the Supporting People Programme Grant Conditions,

- Strategic relevance in accordance with the Corporate Aims of the Isle of Anglesey County Council and those of the Housing Services.
- Service Quality as discovered in the programme of detailed reviews undertaken over the previous two years,
- Value for money, following a detailed exercise undertaken across all providers, and, levels of need as gathered by providers when service users present with a range of diverse and complex issues which require support.

The above factors outline the rationales undertaken when considering various options to reduce funding within specific services, remodel others and in some cases decommission in full.

C – Why is this a decision for the Executive?

It is a requirement of the Supporting People Programme Grant Conditions specified by Welsh Government, that the Annual Plan receives approval at Local Elected Member Level.

CH – Is this decision consistent with policy approved by the full Council?

Not applicable.

D – Is this decision within the budget approved by the Council?

Not applicable – Supporting People is a Welsh Government Grant Programme.

DD – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	Approved at SLT on 22.2.16
2	Finance / Section 151 (mandatory)	Present at SLT on 22.2.16 – No further comments presented
3	Legal / Monitoring Officer (mandatory)	No comment presented
4	Human Resources (HR)	Any staffing issues that may arise should be dealt with in accordance with recognised consultation and other HR processes.

5	Property	No comments
6	Information Communication Technology (ICT)	No comments
7	Scrutiny	No comments
8	Local Members	N/A
9	Any external bodies / other/s	All contract and commissioning details within the Commissioning Strategy and Spend Plan were discussed with providers prior to completing the documents and above report

E – Risks and any mitigation (if relevant)		
1	Economic	Minimal anticipated economic impact as the services being decommissioned are effectively care functions. Remodeling of Housing Related Support Needs for People with Mental Health, Substance Misuse and Offending history will retain current levels of staff. Remodeling of services for older people will result in a higher skill set and higher salaries.
2	Anti-poverty	No direct impact anticipated, as a result of changes although changes in national social policy particularly welfare reform may exacerbate circumstances for some vulnerable and / or chaotic individuals and families
3	Crime and Disorder	No direct impact from strategy. However an increase in crime and disorder, as a result of changing social policy and increasing poverty would result in demand outstripping supply and increasing unmet need. This could have a significant impact upon both service users and providers and particularly given the chaotic and complex needs of some of the service users, who require multi agency support and intervention.
4	Environmental	Not applicable
5	Equalities	An Equality Impact Assessment is included within the Local Commissioning Strategy, previously shared.
6	Outcome Agreements	Supporting People providers are subject to adhering to a mandatory outcomes framework as prescribed by Welsh Government.
7	Other	N/A

F - Appendices:

FF - Background papers (please contact the author of the Report for any further information):

Supporting People Programme Grant- Local Commissioning Strategy.

Isle of Anglesey County Council Supporting People Commissioning Plan 2016/19

**Empowering people with support needs to live independently
through the provision of appropriate high quality housing related
support services
and
to achieve this through working in partnership with service users
and other stakeholders so that we can enhance quality of life,
maximise choice and ensure value for money**

Contents

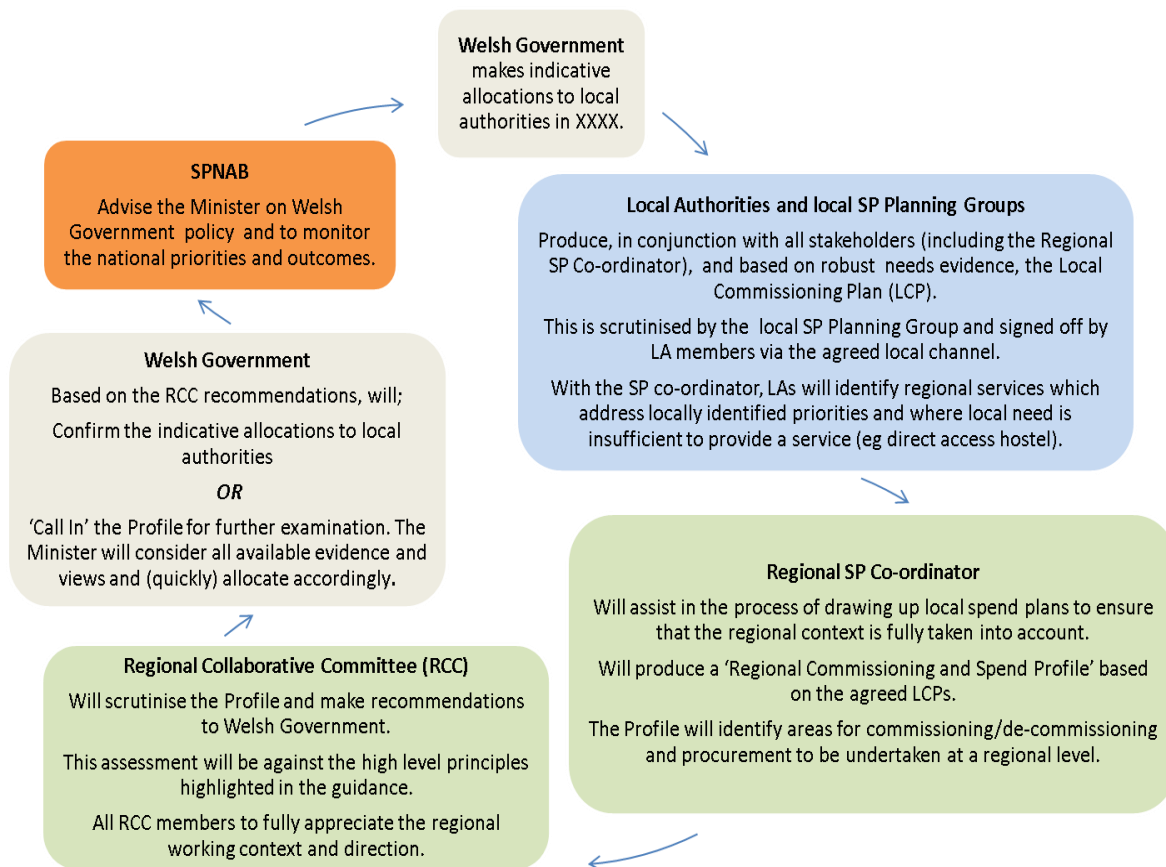
1. Introduction	3 - 6
2. Strategic Context and Priorities	9 - 13
3. Need, Supply and Service Gaps	14 - 20
4. Consultation Evidence	21 - 25
5. Priorities For Development	26 - 36
6. Spend Plan	37 - 38
7. Equality Impact Assessment (Appendix 1)	39 - 58
8. Needs Mapping Data (Appendix 2)	59 - 75

1. Introduction.

- 1.1 This is the fourth Supporting People Local Commissioning Plan (LCP) since the introduction of the Supporting People Programme Grant in August 2012. The main purpose of this document is to provide a strategic overview of the commissioning intentions and priorities for the Supporting People programme on Anglesey between April 2016 to March 2019.
 - 1.1.1 Supporting People is a policy and funding framework initiative by the Welsh Government that provides housing related support for a range of diverse but equally vulnerable people. However, this does not include the funding of accommodation and care provision. The programme focuses on the planning, commissioning and monitoring of supported accommodation and floating support services, which are delivered by various providers across a range of tenures. These currently include accessible and affordable housing, sheltered accommodation, extra care housing, community warden support services, assisted living and supported tenancies. In addition, community alarm services and telecare monitoring are also eligible services and are part funded via the Supporting People budget.
 - 1.1.2 The services make an invaluable contribution towards achieving local and national policy objectives, particularly in relation to health, social care and wellbeing, reducing homelessness and social exclusion and promoting community safety.
 - 1.1.3 At the time of writing, the Welsh Government have issued a notice of their intention not to reduce the current level of funding across all Welsh Local Authorities from April 2016. This is a substantial boost to Housing Related Support Commissioners and all stakeholders at a time when levels of need and demand for support services appear to be ever increasing. The ability to maintain the level of funding will enable the Isle of Anglesey Supporting People Planning Group to retain the levels of provision across the vast majority of designated eligible groups, whilst also modernising and significantly increasing the number of units of support available for our older population.
 - 1.1.4 The Plan will require approval from the Isle of Anglesey County Council's Supporting People Planning Group before being submitted for analysis and approval by the North Wales Collaborative Committee. The commissioning intentions within this document along with the 5 other North Wales Local Commissioning Plans will inform the direction of the Regional Commissioning Plan, as we seek a higher level of consistency and reduced duplication across the region.

1.2 Regional Developments in North Wales.

- 1.2.1 The establishment of 6 Regional Collaborative Committees across Wales is now long established. North Wales has its own committee, where all 6 Authorities across the region are equally represented and accountable. Meetings are held bimonthly where commissioning priorities and intentions, expenditure details (including underspend and overspend details) performance issues and other strategic matters are discussed. Membership of the Regional Collaborative Committees includes a designated Local Authority Cabinet Member with portfolio responsibility for the Supporting People Programme, appropriate Senior Officers from Local Authority, Health and Probation. Additionally, there are two elected provider representatives (one on behalf of long term and one for short term services), Community Housing Cymru, and co-opted members, invited at the discretion of the respective Regional Collaborative Committees.
- 1.2.2 The role and functions of the Regional Collaborative Committees have been further strengthened by the formulation and implementation of a Memorandum of Understanding for each Group which have been signed by all members of the various multi agency organisations.
- 1.2.3 Despite not holding any executive decision making powers or budget allocation, the role of the RCC is seen as integral in scrutinising the individual and collective spend plans in North Wales and ensuring that funding is spent appropriately. Furthermore, since their inception a closer working relationship has developed across all 6 Local Authorities, and the interface between commissioners, providers and landlords also appears to have been strengthened.
- 1.2.4 The diagram below provides an outline of the Supporting People Governance arrangements across Wales since August 2012.



1.2.4 The Regional Collaborative Committees must produce a rolling 3 year Regional Action Plan, which is reviewed annually. The priorities are outlined below.

1.2.5 Regional Collaborative Committee's Priorities

1.2.6 The following paragraphs from 1.2.6 to 1.2.10 have been extracted from the Regional Supporting People Commissioning Plan for North Wales and highlights clear synergies with local priorities in Anglesey during this document's lifespan.

1.2.7 Regional Priorities outlined in last year's plan:

North Wales Strategy for mitigating the cuts which incorporates the 'Let's Keep on Supporting People' Campaign

- Data Collection and Service Gaps
- Preparing for impact of North Wales Prison
- Making / strengthening links with Families First, Communities First, Flying Start and Team around the Family
- Service User Involvement Framework
- Client Groups:
 - Learning Disabilities (work commenced and continuing)

- Mental Health
- Domestic Abuse
- Substance Misuse
- Older People (work commenced and continuing)

1.28 Priority areas for 2016:

Regional priorities are identified by the Regional Collaborative Committee, which takes into consideration emerging themes from Local Commissioning Plans.

- **Learning Disabilities** - A report will be going to the North Wales RCC detailing the current provision in each Local Authority for Learning Disability. The main issue for this client group is a portion of the grant is currently been spent on internal services that may not be eligible. The RCC following this report will give a recommendation for capping maximum hours and a North Wales stance on the approach and way forward for Learning Disabilities as currently the lack of compliance with eligibility may be placing the grant at risk.
- **Adopting the Memorandum of Understanding** and how the RCC works towards developing and achieving a strategic three year plan. This will also include how we we include other stakeholders .
- **Service User Involvement Framework** - The framework will be revisited in 2016. At present, Wrexham and Anglesey have an online questionnaire for service users to complete, this has proven popular in both authorities, and the amounts of responses have been high. Though both authorities are operating this differently, discussions are taking place whether a North Wales version could be adapted or North West and East versions (with each local authority asking the same questions). This is currently only out for comments with Lead Officers and Contracts and Reviewing Officers at each Local Authority, this will then be taken to the North Wales RCC Sub Group. A full update will be available in next year's Regional Strategic Plan.
- **Preparing for impact on North Wales Prison** - Wrexham Prison for male offenders will open in 2017 and will have a focus on the education, training and resettlement of offenders. Along with legislative changes within the Housing (Wales) Act 2014 and the Social Service and Wellbeing (Wales) Act 2014, this will have a significant impact upon the resettlement of offenders within North Wales. Local authorities will continue to attend the North Wales Prisoner Resettlement Steering Group to address these changes. The RCC has had an update from the management team of the North Wales Prison and are invited to the November RCC (2016) to further update.
- **RCC Sub Group** - In addition to the above priorities, the RCC Sub Group will:
 - Continue to work towards achieving the Aylward recommendation for Older People services

- Implement a new regional process for identifying unmet need and gaps in services (as per Denbighshire report on service gaps).

2. Strategic Context and Priorities.

2.1 Overview

2.1.1 The Isle of Anglesey County Council's Supporting People Local Commissioning Plan will be underpinned by a raft of national and local strategies, frameworks and policies. These include:

- **The Housing (Wales) Act 2014**
- **The National Housing Strategy, Improving Lives and Communities – Homes in Wales,**
- **The Ten Year Homelessness Plan for Wales 2009-2019,**
- **Welfare Reform**
- **The National Supporting People Outcomes Framework,**
- **The Isle Of Anglesey County Council Local Housing Strategy 2014-19**
- **The Isle of Anglesey Single Integrated Plan – Our Island Our Future which now combines the Community Plan, Health, Social Care and Wellbeing Strategy and the Children and Young People Plan, all of which were previously independent strategic documents.**

2.2 The Housing (Wales) Act 2014

The first ever Housing Act in Wales received Royal Ascent on 17th September 2014. It is envisaged that the Act will make a real difference to people and communities in Wales, both now and in the future.

Housing is an integral part of daily life for everyone. The benefits of having a decent, affordable home in good condition are considerable. It is an important influence on our health and wellbeing, education, the ability to maintain employment, access to social and leisure activities and improving social cohesion within local communities. It also makes a substantial contribution in reducing poverty and inequalities within our communities.

The introduction of the new Act has a number of key elements which are:

- Introduction of a compulsory registration and licencing scheme for private rented sector landlords and letting and management agents
- Reform of homelessness law, including placing a stronger duty on local authorities to prevent homelessness and allowing them to use suitable accommodation in the private sector

- Placing a duty on local authorities to provide sites for Gypsies and Travellers where a need has been identified
- Introduction of standards for local authorities on rents, service charges and quality of accommodation
- Reform of the Housing Revenue Account System
- Providing local authorities with the power to charge more than the standard rate of council tax on long-term empty properties and certain types of second homes
- Assisting the provision of housing by Co-operative Housing Associations and
- Amendment of Leasehold Reform and Urban Development Act 1993.

2.3 The National Housing Strategy for Wales; Improving Communities – Homes in Wales

This strategy sets out three key priorities for Wales, these being:

- Increased housing and greater choice
- Improving homes and communities
- Improving housing related support services and support particularly for vulnerable people and people from minority groups.

The strategy recognises that 'Local Authorities will continue to be a key driver in meeting housing need'.

2.4 The Ten Year Homelessness Plan for Wales 2009-2019

2.4.1 The strategic aims underpinning this document are:

- Preventing homelessness where possible
- Working across organisational and policy boundaries
- Placing the service user at the centre of service delivery
- Ensuring social inclusion and equality of access to services
- Making the best use of resources.

The aims of the National Housing Strategy and the Ten Year Homeless Plan are reflected in the Housing (Wales) Act which has been adopted and listed above .

2.4.2 Supporting People continues to be at the forefront of homeless prevention and will doubtless continue to play a crucial role in this field following the publication of a Code of Guidance by the Welsh Government in August 2012, which has since been revised in 2014. The Guidance Document emphasizes the need to utilize and prioritize the

Supporting People Programme Grant to reduce and prevent levels of homelessness, and it will therefore be an integral service in ensuring that the reforms to the Homelessness Law within the new Wales Housing Act 2014 are realised.

2.5 Welfare Reform,

- 2.5.1 The UK Government's Programme of Welfare Reform is being implemented in phases and the impacts are therefore emerging over time and will continue to affect many Anglesey households during the period of this commissioning cycle.
- 2.5.2 Direct impacts on housing include the change to housing benefit which has seen the removal of the spare room subsidy (more commonly known as the 'bedroom tax'; changes to the way local housing allowance is set (which supports many people living in the private rented sector) and the requirement that in the private rented sector, people aged under 35 years, will only receive housing benefit assistance which enable them to rent a room in a shared property. However, there are many other aspects of both measures already in place including the introduction of Universal Credit in the future which will especially impact upon lower income households and others in receipt of welfare benefit. Universal Credit will be paid four weekly in arrears directly to the tenant, unless exempt under the Alternative Payment Arrangements Guidance where such payments can be made directly to the landlord. Payment of housing costs made directly to the tenant, increases the risk that it will lead to hardship for some households, and may result in rent arrears accruing, thus increasing the risk of a higher number of evictions and consequent homelessness applications. It is anticipated that the intervention and support of Housing Related Support providers will be integral in ensuring that tenancies are maintained and the numbers presenting as homeless alleviated.
- 2.5.3 Proposed changes by Central Government to the housing costs within supported accommodation and independent living could result in considerable problems for designated vulnerable groups. Briefs already circulated appear to indicate that as of 1.4.18, certain types of accommodation such as refuge, hostels, shared supported living and Extra Care may no longer be considered as being exempt from the Local Housing Allowance (LHA) which determines the amount of housing benefit which is payable. Such changes may result in some projects becoming financially unviable for registered social landlords, thus significantly increasing the risk of further homelessness, poverty and anti-social behaviour, particularly amongst, those individuals and some families who lead complex and chaotic lifestyles/. Likewise it could impact upon older people and people with learning disabilities and could destabilise the substantial progress made in promoting independence since the introduction of the Community Care Act, resulting in an increased number admitted into institutionalised settings. Such social and economic policy driven by the Central Government, would appear to contradict both

the ethos of the Supporting People Programme as well as the key aims and objectives of the Social Services and Wellbeing (Wales) Act 2014.

2.6 Local

2.6.1 Isle of Anglesey Corporate Plan 2013 -2017

2.6.2 The Isle of Anglesey's Corporate Plan 2013-2017 identifies the Local Authorities key target areas to ensure that the citizens of Anglesey receive quality service which can contribute significantly to their quality of life.

2.6.3 Three key areas have been identified during the 4 year planning cycle, these being:

- Supporting the Most Vulnerable
- Developing the Economy
- Raising the Standards of and Modernising Schools.

2.6.4 Isle of Anglesey Single Integrated Plan 2013-2017

2.6.5 During February 2012, the Isle of Anglesey County Council, commissioned a Residents Survey. The survey provided valuable intelligence on what the Island's population felt were the main factors in ensuring that Anglesey was a good place to live. These were:

- **Health Services**
- **Low Crime levels**
- **Education facilities**
- **Support for Older People and**
- **Jobs and job prospects**

2.6.6 Developed by the Anglesey Local Service Board, The Single Integrated Plan offers an integrated and holistic view of the needs of Anglesey over the coming decade and aspires to achieve its vision of 'working together to create jobs, improve health and deliver a safe and sustainable place to live. The membership of the Local Service Board comprises of Senior Representatives from:

- North Wales Police
- Betsi Cadwaladr University Health Board,
- The Voluntary Sector, Fire and Rescue Services,
- Further and Higher Education Sectors, and

- ‘One Voice Wales’ which represents local Town and Community Councils.

2.7 Isle of Anglesey Local Housing Strategy

2.7. The Isle of Anglesey County Council’s 5 year Local Housing Strategy (2014-19) contains the following six key objectives and priorities.

- Development of the right homes for Anglesey’s future
- Making best use of existing housing stock and improving homes and communities
- Preventing housing crisis and increasing housing options
- Support to promote housing independence
- Homes for longer lives
- The links between housing and the wider economy are fully realised.

2.7.2 The Supporting People Programme will have a vital role in realising the vision of the Local Housing Strategy and in particular in preventing crisis from occurring and promoting housing independence.

2.8. Reducing Poverty

2,8,1 The above mentioned legislation, policies and strategies will also underpin the direction of travel, locally, regionally and nationally as we collectively attempt to reduce levels of poverty. and deprivation,

2,8,2 The Welsh Government is currently reviewing its tackling poverty programmes (Communities First, Flying start, Families First and Supporting People) and considering viable options simplify, streamline and where possible integrate delivery in 2016/17. It is understood that consideration is being given to the allocation of a designated percentage believed to be around 5% from each of the four funding streams to consider options for improved alignment across all 22 Local Authorities. This would result in all areas being required to introduce collective and innovative means of delivery to serve its most vulnerable citizens, where common themes and threads exist.

2.8.3 The Isle of Anglesey County Council led via its Supporting People Multi Agency Local Planning Group is committed to ensuring that closer working relationships is both promoted and achieved across these programmes in order to achieve positive outcomes to the most vulnerable individuals and families within our communities. However, whilst it is recognised that there may be common themes across all

programmes, each stream also has its specialist niche and in some cases, certain groups and needs do not overlap and will still require specialist intervention and support, rather than a generic approach.

3. Need, Supply and Service Gaps.

3.1 The main tool used to assess need is the Needs Mapping form which is completed by all commissioned providers as well as some stakeholders such as the Council's Housing Options, BAWSO, Shelter, etc, when a new service user presents with housing or support needs. The information is recorded on all individuals who present regardless of whether they are assessed as requiring a form of housing related support and subsequently allocated a support service.

3.1.1 The 6 North Wales Authorities have adopted a partnership approach to the gathering of NME data. A regional needs mapping form and database was introduced in May 2012 enabling data to be analysed at both local and regional levels in order to provide a comprehensive picture of need across the North Wales region. Since April 2014 all data is inputted on-line by those completing the intelligence.

3.1.2 Despite the comprehensive data that can be extracted from the database, there remain some difficulties with using this method. These include:

- Not all providers complete the forms
- There may be double counting
- There are inconsistencies of approach and understanding in completing the form.

3.2 Returned NME Forms

3.2.1 A total of 683 forms were completed and returned by service providers between April 2013 and March 2014.

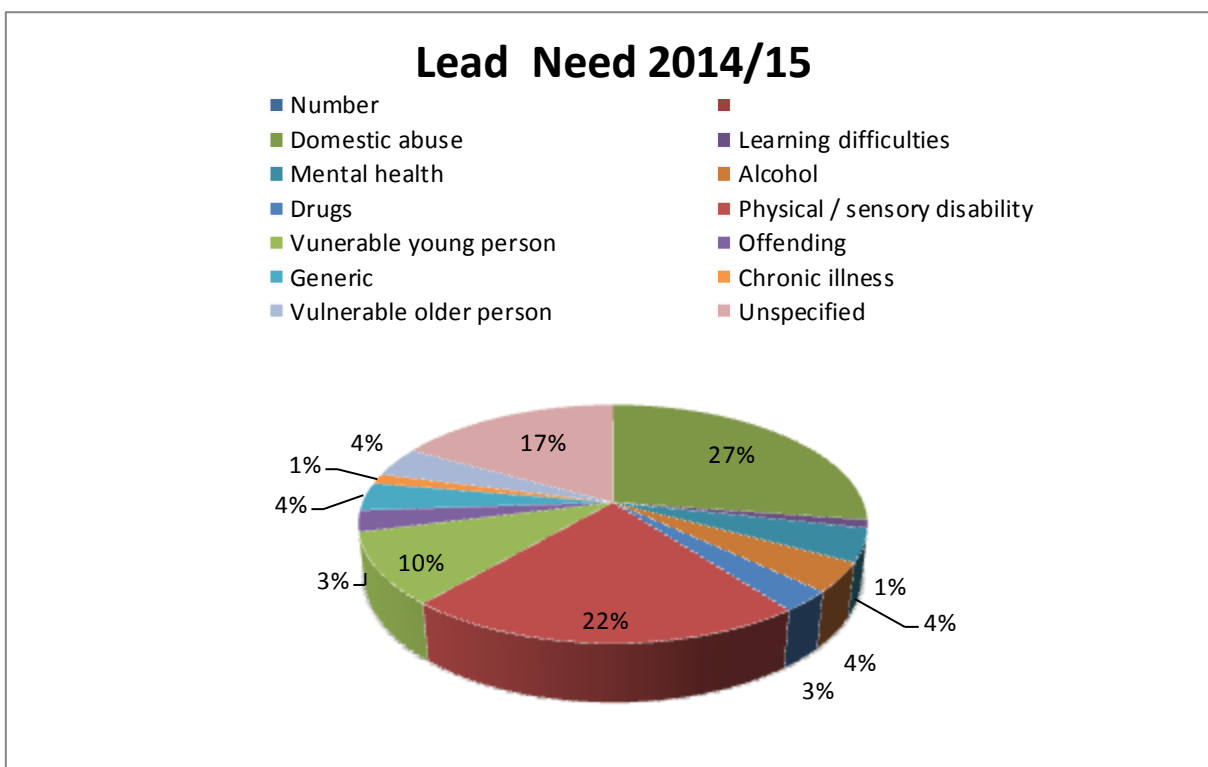
Table 2

Year	Number of NME forms Completed
2008/09	617
2009/10	724
2010/11	825
2011/12	690
2012/13	443
2013/14	683
2014/15	1,185

3.2.2 The total number of Needs Mapping forms relating to Anglesey Supporting People Services during 2013 /14 displayed a significant increase compared with the data received for the previous 12 months and was more in keeping with previous trends.

3.3 Analysis of the Needs Mapping Returns for 2014/15

3.3.1 Homelessness continues to be the largest reported lead need by a substantial margin. However, it should also be noted that the number of people who have presented to agencies as homeless or at risk of becoming homeless has reduced considerably. A total of 1,185 people presented with either housing or support needs during 2014/15. This compares with 683 referrals during, 2013/14, an increase of 74%.



3.3.2 A significant increase was recorded for people presenting with domestic abuse as a lead need during 2013/14. Once again Domestic Abuse was the second highest specific needs category, with the total increasing from 114 during 2013/14 to 324 in 2014/15, an increase of 184.2 (113%) and commensurate with 27.3% of all needs mapping referrals received, an increase of 10% compared with the previous year

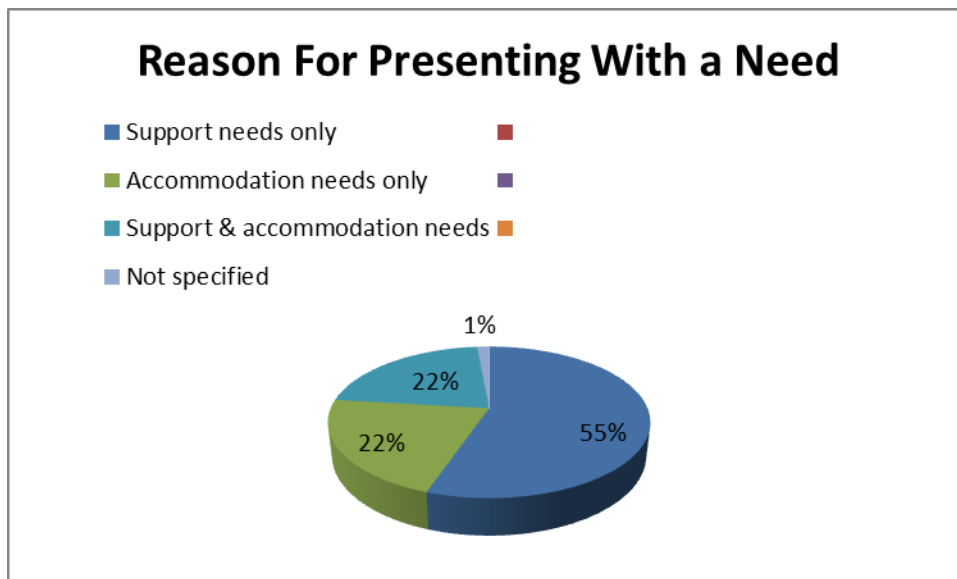
3.3.3 The number of vulnerable young persons also recorded a significant increase with 115 representations received compared with 54 during the previous year. This represents a percentage increase of 113% and the total percentage of young people presenting out of all referrals increased from 8% to 9.7%.

3.3.4 Unfortunately, a total of 200 (16.9%) presentations were unspecified and therefore, could not be allocated to any of the designated groups. This compares with 174 from 683(25.5%) from the previous year. Although this presents a significant improvement from the previous year, it does once again reinforce the inconsistencies of the

reporting of NME data amongst relevant agencies and support providers. It also demonstrates that this process should not be considered in isolation when assessing needs and gaps in service provision.

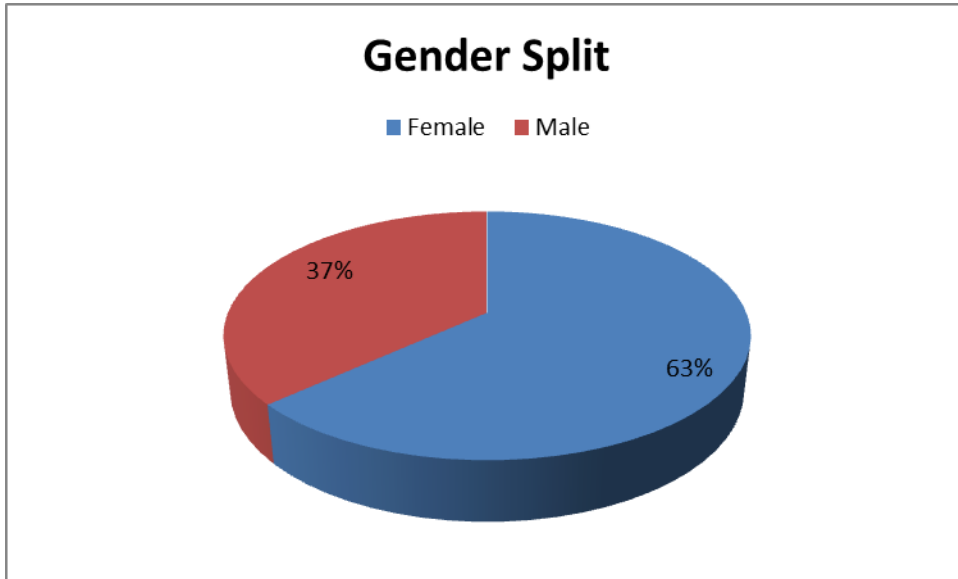
3.4 Reason for Presenting in Need

3.4.1 655 (55.3%) individuals presented with support needs alone. This compares with 31% from the previous year. In contrast 256 (21.6%) presented with accommodation needs alone, a drop of 13%, whilst 257 (21.7%) recorded both support and accommodation needs as being required, representing a drop of 8% on the previous year..



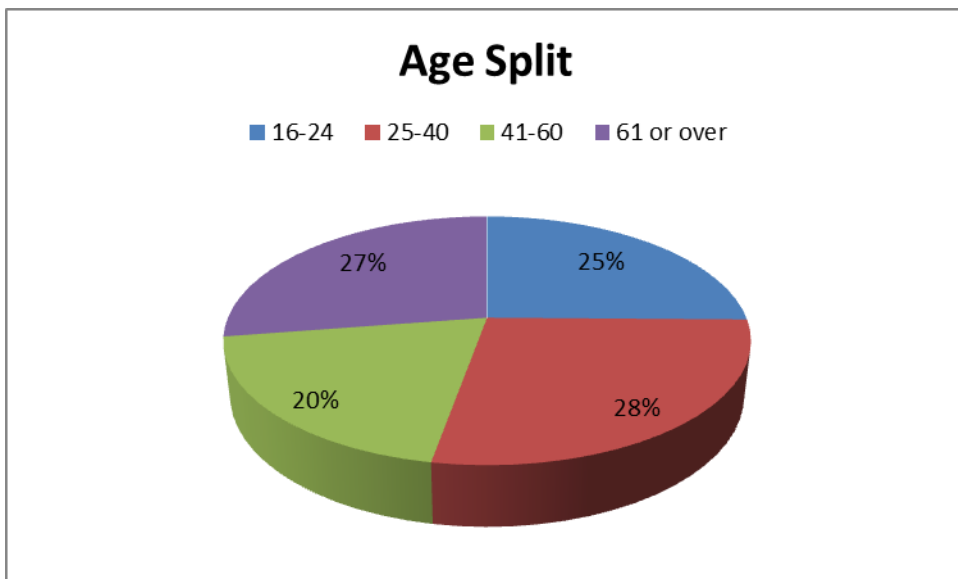
3.5 Gender Split

3.5.1 From the total of 1,185 representations made, 750 (63%) were female and 435 (37%) were male. This compares with 409 (60%) females and 207(40%) males during 2013/14



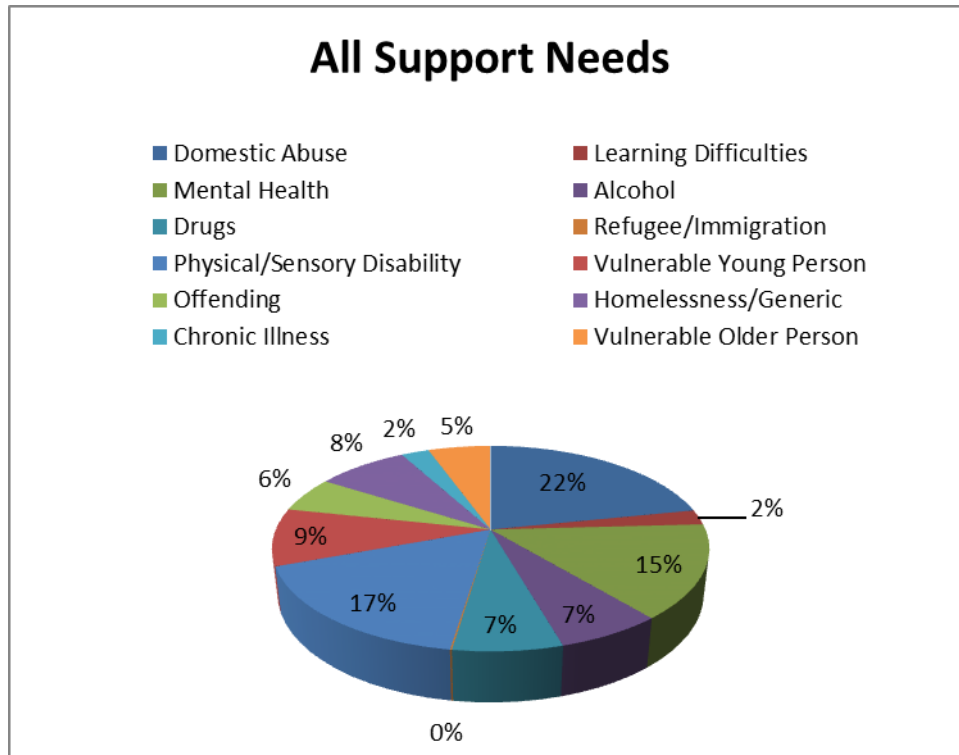
3.6 Age Split

3.6.1 In recent years the 16-24 age group has accounted for the highest number of individuals presenting with needs. However, the most recent data gathered highlights a significant shift in age trends, as shown in the graph below.



3.6.2 In comparison with previous years the 2014/15 appears to indicate a relatively equal distribution of needs led demand for services across the 4 identified age categories. However, there has been a substantial increase in the number of forms completed for both older people and those presenting with physical disabilities. This may have resulted in the considerable increase from 26 (6%) to 325 (28%) seen in the 60+ age group. In contrast the 16-24 age group saw presentations increase from 236 to 299, which accounted for 25% of the overall representations, but was in fact 10% lower than the previous year's returns.

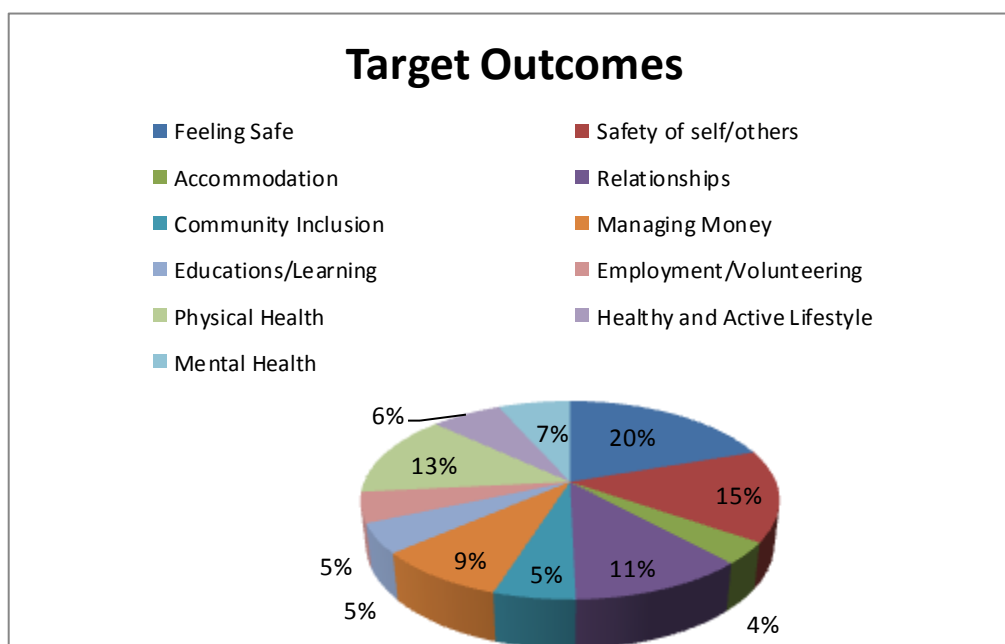
3.7. All Levels of Need.



3.7.1 A total of 1,702 overall needs were recorded for the 12 month period for 1.4.15 to 31.3.15. This is significantly lower than the previous year's total of 2,241. However, It should be noted that there have been a number of shifts within the needs mapping data for 2014-15 compared with 2013-14. These are believed to be attributable to changes made to the needs mapping form and process, including the move from a paper form to referrers completing the form themselves online. The number of questions remaining unanswered has fallen sharply making the data more reliable, which is encouraging and more than likely due to the process of a referrer moving through the questions online and educating the risk of omitting answers to some of the questions..

3.7.2 Domestic Abuse, accounted for 371 representations which was commensurate with 22% of all overall needs reported.. Physical and Sensory disabilities were the second highest, recording 287 (17%) representations. However, further caution should be taken with this return as it has been discovered that people receiving the reablement service have been classified under this group in error and should have been recorded as a vulnerable older person.

- 3.7.3 As has been the case over recent years, people with mental health needs, recorded a high number of presentations with 251 (15%). Mental health is seen as the main cross cutting theme and this is further evidenced by the fact that only 53 of the 251 identified mental health as the lead need.
- 3.7.4 The number of vulnerable young people had 154 representations of which 115 were of a lead need. 137 people presented as having generic homelessness needs of which only 45 were lead need. People with drugs and alcohol related needs recorded 116 and 113 of which 34 and 47 were respective lead needs.
- 3.7.5 A total of 3,155 target outcomes from the needs mapping data were recorded over the year. Feeling safe was the highest outcome category with 622 (19.7 %), and the safety of self and others second highest with 470 (15%). Surprisingly, the need for accommodation scored lowest of the 11 domains with 113 (3.6%) people indicating this need.



3.8 Service Gaps

- 3.8.1 It is inevitable at any given time that a programme such as Supporting People which provides support for so many different service areas, many of whom have chaotic needs, will contain gaps.

- 3.8.2 Service gaps have been further exacerbated over the past four years by the need to mitigate the effect of substantial reductions in funding, by reconfiguring and de-commissioning certain projects.
- 3.8.3 Additional factors such as increased poverty levels, struggling local economy, rising cost of living and the effects of welfare reform all impinge on the most vulnerable within our society, thus increasing demand at a time when supply is being reduced.

3.8.5 Older People

- 3.8.6 The shift from tenure led to needs led services for older people in accordance with the Aylward Review recommendations has resulted in the Local Authority being compelled to address levels of unmet need amongst the older population of Anglesey.
- 3.8.7 Current arrangements for provision of support do not extend to the wider community unless service users receive a social care re-ablement package and require an element of housing support or if they reside in accommodation based service such as extra care or sheltered accommodation.
- 3.8.8 Work remains ongoing to decommission a range of Supporting People funded projects for Older People. This includes remodelling the delivery of support across 23, Council owned Sheltered Warden Schemes, contribution to the reablement scheme and the current support element within an Extra Care Scheme on the Island. The funding for all three schemes will be re-invested into the provision of one generic housing related support service for older people across Anglesey, regardless of the type of accommodation in which they reside.
- 3.8.9 It is envisaged that the remodelling of this service will enable the take of older people accessing housing related support to double in volume from 2016/17 onwards.

3.8.10 Young People

- 3.8.11 The number of enquiries received by our Services for Young People and subsequent referrals have increased substantially over the past 4 years. The needs evidenced are also of a more complex nature and often involve costly multi agency intervention.
- 3.8.12 Despite the commissioning of supported accommodation and add-on floating support providing an additional 17 units, demand remains to outstrip supply, and given the current direction of social policy, particularly with further welfare reform changes expected, trends are not anticipated to show a decrease in numbers requiring a form of intervention. Consequently an upturn in the social and economic circumstances for some of our most vulnerable young people is unlikely.

3.8.13 Domestic Abuse

3.8.14 Anecdotal evidence gathered from needs mapping data and quarterly monitoring visits suggest that domestic abuse is increasing within society, with a number of cases displaying acute needs which requires multi agency assessment and intervention. There are clear trends from the data analysed that the number of people presenting with such needs are rapidly increasing year on year. However a number of domestic abuse incidents will remain hidden due to associated stigma and fear of repercussions. Unmet need will therefore unfortunately always remain within issues relating to domestic abuse.

3.8.15 Section 5 of this document, refers to proposed developments to remodel current provision and maximise resources by pooling funding which is provided by various Local Authority Commissioners to address what appears to be an increasing problem within society. This has been identified as a key priority during 2016/17.

4. Consultation Evidence.

4.1 The Isle of Anglesey's Supporting People Team has made, significant progress in addressing issues relating to consultation over the past three years.

The following evidences our progress over the past twelve months in relation to:

- Service User Involvement
- Older People Reconfiguration
- Tender Practices
- Providers engaging in meaningful service user engagement
- Detailed Service Reviews.(see Section 5 page 26 further details)

4.2 Service User Involvement

Service User Involvement has been identified as a key priority by Welsh Government within the Supporting People Programme and is now a standing agenda item at bi-monthly, North Wales, Regional Collaborative Committee.

The Isle of Anglesey County Council has received commendation from TPAS who have been commissioned by Welsh Government to lead and provide support to Supporting People Teams and RCC's to promote service user involvement across Wales. Feedback in a report presented to Welsh Government recently, praised the progress made by Anglesey and highlighted examples of good practice. These included

- Including current or ex-service users on Supporting People Tender evaluation panels.
- Development of an on-line service user questionnaire. See further details on pages 22-25.

4.3 Older People Reconfiguration

Extensive consultation with a range of stakeholders including tenants, council members, staff, Council Officers, and outside agencies has been undertaken as part of the proposed

configuration of housing related support for older people. Further reference is made in Section 5 of this document.

Consultations at all 23 council owned sheltered schemes were held, as well as at the Extra Care Scheme in Penucheldre. These sessions followed on from previous events including a dedicated accommodation event and a co-produced approach to develop a 'No Place Like Home' Commissioning Strategy which has underpinned the model adopted for development.

It is anticipated that the new service will be implemented during Qtr1 of 2016/17

4.4 Tender Practices

The need to test the market and engage in tender exercises to ensure compliance with European Procurement Rules has been a regular practice within the Supporting People Programme on Anglesey, over the past two years. During this period, service users have been represented during all evaluation panels held and having received induction and preparatory sessions have influenced and made substantial contributions to the final decision making process.

These include:

- Generic Tenancy Support,
- Young People, with Complex Needs,
- Single People aged 24-55
- Substance Misuse
- Offending
- Mental Health

4.5 Your Service Your Say

4.5.1 During the later stages of 2015/16, the Isle of Anglesey Supporting People Team have in conjunction with the Council's Information Technology Team developed an on-line service user our Service Your Say. To date 74 service users have completed the electronic pro forma which provides useful data in terms of gauging service user opinions on the quality of services, opportunities for involvement, gaps in services and areas for improvement. A further 38 have viewed or partially completed the requested information. Take up has been extremely encouraging and it is hoped that this resource can provide robust and meaningful data to reflect current provision and develop future services.

4.5.2 The data below provides a synopsis of the returns received to date.

112 service users have accessed the survey link

74 have completed the survey

38 have partially but not fully submitted the survey

Provider	Response %	Response Total	Supported Accommodation	Floating Support
Agorfa	5.88%	4	0	4
Anheddau	5.88%	4	3	1
CAIS	32.35%	22	21	1
Cartrefi Cymru	1.47%	1	0	1
Clwyd Alyn	0.0%	0	0	0
Digartref	5.88%	4	1	3
Gorwel	4.41%	3	0	3
Hafan Cymru	0.0%	0	0	0
Tyddyn Môn	0.0%	0	0	0
Hylands	0.0%	0	0	0
NACRO	8.82%	6	5	1
Môn Care	0.0%	0	0	0
Grŵp Cynefin	0.0%	0	0	0
The Wallich	19.12%	13	0	13
IoACC Housing Support	11.76%	8	0	8
Community Mental Team	4.41%	3	0	3

Out of 82 completed surveys in 6 people didn't wish to disclose which Provider they were supported by.

Relevant Client Groups	Response Percent	Response Total
Generic	14.93%	10
Mental Health	19.4%	13
Physical Disabilities	1.49%	1
Learning Disabilities	4.48%	3
Substance Misuse	40.30%	27
Older People (55+)	4.48%	3
Young People and Young Families (16-25)	2.99%	2
Domestic Abuse	4.48%	3
Vulnerable Single People	2.99%	2
Offending	5.97%	4
Homelessness and over age 25	20.90%	14

Out of 68 responses 7 people didn't wish to disclose which client group was relevant to them.

86.76% (59 responses) rated the service as very good, 11.76% (8 responses) rated the service as Good and only 1.47% (1 person) rated the service as very poor. There was no comment given for the poor rating.

The reasons for rating the service Very Good :-

“The staff has helped me feel more independent by encouraging me to do more for myself”.

“Helped me regain my confidence”

“I have learned how to live independently, able to finish and attend my college course.”

“Regular committed support and guidance enabled family to manage debt and reduce stress.”

“I have had all the support I needed and more, they never stop working until your targets are matched. This has to be to me by far the best agency to help homeless people in times of their needs. Outstanding support an advice.”

“Staff are friendly and helpful with any issues that I have and they advise me of any issues that I have”

“Because they have helped me with everything I need, and I would still be homeless if it wasn't for them”

Outcomes

The service users were asked which outcomes they felt the service had helped or is helping them to achieve; out of 68 responses these were the results. (7 SU's didn't answer this question)

Outcomes	Response Percent	Response Total (of 82)
To feel safe in your home and in the community	62.69%	42
To manage and maintain your accommodation	83.58%	56
To manage relationships e.g, with family members, neighbours, others	43.28%	29
To feel part of the community	65.67%	44
To manage your finances	74.63%	50
To engage in education and learning	28.36%	19
To engage in paid employment / voluntary work	25.37%	17
To be physically healthy	37.31%	25
Helped you to be mentally healthy	65.67%	44
Helped you to lead a healthy and active lifestyle	38.81%	26
To maintain your tenancy and prevent homelessness	73.13%	49

Service User Involvement

The service users were asked if they were given the opportunity to input or change any of the following services: - Out of 68 responses these were the results. (6 didn't answer the question)

Answer Choice	Yes	No	Response Total
Meetings	64	3	67
Newsletter input	27	38	65
Questionnaires about the quality of the service	58	5	63
Service user events	39	23	62
Arranging individual or group activities	34	26	60
Improving current services and or developing new services	27	29	56
Time spent supporting you	62	4	64
The activities and type of support you receive	60	4	64
Change in support worker or provider	55	11	66
Policies / procedures	18	37	55
Do you think the period you have received the support for is correct for your needs?	63	2	65
Do you feel involved and part of the support received	64	2	66
Are the numbers of hours you receive per week helping you to address your needs?	63	1	64

The Service users were asked: **“Do you have any comments or suggestions that you think would improve the service currently being provided?”**

“Better Information On How Different Departments Work.”

“Continuity of workers - support worker has often changed due to staff changes.”

“Needs to be maintained, I will fall back into bad ways without regular support.”

“Staff to have a laptop to complete paperwork.”

“More staff.”

The service users were asked: **“Do you think there are any services that are not available on the island? i.e. specialist services, counselling, transport etc.”**

“I wish that Prospect was available on Anglesey however I do my best to go to as many services available to me.”

“Definite lack of general support, need more support for people with learning disabilities.”

“Further support to help me get back in to work (haven't received much help from the job centre).”

“Transport to do daily living activities.” “Transport to appointments”

“No, maybe have grants for Mental Health.”

“More counselling.”

5. Priorities for Development

5.1 Reviewing and Monitoring of Services

5.1.2 The Supporting People Team on Anglesey have undertaken a programme of strategic reviews at three yearly cycles since the inception of the Programme in 2003. The review process is a rigorous and robust method used to determine eligibility, strategic relevance value for money and also acts as a medium to promote service user engagement and service development.

5.1.3 The intensive programme of service reviews undertaken by the Supporting People Team during 2013 and 2014 and 2105 has now been completed and a new cycle will commence in 2016

5.1.4 The evidence in terms of service quality, value for money and strategic relevance has been invaluable to determine where our priorities lie, which services have required remodelling, recommissioning or in some cases full decommissioning, during what has been an extremely challenging 3 years from a financial perspective.

5.1.5 Details of how we propose to utilise the 2016/17 funding are included below. In accordance with the Welsh Government’s requirements, all reductions have been based on strategic planning and intelligence rather than applying equal cuts across all services. All commissioned services are included with supply maps, consistent with the Welsh Government Eligible Groups and Spend Plan Categories.

5.2 Domestic Abuse

5.2.1

Provider	Units	Description
Gorwel	4	Refuge Provision
Gorwel	1	Dispersed Refuge

Gorwel	6	Floating Support
Gorwel	14	IDVA
	25	

5.2.2 A service review of the domestic abuse services for which Gorwel are commissioned to provide was undertaken during 2014. The findings of the review revealed that the current model of provision and in particular the floating support element was not cost effective. Consequently a reduction in funding was agreed from April 2015.

5.2.3 It is our intention to review Domestic Abuse provision in conjunction with other commissioners within the Local Authority during 2016/17. Consideration is likely to be given to alternative models to meet the needs of people within this service group, and in the interim, it is not proposed to further reduce the current allocation for this service area.

5.3 Learning Disabilities

5.3.1 Supply Map

Provider	Units	Description
Cartrefi Cymru	14	Permanent Supported Housing Projects across 6 Schemes.
Tyddyn Môn	17	Permanent Supported Housing Projects across 5 Schemes.
Môn Care	9	6 Permanent Supported Housing Schemes and 3 Units of Floating Support
Hylands	1	1 Unit of Supported Housing
Pen Y Graig	1	1 Unit of Supported Housing
	42	

5.3.2 The provision of housing related support for people with learning disabilities accounts for the highest cost of all eligible groups who receive Supporting People funding by some considerable margin. The annual outlay in respect of housing related support provision for people with learning disabilities currently amounts to £722,689 ,and is commensurate with 27.33 % of the Supporting People allocation for 2016/17. This equates to an average annual cost of £19,018?? for each of the 38 individuals who are supported to live independently within the community. The average calculation excludes

the 3 units of floating support which is commissioned at a cost of £22,563,.84 which equates to £7521.28 per person.

5.3.3 At the time of writing, work remains ongoing to transform the Local Authority’s provision into a modern, person centred, co-produced, fit for purpose and financially sustainable model for the Local Authority.

5.3.4 It is inevitable that the Regional Agenda which has prioritised Learning Disabilities as an area for reform will have an impact upon the local funding arrangements. The anticipated proposal to form an approach which is likely to result in the capping of housing related support for people with learning disabilities will have undoubted financial implications for the Authority’s Social Services Budget. However, we cannot continue to ignore the fact that unless this matter is addressed, the Supporting People Programme will continually be used to fund ineligible services and placing the overall programme funding at risk.

5.3.5 It is therefore proposed that the IoACC will undertake a case by case review of all Supporting People funded cases for people with learning disabilities, to ascertain what can be deemed eligible and ineligible tasks for housing related support funding.

5.3.6 It is proposed that this work be undertaken over a three month period during 2016 and will assist the Authority to remodel its provision of independent living models for people with Learning Disabilities.

5.3.7 In the interim it is proposed that the Supporting People Funding be reduced by £70,000 during 2016/17 which is commensurate with decrease of 8.8 % It is also highly likely that following the individual case reviews, that further reductions will be implemented as part of a new jointly commissioned Supporting People / Adult Social Care Service, However the anticipated savings which will result cannot be quantified at present and will depend upon the model of independent living which will be implemented. ,

5.4 Mental Health

5.4.1 Supply Map

Provider	Units	Description
Anheddau	3	Supported Accommodation (shared property)
Anheddau	15	Floating Support
CSS	6	24hr Supported Accommodation
CSS	70	Flexible Floating Support

- 5.4.2 Following regular discussions and engagement over the past two years between the Supporting People Team and designated providers of housing related support for people with mental health needs, significant strides have been achieved in ensuring that the service is now meeting eligible housing related support needs.
- 5.4.3 Gaps were previously identified within this service, where people with lower level mental health needs were unable to access the support unless they were assigned to the specialist Community Mental Health Service. Likewise, Section 117 funded cases were also receiving long term housing related support, despite this being identified as ineligible funding, unless housing related support was identified as a statutory priority on the after care discharge plan.
- 5.4.4 The establishment of a mental health steering group which has included Supporting People representation has assisted in changing the mind-set within this service into one which provides housing related support for people with mental health needs at all ends of the spectrum- i.e. from initial early intervention to enduring needs. This in turn has also impacted positively on other services such as the generic tenancy support services by reducing the referrals and waiting list into this service.
- 5.4.5 Despite the significant progress made within this area of housing related support, there remains a need to test the market and ensure that as commissioners, we are compliant with Procurement Rules.
- 5.4.6 At the time of writing, a tender process is underway to invite bids to deliver housing related support for people with mental health needs. The successful provider will be expected to deliver a combination of floating support and supported accommodation services, with the provision of 24/7 presence on site being removed, and replaced by an on-call service.
- 5.4.7 It is anticipated that efficiency savings of at least £19,000 per annum will be achieved as a result of the service remodelling, and the floating support service will be made available to an increased number of people within the community. The remodelled service is expected to be implemented from 1st May 2016.

5.5. Substance Misuse

5.5.1 Supply Map

Provider	Units	Description
CAIS	4	Supported Accommodation and Move-on Projects
Floating Support	33	6 High Level Units, 3 Medium level and 24 Low Level Support.
	37	

- 5.5.3 As is currently the case with people with mental health needs who require housing related support, a tender exercise is currently being held to appoint a provider to meet the support needs of people with substance misuse.
- 5.5.4 Anecdotal evidence indicated that there is correlation between substance misuse, offending history and episodes of homelessness. Although this is not always the case, further research indicated that other Housing Related Support Commissioners had also identified correlation across these groups and had subsequently merged financial resources to meet the needs across all 3 groups.
- 5.5.5 In the Autumn of 2015, a recommendation to merge housing related support services for people who have substance misuse, offending, and or homelessness needs was approved by the Isle of Anglesey's Supporting People Planning Group.
- 5.5.6 Merging the services have enabled economies of scale to be maximised, and management costs to be minimised. Merging the provision will also ensure that the number of units of provision is maintained at a lower cost, thus enhancing the value for money return at the front end of service delivery.
- 5.5.7 It is anticipated following the award of the remodelled contract currently out to tender that the savings to the Supporting People Programme Grant will be in the region of £80,000 per annum.

5.6 Young and Vulnerable People

5.6.1 Supply Map

Provider	Units	Description
Digartref Ynys Môn	9	Supported Accommodation, Core and Cluster Model with 7 Core and 2 Cluster Units (Coedlys)
Floating Support	6	Floating Support attached to Coedlys project

Digartef Ynys Môn	13	Supported Accommodation 9 Units at LLys Y Gwynt and 4 at y Gilfach
Digartref Ynys Môn	12	8 Floating Support and 4 Move-on Units
	40	

5.6.2 Demand for services to support young people and prevent homelessness has been continuously increasing over the past three years. The Coedlys Supported Accommodation Project has received 23 enquiries since 1.4.15, which has generated 16 referrals. However accommodation and support has only been provided to 10, such is the extent of the complex needs with which the young people present, resulting in longer periods of stays. During the same period 7 have left the project for a variety of reasons

5.5.2 The Coedlys Core and Cluster was initially jointly commissioned from May 2013, and included Supporting People funding, Families First and Big Lottery monies, for a 3 year period, with an option to extend the Supporting People component for a further 3 years, pending compliance and the availability of funding.

5.6.3 The ending of availability of the lottery funding will result in the Supporting People contribution having to be increased or efficiency savings being identified by the provider. Discussions remain ongoing to cover the shortfall, and it is not envisaged that there will be no further imminent changes to funding arrangements or units of provision from April 2016.

5.6.4 A need to test the market has also been identified in respect of housing related support services for young people, and is scheduled during the 2106/17 financial year.

5.7 Vulnerable Single Parents

5.7.1 Supply Map

Provider	Units	Description
Hafan Cymru	4	Supported Housing
Hafan Cymru	12	Floating Support
	16	

5.7.1 Hafan Cymru provide a combination of 4 units of Supported Housing and 12 Floating Support. Despite the lead need of those presenting to Hafan Cymru, designated as

Vulnerable Single Parents, the majority of those presenting are also victims of domestic abuse. The service therefore complements the provision of higher level need in terms of domestic abuse which is provided by Growel.

5.7.2 It is proposed for the forthcoming commissioning cycle that no reduction is made to the investment to provide housing related support for vulnerable single parents. However, as the vast majority of service users within this client groups are also victims of domestic abuse. Consideration will therefore be given to merging both this service and domestic abuse provision during 2016/17 as we seek to modernise and offer alternative options for many vulnerable single parents and those whom are victims of domestic abuse..

5.8 Generic Floating Support

5.8.1 Supply Map

Provider	Units	Description
IoACC Housing Services	80	Generic Floating Support Medium Level
Agorfa	21	Generic Floating Support Low Level
NACRO	13	Generic Floating Level Low Level
	114	

5.8.2 At present there are 114 units of generic housing related support. A review of the Agorfa Service undertaken during 2015, resulted in the recommendation that the service should be decommissioned in its current format. Furthermore the 13 units of generic floating support provided by NACRO has also been decommissioned and will account for significant efficiency savings during 2016/17.

5.8.3 It is not foreseen that the decommissioning of these units will see demand increased and waiting lists created for generic support as the changes within mental health, and older people will result in less referrals for these two client groups being received via the generic route.

5.8.4 The efficiency savings for this particular group cannot be disaggregated but form the majority of the savings identified as part of combining provision for substance misuse, offending and homelessness.

5.9 Offending History

5.9.1 Supply Map

Provider	Units	Description
NACRO	8	Doorstop 3 units of Supported Accommodation and 5 Units of Floating Support
NACRO	6	Dispersed Supported Accommodation
	14	

5.9.2 A detailed review of services which are provided by NACRO was undertaken during 2014. The review contained recommendations which would result in the remodelling of the Supported Accommodation element of the contract, and merging of the Supported Accommodation provision to 9 units and de-commissioning the current Doorstop service. This has been agreed in principle, due to lack of available suitable properties, which has led to a service which is predominantly floating support and therefore not being cost effective.

5.8.3 As previously mentioned, housing related support services for people with needs related to offending is currently out to tender, and will be merged with the needs of homeless people, and those engaging in substance misuse . The remodelled service will have nine units of supported accommodation for offenders which will be flexible to single people and or families as well as 5 units of floating support. In addition there will be an additional 34 units of floating support services which can be used flexibly across all three client groups as and when needs arise and intervention required.

5.8.3 The efficiency savings for this particular group cannot be disaggregated but form the majority of the savings identified as part of combining provision for substance misuse, offending and homelessness

5.10 Older People

5.10.1 Supply Map

Provider	Units	Description
Môn Care	10	Floating Support for People with Early Onset Dementia and Memory Loss needs
Môn Care	16	Reablement
Môn Care	491	Sheltered Warden Schemes across 23 Council owned Schemes.

Gorwel	54	Extra Care Provision at Penucheldre
Gorwel	25	Sheltered Housing at Llys Mair
Clwyd Alyn	40	2 x 20 Units Sheltered Housing Schemes with Community Warden and Alarms
	636	

- 5.10.2 Remodelling housing related support for older people was identified as a priority area during 2015/16.
- 5.10.3 A considerable amount of time and effort have been utilised to ensure that Anglesey's Supporting People Programme will from May 2016 become compliant with the Supporting People Programme Grant Conditions where it is a mandatory requirement by April 2017, that all services for older people must be based upon need, as per the Aylward Review.
- 5.10.3 The completion of reviews for all the above services over a three year period has undoubtedly highlighted the need to modernize and make access to services easier for Anglesey's older population.
- 5.10.4 Ninety Six percent of the above supply map for older people is based upon a tenure led approach, and consequently excludes the majority of Anglesey's older people from accessing housing related support. It was also identified within our service reviews that only a third of Council Sheltered Housing Tenants accessed the service provided.
- 5.10.5 Preserving the status quo was therefore not an option and consequently a co-production approach was adopted to facilitate the reconfiguration process. The views of service users, wider community and other stakeholders via the Ochr yn Ochr Co-Production Group, were seen as pivotal to ensuring that the reconfiguration process would ensure that eligible strategically relevant, fit for purpose outcome focused services which provide value for money will be delivered to meet the needs of our older population in future.
- 5.10.6 Amongst the range of options considered for older people services were
- Development of additional extra care schemes which would include housing related support provision. This remains a key corporate priority over the medium term.
 - Remodel existing sheltered housing provision into a hub and spoke model of provision

- Deliver a floating support service for all older people with assessed housing related support needs regardless of tenure and thus replace the service within the supply map shown above.
- Deliver a pilot targeted housing related support service in conjunction with Local Area Co-ordination within a designated geographical patch

5.10.7 Following extensive consultation both within the Authority and externally with Stakeholders, including all current service users, the development of an island wide floating support service for older people has been approved.

5.10.8 Service reconfiguration is aimed at doubling the take of the service, with circa 500 older people able to receive support at any given time. The provision of this service will result in it dovetailing with other accommodation and care services such as Extra Care Housing, as we aim to ensure as many of our older population can lead fulfilled and independent lives within the environment of their own homes and local communities for as long as possible. In doing so, it is also envisaged that such preventative action will lead to reduced admissions into hospitals, residential and nursing homes.

5.10.9 It is expected that the tender process will have been completed by April 2016, with the reconfigured service implemented during Qtr 1 of 2016/17.

5.11 Single People Aged 25-54 who are Homeless or at Risk of Homeless

5.11.1 Supply Map

Provider	Units	Description
The Wallich	14	Housing First – Intensive Floating Support for People who are either Homeless or Rough Sleeping
	14	

5.11.2 The Wallich were commissioned in April 2013 to initially provide 12 units of High Intensity Floating Support based upon the Housing First model to Rough Sleepers and those who are either homeless or at high risk of becoming homeless. A value for money exercise recently conducted highlighted the extremely high level ratio of support which this project provides per service user. Further discussions may be required in relation to exploring further cost efficiencies in the future. However, the number of units

have been increased from 12 to 14 during 2014/15, and a reduction in funding was agreed with the provider from April 2015.

5.11.3 A service review undertaken during 2015 highlighted that the staff to service user ratio was disproportionately high for a floating support project at 1 staff to 3.5 service user. Although the review acknowledged the quality and intensity of the provision, given the chaotic nature of the targeted group it was agreed that value for money could be increased and subsequently the number of units has since increased to 17 per week.

5.11.4 No further changes to the contractual investment are proposed during 2015/16.

5.11 Community Alarms

5.11.1 Supply Map

Provider	Units	Description
Housing Services (Tunstall)	1280	Community Alarms within Sheltered and Designated Older People Accommodation
Cynefin (Galw Gofal)	119	119 Community Alarms at y Penucheldre and Llys Mair
Môn Care (Galw Gofal)	170	Provision of Community Alarms and Telecare Provision.

5.11 The provision of community alarms are seen as intrinsic component in promoting the preventative agenda, promoting independence across a range of otherwise vulnerable groups, and contributing considerably to enable Supporting People funded services to achieve positive outcomes, particularly in promoting personal and community safety as well as independence and control.

5.12. There can be little doubt that the independence of a significant number of older people would be compromised without the provision of the community alarm and add-ons such as telecare and tele-health sensors.

5.13 It has been recommend that the funding for the provision of community alarms remains unchanged.

6.0 Spend Plan.

- 6.1 The information and data contained in the table below, compares the proposed budget for the 2016-117 year with the previous four years. It should also be noted that at the time of writing of this document, the proposed sum is an indicative amount.

Financial Year	Supporting People Programme Grant	Local Authority Contribution	Total
2012/13 (Aug/March)	£2,111,315	Nil	£2,111,315.05
2013/14	£3,052, 211	£45,000	£3,097,211
2014/15	£2,899,598	£197,613	£3,097211
2015/16	£2,643,866	£70,000	£2,713,866
2016/17	£2,643,866	£140,000	£2713,866

6.1.1

Based upon the above mentioned indicative amounts for 2014/15 and 2015/16, it would be reasonable to assume that Anglesey's Supporting People funding will be significantly reduced over the cycle of this commissioning Plan. In real terms the proposed reductions equate to 5.26% for 2014/15 and 8.8% for 2015/16.

Supporting People Spend Plan 2016/17

Client Group	2016/17 Total Grant Allocated £	Local Authority Contribution	% Increase or Decrease since 2015/16
Women experiencing Domestic Abuse	160,752	0.00	0.00%
Men Experiencing Domestic Abuse	0.00	0.00	0.00%
People with Learning Disabilities	722,689	70,000	-8.8%
People with Mental Health Needs	192,000	Nil	-8.8%
People with Alcohol Needs			
People with Substance Misuse Needs			
People with Criminal Offending History	295,000	0.00	-5.6%
People with Refugee Status	0	0.00	0.0%
People with Physical and Sensory Disabilities	0.00	0.00	-100%
People with Development Disorders (e.g Autism)	0.00	0.00	0.00
People with Chronic Illness Needs (e.g. HIV and Aids)	0.00	0.00	-100%
Young People who are Care Leavers	0.00	0.00	0.00
Young People with Support Needs (16-24)	421,673	70,000	0.00
Single Parent Families with Support Needs	74,189	0.00	0.00
Families with Support Needs	0.00	0.00	0.00
Single People with Support Needs not listed above (25-54)	92,143	0.00	0.00

People aged over 55 years of age with Support Needs (exclusive of alarm services)	386,984	0.00	+4.6%
Generic Floating Support / Peripatetic (tenancy support services which cover a range of needs.	186,854	0.00	+4.6
Alarm Services (inc sheltered / extra care.	111,582	0.00	0.0%
Total	2,643,866.03	140,000	

7. Equality Impact Assessment

Equality Impact Assessment (EIA) Part A – Initial Equality Impact Assessment

Start Date: 4.12.14. (

Completion Date: **Ongoing**

PART A - Step 1: Preparation

1.	What are you assessing?	<p>The impact of proposals contained within the Supporting People Programme Grant Commissioning Strategy for 2016/19.</p> <p>The strategy focuses on the commissioning of housing related support for a diverse range of equally vulnerable individuals or families who are either homeless or at risk of becoming homeless.</p> <p>The proposals include the remodelling, decommissioning and recommissioning of support services as detailed in the Commissioning Strategy and mandatory Spend Plan.</p>
2.	Is this a new or existing policy?	Updated from the 2015/18 strategy.

3.	What are the aims and purpose of this policy?	<p>To identify efficiency savings of approximately ?? within the Anglesey Supporting People Programme. This is due to a combination of a reduction in funding of 8.8% in the allocation issued from Welsh Government along with further projected overspend based upon historical evidence of an overspend which was previously funded from a reserve fund.</p> <p>This EQIA is concerned with the equalities impact of implementing such a significant level of efficiency savings on equally vulnerable individuals and families across a diverse range of service user areas. Equalities Data.</p> <p>The data below provides a snapshot of tenants / service users who have received a Supporting People Subsidy during quarter 2 of 2015/16. In accordance with the SP regional requirements, the data only provides a snapshot of new starters during that particular quarter.</p> <table border="1" data-bbox="801 815 2038 890"> <tr> <td>Gender</td> <td>Male</td> <td>Female</td> </tr> <tr> <td></td> <td>49</td> <td>82</td> </tr> </table> <table border="1" data-bbox="801 1002 2038 1077"> <tr> <td>Age</td> <td>16-24</td> <td>25-34</td> <td>35-44</td> <td>45-54</td> <td>55-64</td> <td>65+</td> </tr> <tr> <td></td> <td>50</td> <td>50</td> <td>61</td> <td>76</td> <td>191</td> <td>217</td> </tr> </table> <table border="1" data-bbox="801 1118 2038 1241"> <tr> <td>Ethnicity</td> <td>White</td> <td>Mixed White & Asian</td> <td>Mixed White and Black Caribbean</td> <td>Mixed White – Other</td> <td>Asian or Asian British - Indian</td> <td>Asian or Asi British – Pakistani</td> </tr> <tr> <td></td> <td>125</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>0</td> </tr> </table> <table border="1" data-bbox="801 1283 2038 1388"> <tr> <td>Ethnicity</td> <td>Asian or Asian British – Bangladsehi</td> <td>Asian or Asian British – Chinese</td> <td>Asian or Asian British – Filipino</td> <td>Asian or Asian British – Other</td> <td>Black or Black British Caribbean</td> <td>Black or Black British African</td> </tr> </table>						Gender	Male	Female		49	82	Age	16-24	25-34	35-44	45-54	55-64	65+		50	50	61	76	191	217	Ethnicity	White	Mixed White & Asian	Mixed White and Black Caribbean	Mixed White – Other	Asian or Asian British - Indian	Asian or Asi British – Pakistani		125	0	0	0	1	0	Ethnicity	Asian or Asian British – Bangladsehi	Asian or Asian British – Chinese	Asian or Asian British – Filipino	Asian or Asian British – Other	Black or Black British Caribbean	Black or Black British African
Gender	Male	Female																																														
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	125	0	0	0	1	0																																										
Ethnicity	Asian or Asian British – Bangladsehi	Asian or Asian British – Chinese	Asian or Asian British – Filipino	Asian or Asian British – Other	Black or Black British Caribbean	Black or Black British African																																										

			0	0	0	1	0	0	
Ethnicity	Black or Black British Other	Arab	Gypsy / Traveller	Other					
	0	0	0	0					
Nationality	Welsh	English	N Irish	Scottish	British	Irish	Other		
	63	13	0	0	48	1	2		
Preferred Language	Welsh	English	BSL	Other					
	24	90	0	1					
Religion	None	Buddhist	Jewish	Sikh	Hindu	Christian	Muslim	Other	
	68	0	0	0	0	15	1	0	
Disability / Impairment	Mobility	Sight	Hearing	Mental Health	Learning Difficulty	Dexterity	Other		
	10	0	0	16	1	0	0		
Sexual Orientation	Bisexual	Gay or Lesbian	Heterosexual	Prefer not to say					
	1	1	81	540					
4.	Who is responsible for the policy/work you are assessing?	Isle of Anglesey's Local Supporting People Planning Group which comprises of Local Authority Representation at Head of Service Level and /or middle management. Betsi Cadwaladr University Health Board, Probation Wales as well as Long and Short Term providers and Third Sector Umbrella Organisation are also members of the Group.							

5.	Who is the Lead Officer for this EIA?	Shan Lloyd Williams (Head of Housing Services, Isle of Anglesey County Council)
6.	Who else is involved in undertaking this EIA?	<p>Arwel Jones – Principal Development Officer, Housing Services, with Lead Officer Responsibility for the Supporting People Programme.</p> <p>Katy Heneghan– Review, Contract and Development Officer Supporting People Team.</p> <p>Lesley Thomas - Review, Contract and Development Officer, Supporting People Team.</p> <p>Anne Sutton - Data and Financial Analyst.</p>
7.	Is the policy related to other policies/areas of work?	<p>The Supporting People Programme is a policy and funding framework led by Welsh Government which disseminates annual funding to local authorities to support and assist some of the most chaotic and vulnerable people to manage their own home, to retain independence, and enhance their quality of life.</p> <p>Supporting the most vulnerable people within our society has been identified as one of three key priorities within the Isle of Anglesey County Council’s Corporate Plan 2013-2017. Other policy areas of work which this policy relates to are:</p> <ul style="list-style-type: none"> • The National Housing Strategy, Improving Lives and Communities – Homes in Wales, • The Ten Year Homelessness Plan for Wales 2009-2019, • The National Supporting People Outcomes Framework, • The Isle of Anglesey Local Housing Strategy 2014-2019 • The Isle of Anglesey Single Integrated Plan – Our Island Our Future which now combines the Community Plan, Health, Social Care and Wellbeing Strategy and the Children and Young People Plan, all of which

		<p>were previously independent strategic documents.</p> <ul style="list-style-type: none"> • Housing (Wales) Act 2014 • Social Services and Wellbeing (Wales) Act 2014
8.	Who are the key stakeholders?	Service Users, Tenants, Local Authority colleagues mainly from Social Services, Service Providers of Housing Related Support and their workforce, Registered Social Landlords, Private Sector Landlords Elected Members, Local Communities, Health Probation, Local 3 rd Sector

9 - Is the policy relevant to how the Authority complies with the public sector general duty relating to people who are protected due to age; disability; gender; gender reassignment; pregnancy and maternity; race, ethnicity or nationality; religion or belief and sexual orientation?	Yes	No
The elimination of discrimination and harassment	✓	
The advancement of equality of opportunity	✓	
The fostering of good relations	✓	

The protection and promotion of human rights	✓	
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PART A - Step 2: Information Gathering

<p>10 - Does this policy / area of work ensure equality for the Welsh and English languages in accordance with the Council's Language Scheme?</p>	<p>The Council is committed to providing a fully bilingual service in Welsh and English across all its services. We promote a proactive approach to ensure services can be offered in the Welsh language in accordance with the Welsh Government Strategy Framework 'Mwy Na Geiriau' More Than Words. We already ensure compliance with the Council's Welsh Language Scheme by monitoring services on a quarterly basis and undertake an annual survey of providers to evaluate compliance with the Welsh Language Act and the Welsh Language Measure for which the findings are shared with Welsh Government.</p>
<p>11 - Is there an opportunity through this policy / area of work to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?</p>	<p>A high number of service users will be first language Welsh-speakers. Due regard will be given to linguistic needs and we will ensure as mentioned above that service users are able to communicate with all service providers of housing related support in the language of their choice.</p> <p>There will be an expectation that all providers of housing related support (current and new) will provide a service in both Welsh and English and be able to demonstrate a culturally sensitive approach that celebrates diversity and be sensitive to the religious cultural, ethnic and linguistic needs of service users and be non- discriminatory in relation to gender, sexuality, language and disability.</p>
<p>12 - What potential contribution does this policy / area of work make towards ensuring that the Island's historical and contemporary culture flourishes and prospers?</p>	<p>Supporting People supports the most vulnerable individuals and families within society across the full age spectrum. Assisting people to seek, establish and maintain their homes across all tenures and supporting them to develop the necessary daily living, enhance their social networks and prevent isolation, receive support to find employment and improve financial control are all key factors in enabling citizens to live and network within the community of their choice and therefore contributing significantly to ensuring that the historical and contemporary culture flourishes and prospers.</p>
<p>13 - Are there any Human Rights issues? If so, what are they?</p>	<p>In line with a human rights based approach when commissioning and providing quality housing related support services, the vision on Anglesey encourages and</p>

<p>(The 16 basic rights in the Human Rights Act are listed at Appendix 1).</p>	<p>emphasises the need for participation and involvement in the design and delivery of services, policies and programmes by the people and communities who benefit from them.</p> <p>Due consideration must be given if there should be any breaches to the following: Article 8 - Right to a private life, respect family and friendships Article 10 – Freedom of Expression in terms of being able to access the appropriate information about the services, and the right to question the refusal of access to services or complaining about an aspect of the service provided. Article 14 – Adherence with the Equalities Act 2010.</p>
<p>14 - What has been done to date in terms of involvement and consultation with regard to this policy?</p>	<p>Consideration has been given to eligibility of services and commissioning arrangements have initially been prioritised accordingly.</p> <p>All providers have been consulted and options for recognising efficiency savings have been discussed. Options include reducing investment in some services, remodelling or decommissioning of others.</p> <p>Detailed consultation with service users who receive a sheltered warden service has been undertaken and has resulted in the production of the No Place Like Home Commissioning Strategy via a Co-Produced approach through Ochr Yn Ochr. Membership included Local Authority Officers from Housing and Social Services, Registered Social Landlords, Support Providers and most importantly service users. A further round of consultation has been undertaken to discuss the reconfigured model across all 23 council owned sheltered housing schemes and the Extra Care Scheme and RSL Sheltered sites at Penucheldre, Holyhead. Proposals have also received full scrutiny and approval at political level within the Local Authority.</p>
<p>15 - Are there any gaps in the information collected to date? If so, how will these be addressed?</p>	<p>No</p>

PART A - Step 3: Considering the potential impact

*For each protected characteristic, please detail in the column on the right in the table below:

- (1) Any reports, statistics, websites, links etc that are relevant to your document / proposal and have been used to inform your assessment, and/or
- (2) Any information gathered during engagement with service users or staff; and/or
- (3) Any other information that has informed your assessment of potential impact

**For determining potential impact, please choose from the following:

High negative; Medium negative; Low negative; Neutral; Low positive; Medium positive; High positive; No impact/Not applicable

Protected group	**Potential Impact	*Details	Mitigating action
Age	Low negative	<p>The Supporting People Programme can support individuals who have assessed housing related support needs from age 16 upwards. The Programme supports a wide range of service areas with equally vulnerable needs. This may involve providing supported accommodation for a young person aged 16-24, refuge or safe house for a victim of domestic abuse or an older and frail person living in sheltered or extra care accommodation. The programme on Anglesey provides circa 2,350 units of which circa 1,350 are community alarms within households where older people reside.</p> <p>All options must be evaluated to ensure that no Tenant /service user is disadvantaged in comparison to younger people with a similar degree of housing related support needs.</p>	<p>Changes imposed by Welsh Government to the Supporting People Programme across Wales have resulted in services to older people being based upon need rather than tenure. Historically all tenants within sheltered housing have received a Supporting People Service regardless of need, with the majority due to being in receipt of housing benefit receiving a full subsidy to the cost via Supporting People, whilst others have had to pay from their own income as part of the tenancy agreement.</p> <p>The Isle of Anglesey County is currently transforming its provision of accommodation and support services for older people with the emphasis upon developing extra care housing and</p>

Protected group	**Potential Impact	*Details	Mitigating action
		<p>Older people in general can find it difficult in adapting to change and may find the fear of change to be de-stabilising. The proposed change will impact upon both demand and cost for social care delivery, particularly within the re-ablement service where recent evidence gathered for the review demonstrated that 80% of service tasks were social care orientated and therefore not eligible for supporting people funding.</p> <p>Additionally, service users within the Penucheldre Extra Care Scheme and Llys Mair Sheltered Housing which are owned and provided by Grŵp Cynefin who do not receive housing benefit will be expected to pay for the housing related support service which they receive at a cost which is equal to the unit cost of the Supporting People subsidy. This will ensure equity across all tenures for older people.</p> <p>The proposed reduction in the number of units of the housing related support service for people with early onset dementia may result in a gap in services for this group on a short term basis, but it is anticipated that the reconfiguration of services for older people and in particular the creation of community hubs</p>	<p>community hubs. Supporting People have an integral role in developing housing related support services within a locality based community hub environment. The service will cover all tenures and therefore extend to older people with support needs who live in either private, rented or owner occupier properties who cannot under the current arrangements access housing related support services.</p> <p>People who currently receive re-ablement and the early onset dementia support will continue to receive housing related support providing they have an assessed need.</p> <p>Full consultation, has been undertaken with tenants and current wardens regarding the proposals to decommission the warden element and move to a peripatetic model.</p> <p>Investment in provision of housing related support for older people is expected to increase, by circa 4%. It is expected that the increased funding is to be offset by the reduction in other areas as a direct result of remodelling and efficiency savings.</p>

Protected group	**Potential Impact	*Details	Mitigating action
		<p>will address this gap and should significantly increase take up and make access easier due to a shift from tenure led to needs led..</p> <p>Staff. The decommissioning of the On-site resident Sheltered Warden Services within Council owned properties has been approved and will be replaced with peripatetic scheme co-ordinators who will provide the necessary housing related support. This is likely to impact negatively upon the number of staffing required to deliver support to the 23 council owned schemes.</p>	
Disability	Medium negative.	<p>Learning Disabilities has since the inception of the Supporting People Programme accounted for the highest cost pressures by a significant margin. In total it still accounts for circa 33% of the whole programme by a significant margin.</p> <p>Evidence gathered from strategic service reviews has pointed to a significantly disproportionate level of supporting people funding within this service areas. A number of care plans contain extraordinary high levels of housing related support hours for service users compared with individuals from other service</p>	<p>Supporting People cannot fund services such as social care and health. It is proposed within the commissioning strategy that a full review is to be undertaken to demarcate the level of care and eligible support currently provided at supported accommodation locations for people with learning disabilities.</p> <p>Given the top heavy support to care ratio of funding within a number of shared living properties, increased future funding will need to be met by adult social care as</p>

Protected group	**Potential Impact	*Details	Mitigating action
		<p>areas who may have high dependency and lead very chaotic lives.</p> <p>In addition there is a high level of health care input which would appear that some service users are unable to achieve a level of independence which meets with the 'doing with, rather than doing for' ethos of the Supporting People Programme. Consequently, as stated in the Welsh Government Supporting People Guidance, Supporting People should not replace care or health or be used as a substitute funding source where there is a statutory duty to do so.</p>	<p>there will still be a statutory requirement to fund given the complex level of needs which exists in such projects. The exact amounts cannot be quantified until the review has been completed. However, the financial impact is anticipated to be substantial and may need to be mitigated via the adoption of an incremental approach.</p>
Gender	Neutral.	<p>The impact of any proposed changes is not anticipated to affect male and female service users differently. However, analysis of the latest needs mapping data suggests that there is a split of 60-40 female to male in the numbers presenting to agencies with housing</p>	<p>All support providers will be provided with a minimum of three months' notice of any change in their contractual and financial terms. The impact of how the reductions will be managed will be subject to the discretion of the respective support</p>

Protected group	**Potential Impact	*Details	Mitigating action
	High Negative	<p>and or support needs.</p> <p>Staff.</p> <p>The vast majority of staff are of the female gender. It is therefore inevitable should reductions in funding lead to providers having to apply redundancy procedures, there will be a disproportionate impact upon a higher proportion of female staff having their hours reduced or in some cases, their employment terminated.</p> <p>It is expected that 9 current scheme wardens within council owned sheltered accommodation services will be made redundant and as they currently live within tied accommodation, there is also a risk that they may be required to seek alternative living arrangements.</p>	<p>providers in line with current contractual arrangements and their individual Human Resources Policies and Procedures.</p> <p>This will be subject to the approach undertaken by respective providers. All members of staff will be expected to be treated equally in line with the providers Human Resources Policies.</p> <p>The Council are currently undertaking a full consultation process with the wardens in relation to their employment and accommodation arrangements. Sessions have been held with both Human Resources Staff and Specialist Housing Options/Solutions to consider all possible options.</p> <p>Whilst it is expected that their employment arrangements will change, all possible avenues are being explored in relation to accommodation arrangements. However, consideration will be given to eligibility, affordability and best use of council stock.</p>
Gender Reassignment	No impact	The impact of any proposed changes is not anticipated to affect this protected	

Protected group	**Potential Impact	*Details	Mitigating action
Pregnancy & Maternity	Neutral	<p>characteristic</p> <p>Service Users / tenants who are supported will undertake risk assessments from the outset or pending a significant change of circumstances. Service providers should respond to pregnancy and maternity in line with this and their organisational policy</p> <p>The Human Resources policies and practices of both the Isle of Anglesey County Council and other providers commissioned will be adhered to in respect of staff along with appropriate risk assessments.</p>	<p>The proposed cuts are not anticipated to directly impact upon this protected group. It is anticipated that should any individual supported within a shared living environment such as a refuge, hostel or self-contained supported accommodation unit be assessed accordingly and where appropriate, safe and reasonable be moved to a floating support provision.</p>
Race / Ethnicity / Nationality	Neutral.	<p>It is not anticipated that any of the options proposed would result in individual or family from any particular racial group being disadvantaged. However, where specific services are currently provided to meet particular needs it is important that these are identified and steps taken to ensure that this is preserved and included in the choice offered.</p>	<p>The Supporting People Needs Mapping exercise contains a full equalities data as do the quarterly monitoring forms which all Supporting People funded services are expected to provide. All contracts contain a clause stating requirements to identify diversity which includes conforming with the Equalities Act 2010 and our tender process acts as a robust accreditation framework to ensure that all potential services celebrate diversity and are sensitive to the religious, cultural, ethnic and linguistic needs of service users and are non-discriminatory in relation to gender, sexuality, language and disability.</p>

Protected group	**Potential Impact	*Details	Mitigating action
Religion or Belief	Neutral.	Please see box immediately above	Please see box immediately above
Sexual Orientation	Neutral.	Please see box immediately above	Please see box immediately above
Welsh language	High positive	The Council is committed to providing a fully bilingual service in Welsh and English across all its services and has a clause in all contracts which requires all Supporting People funded service providers to comply with the requirements of the Welsh Language Act and Welsh Language Measure.	We will ensure that the new providers will comply with the Council's Welsh Language Scheme and the Welsh Government's 'Mwy NA Geiriau' (more than just words) strategy document. Six monthly monitoring meetings are held with providers to ensure contract compliance as well as an annual questionnaire issued to all providers and is specific to this theme. The findings of the survey are fed back to the Welsh Language Act Commissioner within Welsh Government.
Human Rights	Medium negative	The proposed efficiency savings will have an undoubted impact upon the ability of vulnerable people and families to access services, particularly if as anticipated the demand for services increases due to the impact of welfare reform and the introduction of Universal Credit.	All Supporting People Services must adhere to all aspects of Human Rights as per terms and conditions of the Contract.

Part A – Step 4: Outcome of Initial EIA

Is the outcome of the Initial assessment to proceed to full Equality Impact Assessment?	No – This initial EQIA will form the basis of further work as noted below:
	This Equality Impact Assessment will be reviewed following presentation of the proposals and evidence to the Supporting People Planning Group.
If no, are there any issues to be addressed?	
	Record Details: as above

If you have decided that a **full Equality Impact Assessment is required**, please proceed to **Part B**.

If your decision is **not to proceed to a Full Equality Impact Assessment**, please delete Part B from this template and proceed to **Part C - Outcome Report**.

Please proceed to **Part C - Outcome Report**.

Equality Impact Assessment (EIA) – OUTCOME

PART C – Step 1: Outcome Report

Organisation:	Isle of Anglesey County Council
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What is being assessed: (copy from Part A – step 1)	Proposed reduction in the level of investment within specific Supporting People funded projects that provide housing related support to a diverse but equally vulnerable range of individuals and families across a variety of service areas.
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Brief Aims and Objectives: (copy from Part A – step 1)	To identify efficiency savings of approximately £700,000 within the Anglesey Supporting People Programme.
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Did the Initial assessment proceed to full Equality Impact Assessment? (PART A – Step 4)	No – This initial EQIA will form the basis of further work as noted below:
	Record reasons for decision The EQIA will be reviewed following presentation to the Supporting People Planning Group
If no, are there any issues to be addressed?	As above
If yes, what was the outcome of the full EIA?	

Will the Policy be adopted / forwarded for approval? Who will be the decision-maker?	The final decisions based upon the recommendations presented will rest with the multi- agency – Isle of Anglesey Supporting People Planning Group.
	If no, please record the reason and any further action required:

Are monitoring arrangements in place? What are they?	The Supporting People Team have robust and regular monitoring arrangements.
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Who is the Lead Officer?	Name:	Shan Lloyd Williams
	Title:	Head of Service – Housing Services
	Department:	Communities Department
Review date of policy and EIA:	To be determined.	

Names of all parties involved in undertaking this assessment	Name	Title
	Arwel Jones Katy Henaghan Lesley Thomas Anne Sutton Equalities Panel members. Rhian Hughes – Corporate Policy Shan Lloyd Williams Anwen Huws Michael Pulford Sharon Williams Barbara Williams Heulwen Roberts	Principal Development Officer SP Review, Contracts and Development Officers x 2 Supporting People Data and Financial Analyst Head of Housing Services Head of Children Services Clinical Manager Substance Misuse Service Probation Services Manager Learning Disabilities Mental Health Ops Mngr Housing Services Manager
Please Note: An Action Plan should be attached to this Outcome Report prior to completion		

PART C - Step 2: Action Plan

Please detail any actions that are planned following completion of your EIA. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life
Article 3: Prohibition of torture
Article 4: Prohibition of slavery and forced labour
Article 5: Right to liberty and security
Article 6: Right to a fair trial
Article 7: No punishment without law
Article 8: Right to respect for private and family life
Article 9: Freedom of thought, conscience and religion
Article 10: Freedom of expression
Article 11: Freedom of assembly and association
Article 12: Right to marry
Article 14: Prohibition of discrimination
Article 1 of Protocol 1: Protection of property
Article 2 of Protocol 1: Right to education
Article 3 of Protocol 1: Right to free elections
Article 1 of Protocol 13: Abolition of the death penalty

Appendix 1.

Anglesey Supporting People Needs Mapping Report 2014-15

14/05/2015

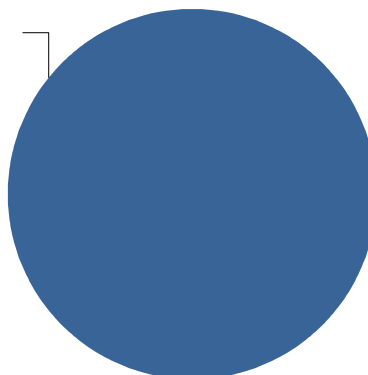
COMPLETION YEAR	Number
Total	1,185
Apr 2014 - Mar 2015	1,185

Distinct count of forms (HSID)	1,185
Sum of duplicates	6

FORMS	Number
Total	1,185
Anglesey	1,185

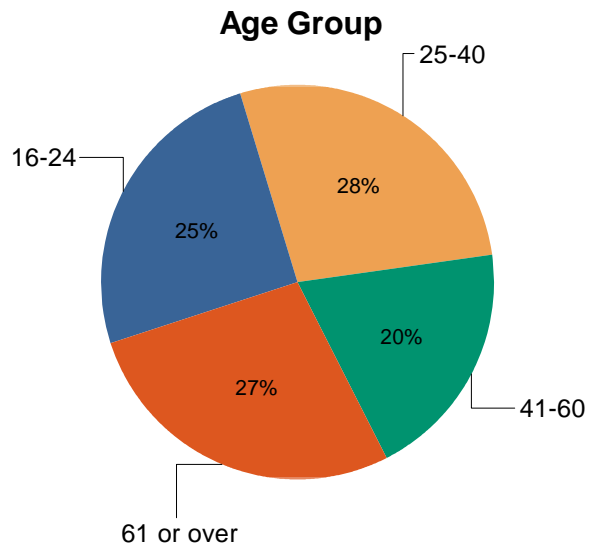
100%

Number of forms by Local Authority



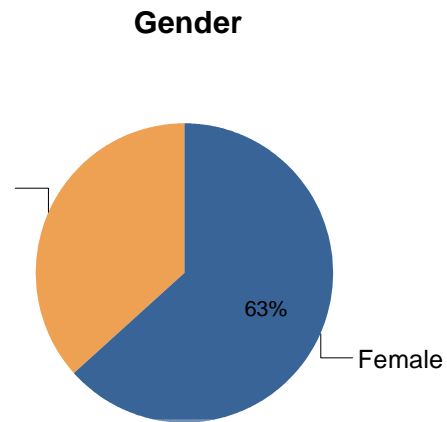
Section: Person this Form is About

AGE	Number
Total	1,185
16-24	299
25-40	327
41-60	234
61 or over	325



GENDER	Number
Total	1,185
Female	750
Male	435

37%



ARMED FORCES	Number
Yes	20

Section: Person Completing this Form

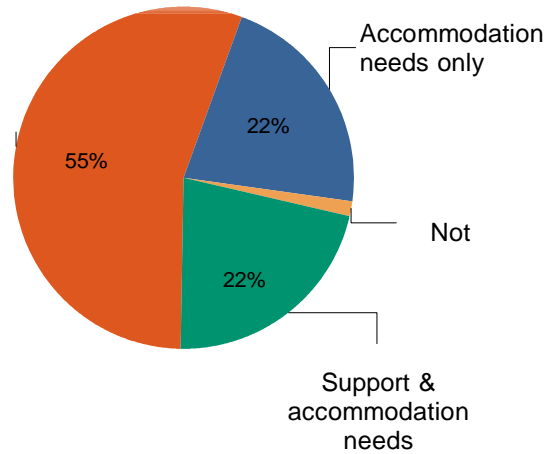
3

SOURCE OF NM FORMS	Forms
Total	1,185
Unspecified	1
Agorfa / Cefni Lettings	90
Anglesey County Council	197
BAWSO	2
Body Positive	1
CAIS	61
Digartref Ynys Mon	115
GISDA	1
Gorwel	311
Hafan Cymru	28
Môn Care	304
Nacro Cymru	47
North Wales Housing Association	5
The Wallich	20
Tyddyn Mon	2

Section: Reason for Completing this Form

REASON FOR COMPLETING	Number
Total	1,185
Support needs only	655
Accommodation needs only	256
Support & accommodation needs	257
Not specified	17

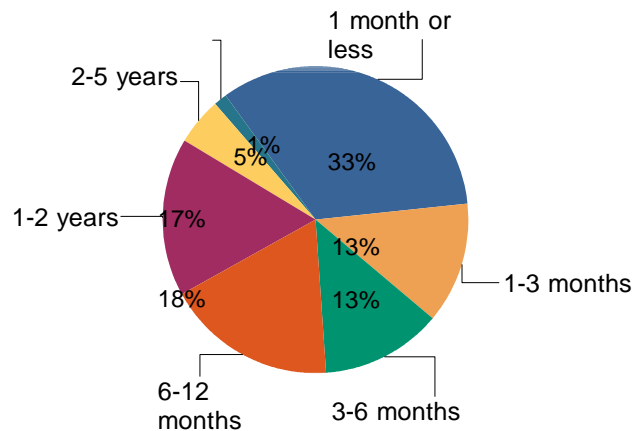
Reasons for Completing Form



FILLED IN FORM BEFORE?	Number
Total	1,185
Yes	78
No	1,104
Unspecified	3

IF "YES", HOW LONG AGO?	Number
Total	78
1 month or less	26
1-3 months	10
3-6 months	10
6-12 months	14
1-2 years	13
2-5 years	4
5 years plus	1

How Long Since Previous NM Form Completed?

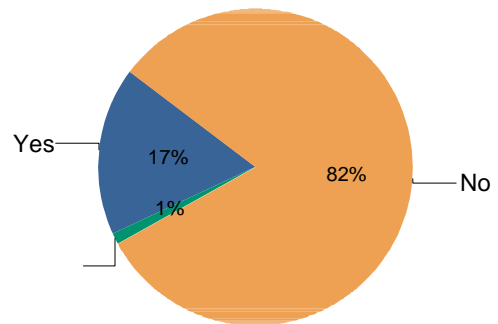


Section: Household

LIVE WITH PARTNER?	Number
Total	1,185
Yes	205
No	968
Unspecified	12

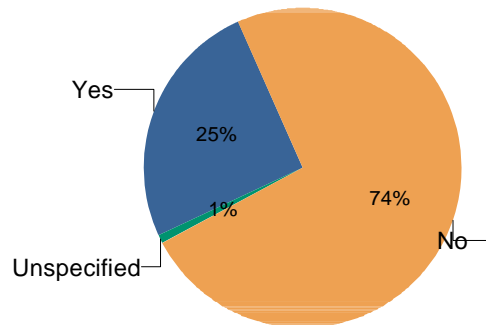
Unspecified

Currently live with Partner



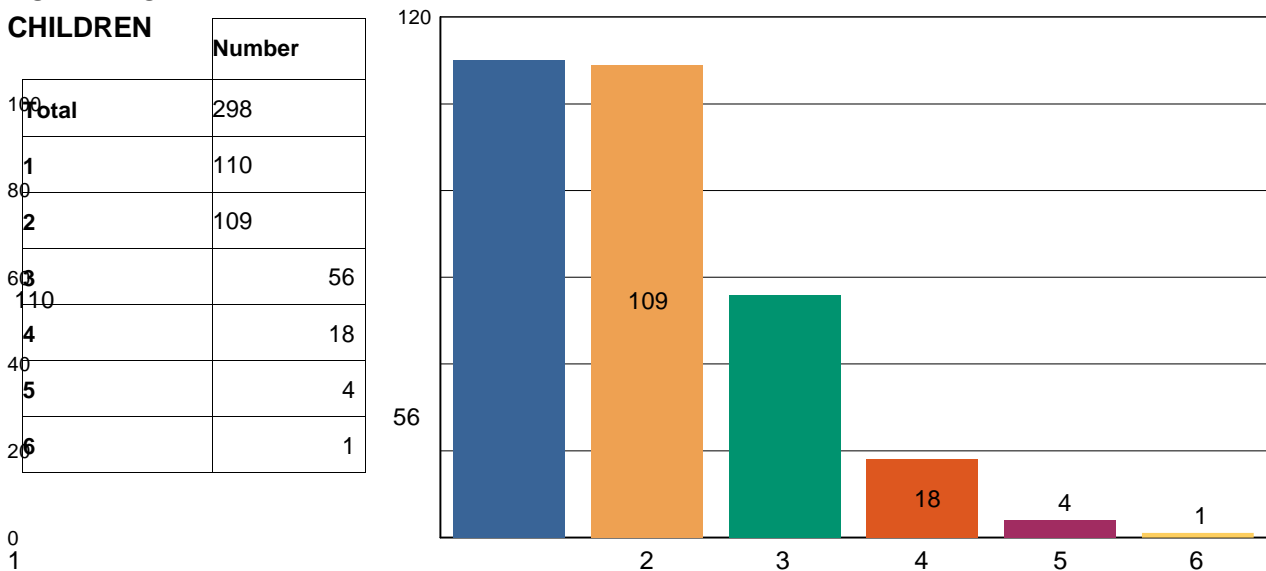
DEPENDENT CHILDREN?	Number
Total	1,185
Yes	301
No	874
Unspecified	10

Dependent Children?



NUMBER OF CHILDREN	Number
Total	298
1	110
2	109
3	56
4	18
5	4
6	1

Number of Children



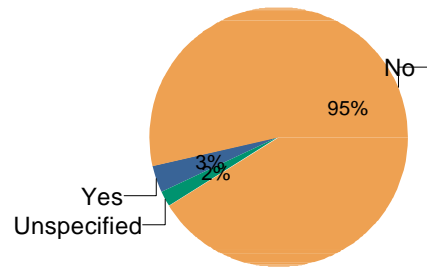
PARTNER / CHILDREN

		Children:	Yes	Children:	No	Children:	Unspec
Total		1,185	301	874	10		
Partner:	Yes	205	74	129	2		
Partner:	No	968	223	743	2		
Partner:	Unspecified	12	4	2	6		

PREGNANT?

	Number
Total	1,185
Yes	41
No	1,120
Unspecified	24

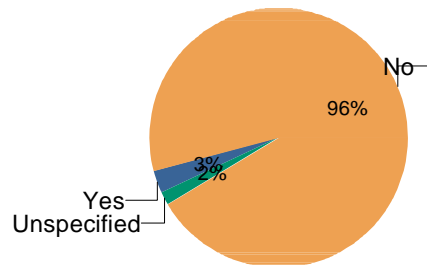
Pregnant?



DEPENDENT ADULTS?

	Number
Total	1,185
Yes	32
No	1,134
Unspecified	19

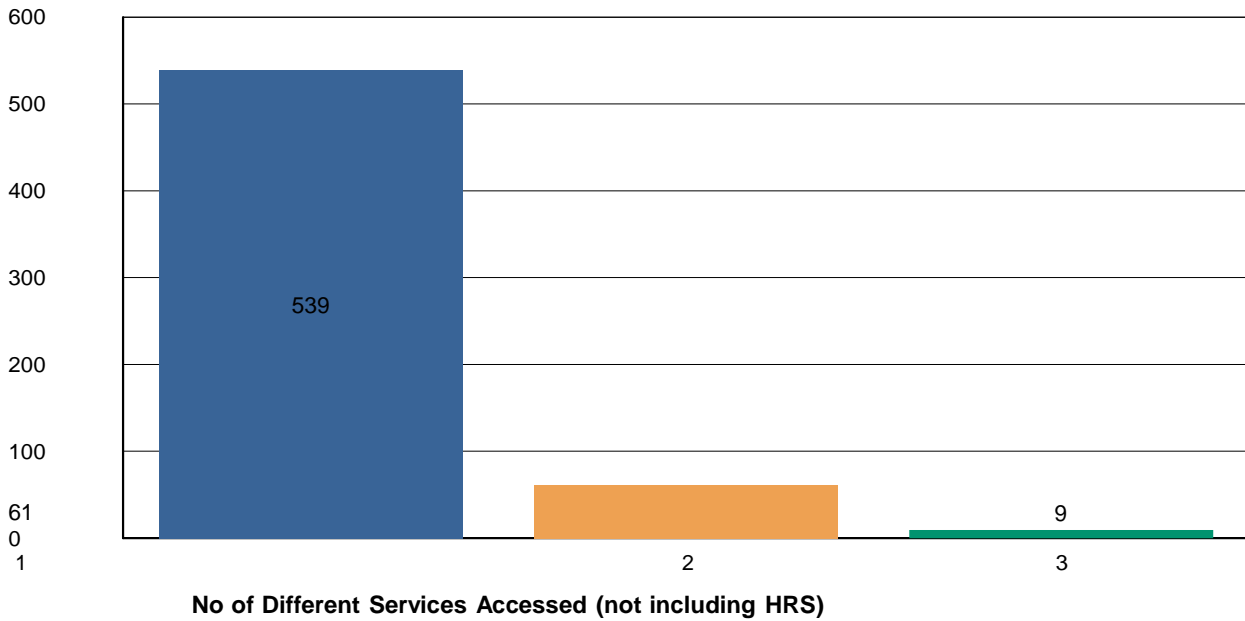
Dependent Adults?



Section: Current Services

Housing Related Support	248
Adult Social Services	319
Children & Family Services	104
Community Drug & Alcohol Service	104
Probation Service	48
Youth Justice Service	6
Community Mental Health Service	96
Child & Adolescent Mental Health Service	9
Forensic Mental Health Service	2

Multiple Current Services (not including HRS)

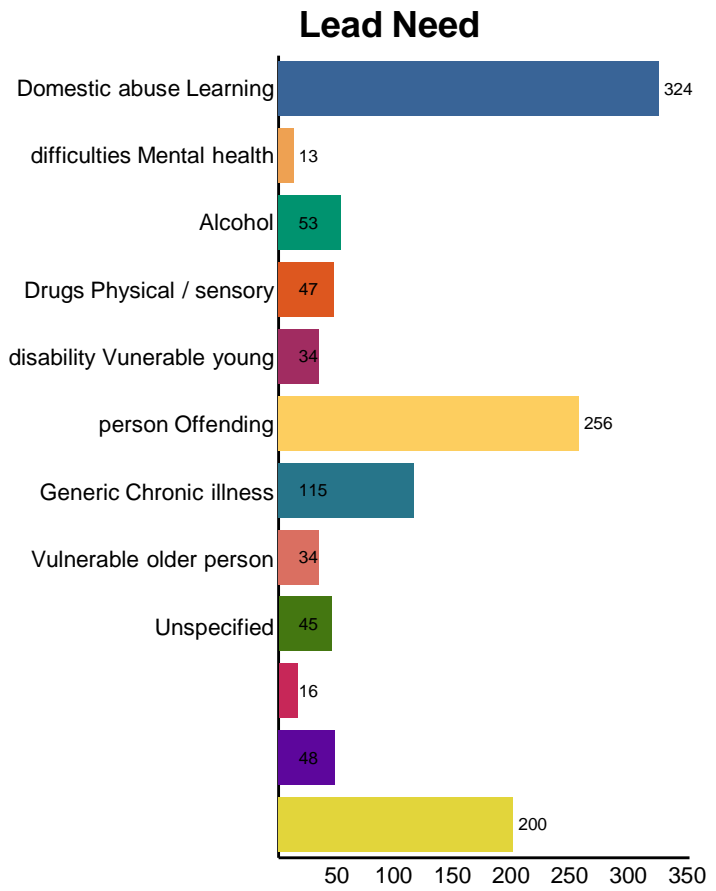


Section: Support Needs & Target Outcomes

8

Domestic Abuse	371
Learning Difficulties	40
Mental Health	251
Alcohol	113
Drugs	116
Refugee/Immigration	2
Physical/Sensory Disability	287
Vulnerable Young Person	154
Offending	95
Homelessness/Generic	137
Chronic Illness	42
Vulnerable Older Person	94
Feeling Safe	622
Safety of self/others	470
Accommodation	113
Relationships	361
Community Inclusion	168
Managing Money	273
Educations/Learning	152
Employment/Volunteering	156
Physical Health	425
Healthy and Active Lifestyle	205

LEAD NEED	Number
Total	1,185
Domestic abuse	324
Learning difficulties	13
Mental health	53
Alcohol	47
Drugs	34
Physical / sensory disability	256
Vulnerable young person	115
Offending	34
Generic	45
Chronic illness	16
Vulnerable older person	48
Unspecified	200

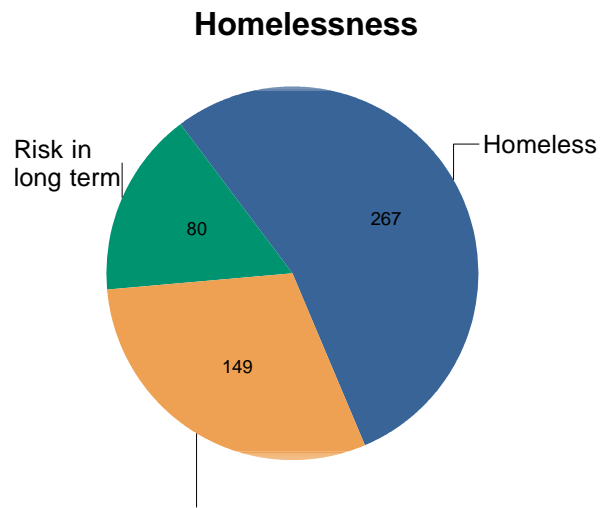


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Section: Accommodation Needs

HOMELESSNESS	Number
Homeless at time of completing form	267
Risk of homelessness in 2 months	149
Risk of homelessness in long term	80

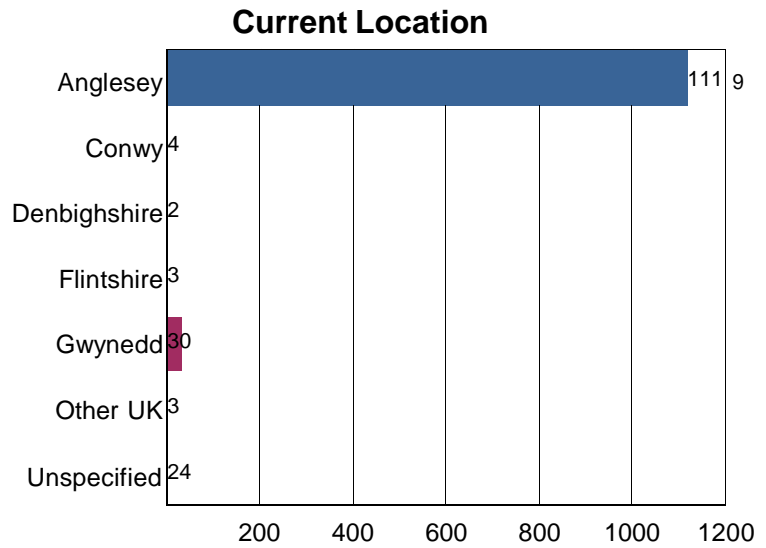
NOWHERE TO STAY TONIGHT?	Number
Box ticked	75



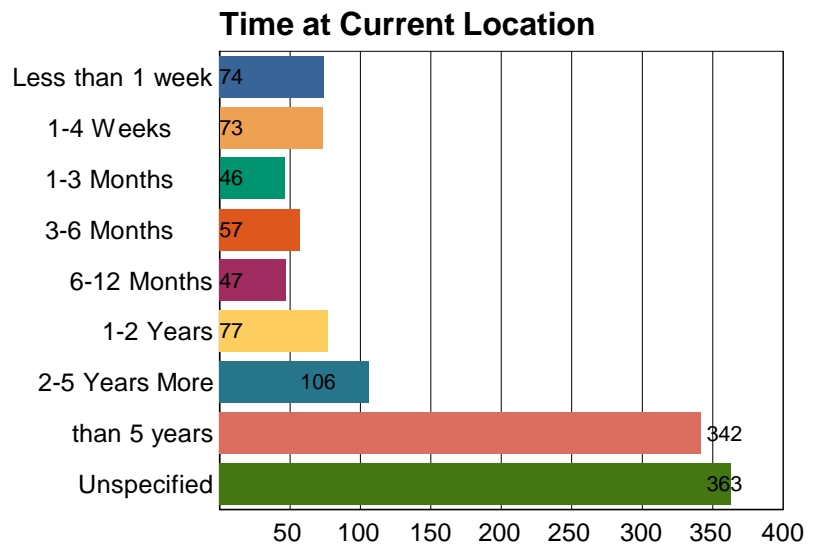
Risk in 2 months	Number
Notice of eviction	84
Condition/suitability of property	51
Rent/mortgage arrears	48
Family/relationship breakdown	302
Neighbour disputes/harassment	20

Section: Current Location

CURRENT	Number
Total	1,185
Anglesey	1,119
Conwy	4
Denbighshire	2
Flintshire	3
Gwynedd	30
Other UK	3
Unspecified	24

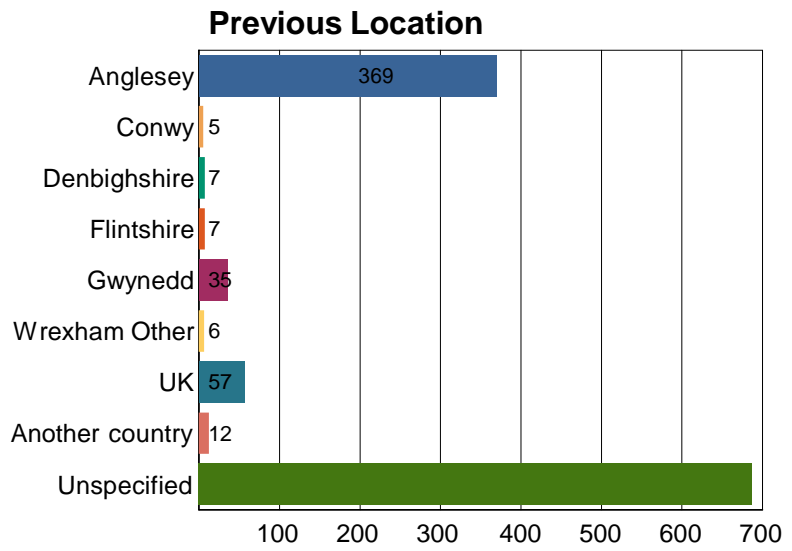


TIME	Number
Total	1,185
Less than 1 week	74
1-4 Weeks	73
1-3 Months	46
3-6 Months	57
6-12 Months	47
1-2 Years	77
2-5 Years	106
More than 5 years	342
Unspecified	363



Section: Previous Location

PREVIOUS	Number
Total	1,185
Anglesey	369
Conwy	5
Denbighshire	7
Flintshire	7
Gwynedd	35
Wrexham	6
Other UK	57
Another country	12
Unspecified	687



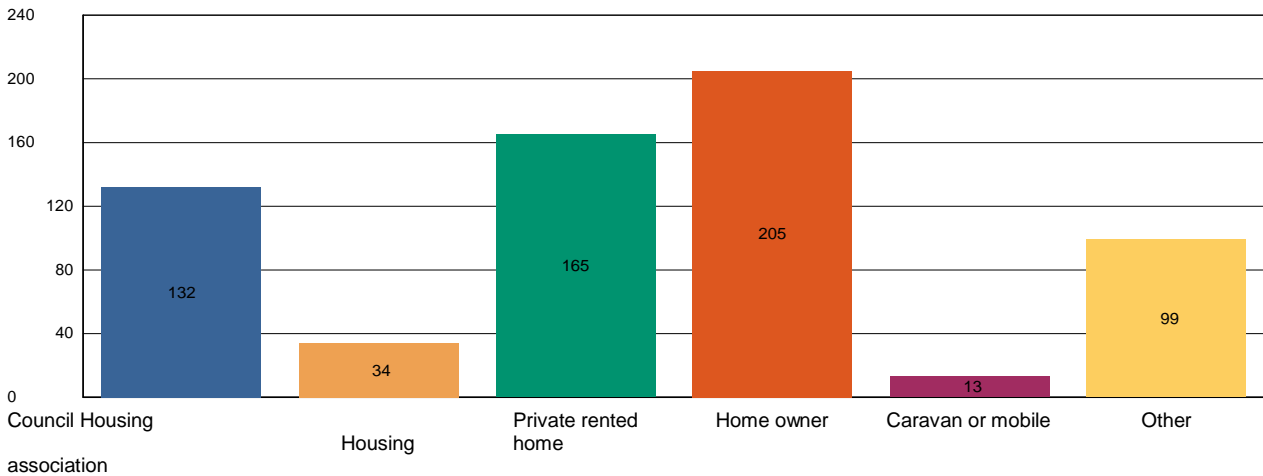
TIME AT CURRENT LOCATION / PREVIOUS LOCATION

		Anglesey	Conwy	Denbighshire	Flintshire	Gwynedd	Wrexham	Other UK	Another country	Unspecified
Total	1,185	369	5	7	7	35	6	57	12	687
Less than 1 week	74	38	1	2	2	10	0	13	3	5
1-4 Weeks	73	49	0	2	2	3	2	8	2	5
1-3 Months	46	26	0	1	0	7	1	7	2	2
3-6 Months	57	29	3	0	1	4	2	7	0	11
6-12 Months	47	21	0	1	0	5	0	3	2	15
1-2 Years	77	50	0	1	1	1	0	4	0	20
2-5 Years	106	45	0	0	0	3	0	5	2	51
More than 5 years	342	76	1	0	0	2	0	4	1	258
Unspecified	363	35	0	0	1	0	1	6	0	320

Section: Current Accommodation

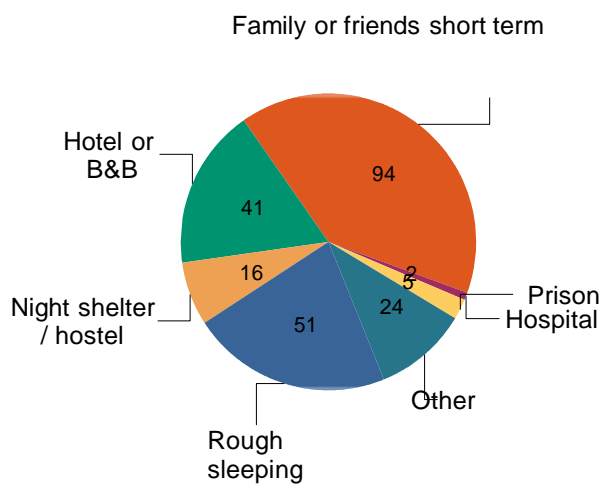
FIXED ACCOMMODATION	Total	Living in the Home of Family / Friends	Others
Council Housing	132	13	119
Housing association	34	1	33
Private rented	165	5	160
Home owner	205	7	198
Caravan or mobile home	13	1	12
Other	99	44	55

Current Accommodation



NO FIXED ABODE	Total
Rough sleeping	51
Night shelter / hostel	16
Hotel or B&B	41
Family or friends short term	94
Hospital	2
Prison	5
Other	24

No Fixed Abode



Section: Preferred Location

14

Anglesey	810
Conwy	14
Denbighshire	8
Flintshire	4
Gwynedd	46
Wrexham	2
Other UK	9
Another Country	1

Section: Preferred Accommodation

ORDINARY ACCOMMODATION

Council housing	316
Housing association	132
Private rented	182
Home owner	8
Caravan or mobile home	2
Other	5

SUPPORTED ACCOMMODATION

Self contained supported housing	93
Shared supported housing	55
Sheltered housing	12
Supported lodgings	3
Refuge or safe-house	27
Short term hostel	21
Residential rehabilitation facility	1
Nursing or residential care home	1
Floating Support	287
Other supported accommodation	15

Section: Equalities Information

15

CARER	Total
Total	1,185
Yes	28
No	973
Unspecified	184

ETHNICITY:

A. WHITE	Total
Total	1,119
White	1,119

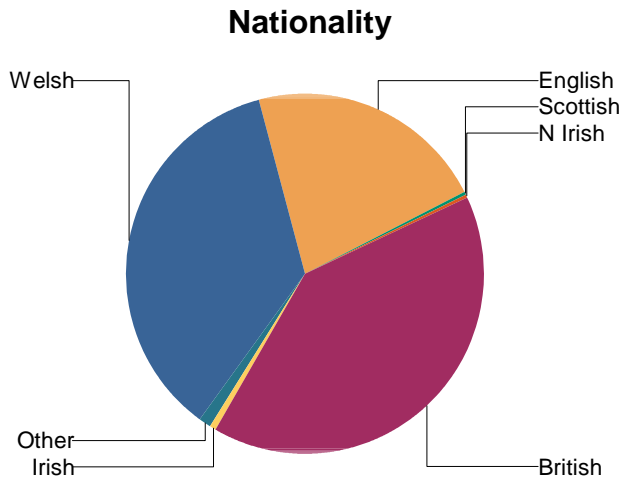
D. BLACK OR BLACK BRITISH	Total
Total	2
African	2

B. MIXED	Total
Total	7
White & Asian	2
E. OTHER GROUPS	
White & Black African	1
White & Black Caribbean	2
Other	2

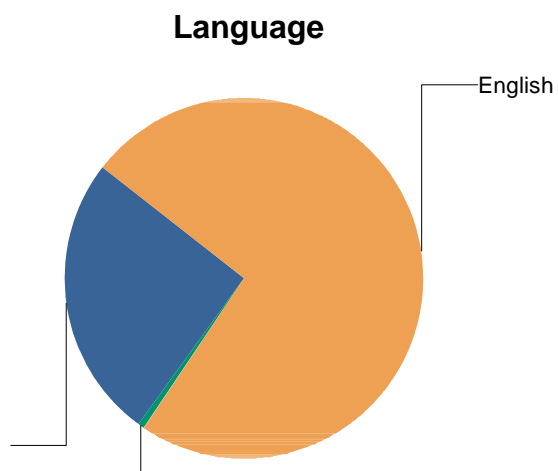
	Total
Total	4
Gypsy / Traveller	1
Other	3

C. ASIAN OR ASIAN BRITISH	Total
Total	6
Indian	3
Pakistani	1
Bangladeshi	1
Chinese	1

NATIONALITY	
	Total
Total	1,131
Welsh	406
English	244
Scottish	3
N Irish	3
British	455
Irish	7
Other	13

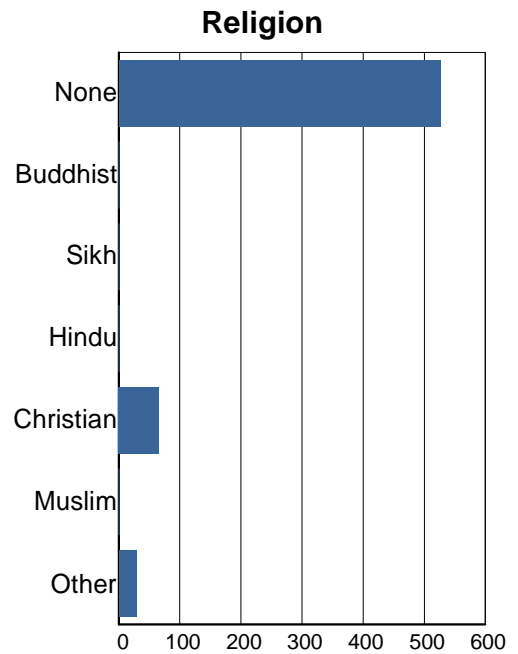


LANGUAGE	
	Total
Total	890
Welsh	228
English	658
Other	4



LANGUAGE	
	Total
Total	Welsh 2
	Other
German	1
Polish	1

RELIGION	
	Total
Total	626
None	527
Buddhist	1
Sikh	1
Hindu	1
Christian	66
Muslim	1
Other	29



DISABILITY

Mobility impairment	215
Sight impairment	20
Hearing impairment	8
Dexterity impairment	6
Learning difficulty	29
Mental health	144
Other impairment	21

GENDER SAME AS AT BIRTH

	Total
Total	1,185
Yes	922
No	17
Unspecified	246

SEXUAL ORIENTATION

	Total
Total	1,185
Heterosexual	533
Gay or Lesbian	6
Bi-sexual	6
Prefer not to say	212
Unspecified	428