

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)
Part One Screening Record 2020

A. Summary Sheet on Accountability and Actions

Name of proposed service change
Proposed Supported Living accommodation at Greenacres Farm (First Stage)

Name of lead officer carrying out the screening
Catherine Smith-Ivory, Development & Project Manager, Commissioning & Governance, Adult Social Care

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	✓	
Proceed to Part Two Full Report?		✓

If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations

Building x8 supported living units at Greenacres Farm is anticipated to have a positive direct impact on young adults as the individuals identified to live in the apartments are; currently managed by the Preparing for Adulthood Team (14-25 year olds transitioning from childhood to adulthood).

The impact is anticipated to have a positive impact on all of the protected characteristics. The first cohort will be young adult males.

The aim is to increase the supply of affordable and social housing, retaining economic benefits within Shropshire economy and proving a range of financial opportunities to the council in respect of the current housing stock for some of the most vulnerable people Adult Social Care supports.

The current specialist provision is not available in Shropshire and has and continues to result in individuals leaving Shropshire to live in residential settings or single occupancy homes, especially those with complex needs that can result in people feeling isolated and lonely and away from their family support. These individuals are amongst the highest costed and considerable savings on staffing hours can be made by developing this provision.

For such complex needs individuals, previous experience identifies rural areas achieve better results because they are better supported in a rural setting initially when coming out of secure residential settings. We will look to move them into more independent accommodation as their

skills develop, which will be done with support from the Greenacres day opportunities and training offer on site. One of the reasons the location was chosen is the belief that rural settings are better because of the reduced noise levels and the individuals tend to not feel overwhelmed. This ultimately leads to a more settled, calming and stable living environment and behaviours. For people transitioning over, appropriate levels of support will be incorporated in individual support plans to reduce the risk of isolation and withdrawal from the local community. It is believed having access to agricultural, livestock and horticulturally based activities on site will prove beneficial to support people with anxiety and mental health conditions. In addition, opportunities will be considered as to a range of voluntary opportunities or paid employment to residents through the day service, for example the farm shop.

The Care Quality Commission's (CQC) [Registering the right support](#) has a vision that people with learning disability and/or autism have the right to the same opportunities as anyone else to live satisfying valued lives and to be treated with dignity and respect. The service model [Building the Right Support](#) refers specifically to "people with a learning disability and/or autism who display behaviour that challenges, including those with a mental health condition". They should have a home, be able to develop and maintain relationships, and get the support they need to live healthy, safe and fulfilling lives in the community. Greenacres underpins the principles of both models. Registering the right support currently limits the number of builds in one setting to 8 self-contained apartments. The maximum number of supported living units that will be built at Greenacres is 8. This local activity will help to deliver the CQC's vision.

Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations

As part of ongoing engagement with the wider community and as part of the planning process, Adult Social Care will consult formally with the local community as part of the development of the project. As part of that ongoing engagement, the service area have already consulted with the Chair and Vice-Chair of Baschurch Parish Council and will attend Baschurch Parish Council meeting on 5th October 2020. This meeting will be in the public agenda. Engagement with Cllrs. Dean (Adult Social Care Portfolio Holder) Carroll and Nick Bardsley (Local Cabinet member) has already commenced and Cllr. Carroll will formally take the Cabinet Report to Full Council on 24th September 2020.

Shropshire Council have had discussions with colleagues in the contracting team and they are considering purchasing future supported living services through a Dynamic Purchasing System (DPS) system which is a flexible purchasing procedure that will be set up to purchase support and care in the community through one contract. The council are trying to commission more innovative and collaborative care for Supported Living that includes a range of assisted technology options. We would envisage the DPS to be able to source not only the care, but also the accommodation, this will enable us to have more formal arrangements with Housing Providers and developers and work with a wider variety of companies. It will also give care providers the opportunity to either develop as a housing provider also or form partnerships with housing providers.

Providers will be required to demonstrate their ability to deliver quality services in order to be placed on the DPS, which will be run on through our current web-based procurement portal called DELTA and will ensure the end-to-end procurement process is competitive, fair and transparent.

We envisage at this stage Social Care Practitioners will carry out post move-in four week, twelve week and yearly reassessments to monitor and review the impact on each individual. Social Care Practitioners will work in close collaboration with the housing and care provider and will carry out the post move-in reassessments identified above to establish what is working well, what is not working well and ensure that the assessed needs of each individual is being met.

Greenacres is influenced and will use a wide-range of stand-alone supportive but unobtrusive services and equipment, from telecare, telehealth, monitors, sensors, seizure monitors, to more sophisticated fingerprint recognition systems that allows people to open doors without a key. Assisted Technology will present Adult Social Care with a range of evidence and data that will be continually monitored, identify any problems or trends so corrective urgent action can be taken to safeguard each individual. It includes computer software, hand held devices or video call systems that increase social interaction and family contact. Using assistive technology to support personalisation in social care help individuals to complete daily tasks and structure their daily (day and night) routine, such as personal care, cooking and laundry. Adult Social Care have carried out extensive research and will commission a wide range of assisted technology that will transform how Supported Living is delivered. The benefits promote and maintain independence, educate, entertain and stimulate social interaction to enrich lives and improve outcomes.

Associated ESIIAs

This is the first ESIIA.

The Supported Living project delivers National and Regional Housing policies and strategy priorities. Cabinet have previously recognised appropriate accommodation should be made available to enable adults with learning or physical disabilities to live in a community setting. The development supports the council's bigger project initiative to develop a different model to future proof buildings to support the demographic demand; enable tenants to live in good quality homes that are highly sustainable and an independent facility; be more creative about the range of Assisted Technology used to support an individual's independence and provide alternative individual living units with communal areas and share staff, if appropriate.

Please also see associated ESIIA's around the Local Plan partial review.

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations. This includes climate change and health and wellbeing considerations

Cabinet have previously recognised that appropriate accommodation should be made available to enable adults with learning and physical disabilities to live in a community setting. Shropshire Council wishes to develop a different model to future proof buildings to support the demographic demand; be more creative about the range of Assisted Technology used to support an individual's independence and provide alternative individual living units with communal areas, sharing staff to lower care costs.

The accommodation will provide an opportunity for people with complex needs to live more independently and will reduce the number of placements in residential care outside of

Shropshire. This accommodation will be suitable for individuals who may currently live with parents, be at risk of going into residential care, already in residential care, in temporary placements or be at risk in the community. The project will create significant savings on care packages, as care hours can be reduced through shared carers, and also by reducing the need for the most expensive out of county packages.

It is widely recognised that by providing suitable alternative Supported Living homes, such as Greenacres, is a more cost-effective, flexible way of helping people live more stable, productive lives and works particularly well for adults who face complex challenges, serious or persistent issues such as mental health problems; learning/physical disabilities or sensory problems; older people; autism of those with dual diagnosis; have spent time in hospital/rehab due to brain injury; adults and young people with a disability who have spent time in residential care and are moving towards independent living; transitioning to adulthood and/or who display behaviours that challenge. There are many examples of people with complex needs living happily and successfully in their local community when they are in the right environment with bespoke personalised support that meets their individual needs.

The development benchmarks and captures best practice from extensive research into a range of Supported Living schemes and will consider a range of assisted technologies to monitor activity, telehealth, medication management and social connection intervention. With the success of the new model, further consideration will be given to expanding and replicating the accommodation in other areas of the county in the future.

The design and construction of the project will incorporate measures to maximise energy efficiency and reduce carbon emissions during both the construction and the operation of the new buildings. The design of the scheme will reflect 'whole lifetime' costs and will reduce carbon emissions through a 'fabric first' approach to insulation, low-energy lighting and heating and through the inclusion of renewable energy generation, for example solar PV panels and air-source heat pump for space and water heating. The buildings will be designed to be durable and resilient in the face of the more extreme weather conditions (very high or low temperatures and very wet, dry or windy weather) which are expected as the result of climate change. This includes capturing rain water and battery storage for self-consumption. This will be further strengthened by applying a range of innovative Assisted Technologies as part of the original design and construction which will guarantee endurance and longevity of the building.

Shropshire Council would like to adopt a [PassivHaus](#) approach to the design, which is a pre-fabricated modular house. PassivHaus are super-efficient buildings and have enormous benefits as they are cheaper to run than conventional housing. Buildings are constructed and brought on site from a factory; are a quicker method of construction and is an alternative to it being built on site. The units will be placed on a concrete foundation by a crane and hooked up to utilities.

PassivHaus are pre-fabricated modular housing and generates significantly better internal air quality which benefits the health of occupants relative to a conventional design. One such example is [Haus4one](#). The PassivHaus methodology is focussed on the design and construction of the building. The result would be a property with very low running costs and excellent air quality.

This is the first time Shropshire Council will have developed a PassivHaus so Greenacres will be the first example. The advantages include zero carbon, huge amounts of insulation, triple-glazed windows, draught proofing and controlling ventilation. The rate at which heat and

energy escapes is so slow that the running costs are really low.

The project will result in reduced time, expenses and travel time for social care practitioners and family and friends to travel in a car to see loved ones in high cost residential out of county placements, which can anywhere in England and Wales. This will have a direct reduction in the amount of travel time and subsequent carbon omissions travelling within Shropshire to one central location.

Scrutiny at Part One screening stage

People involved	Signatures	Date
<i>Lead officer carrying out the screening</i> Catherine Smith-Ivory, Development & Project Manager, Commissioning & Governance	<i>Catherine Smith-Ivory</i>	7th September 2020
<i>Any internal support*</i>		
<i>Any external support**</i> Mrs Lois Dale Rurality and Equalities Specialist	<i>Lois Dale</i>	3 rd September 2020

**This refers to other officers within the service area*

***This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

Sign off at Part One screening stage

Name	Signatures	Date
<i>Lead officer's name</i> Catherine Smith-Ivory, Development & Project Manager, Commissioning & Governance	<i>Catherine Smith-Ivory</i>	7 th September 2020
<i>Accountable officer's name</i> Michelle Davies, Service Manager, Commissioning & Governance		8 th September 2020

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description

The proposal is to build x8 single-storey Supported Living units on Council land at Greenacres Farm, Walford Heath, Shrewsbury. The accommodation will provide an opportunity for people with complex needs to live more independently and will reduce the number of placements in residential care outside of Shropshire. This accommodation will be suitable for individuals who may currently live with parents, be at risk of going into residential care, already in residential care, in temporary placements or be at risk in the community. The project will create significant savings on care packages, as care hours can be reduced through shared carers, and also by reducing the need for the most expensive out of county packages.

Supported Living is an approach that provides a range of housing for people who do not want to live in a residential care setting or nursing home, but finds it difficult to cope at home on their own. Some people with complex needs, such as those identified for Greenacres, are capable of living independently in “ordinary housing”, as long as they have the right care and support packages and assisted technology in place. Supported Living enables people to live as independently as possible and ensures they live a safe environment. It gives people the right to decide where, how and whom they live with, and who should provide them with the support they need to do this.

The fundamental principle is that people live in their own home, can be shared, with a partner, or on their own, and the person receives the care and support from the council as identified in their support plan. This may include personal care; financial help to manage money, bills and benefits; accessing education opportunities and finding voluntary or paid employment; taking part in social and leisure activities and community life; making and maintaining friendships and relationships; using technology and/or equipment to make independent living easier and everyday tasks such as shopping and cooking.

The development will utilise land in our ownership which we will retain for future use to develop and support bigger project initiatives by continuing to provide the type of Supported Living housing that is required by young people with complex needs.

The type of Supported Living accommodation at Greenacres will provide good quality, sustainable housing of the right size, type and tenure of affordable housing. Vulnerable tenants will pay Social Rent.

The current service provided is delivered in high cost residential care placements in various locations in England and Wales. The proposed development will result in reduced time, expenses and travel time for social care practitioners and family and friends to travel to visit out of county placements. This will have a direct reduction in the amount of travel time and subsequent carbon omissions travelling within the county to one central location.

Intended audiences and target groups for the service change

National & Local Organisations/individuals:

- Building Sector organisations
- Care Providers

- Cllr. Dean Carroll, Cllr. Nicolas Bardsley and Parish Council
- Environment Agency
- Family, friends and support network of potential tenants
- Government Departments and Agencies
- Greenacres Farm employees and service users
- Local Community Groups
- Local residents and consultations will take place as part of the planning application process
- Registered Housing Providers
- Severn Trent Water
- Voluntary & Community Sector Assembly (VCSA)
- Young adults who have been identified to live in the apartments

Council Service Areas:

- Asset Management
- Building Control/Regulations
- Capital and Corporate Budgets
- Commercial Investments
- Economic Growth/Finance
- Estates/surveyors/planning
- Highways Agency
- Licensing and Planning Department
- Preparing for Adulthood Team
- Procurement & Contracts
- Property Services Group

Evidence used for screening of the service change

[Adult Social Care Strategy](#)
[Building the Right Support](#)
[Climate Change and Sustainability Policy](#)
[Commercial Strategy \(2020-23\)](#)
[Commercial Strategy \(2020-23\)](#)
[Core Strategy Policy CS11](#)
[Corporate Plan \(2019-22\)](#)
[CS5 of the Core Strategy](#)
[Economic Growth Strategy \(2017-21\)](#)
[Homes England](#)
[Housing and Regeneration Act 2008](#)
[Learning Disability Service Plan/Strategy \(2018\)](#)
[Local Offer](#)
[Registering the right support](#)
[Sustainability & Transformation plans](#)
[Transforming Care Partnership](#)

Specific consultation and engagement with intended audiences and target groups for the service change

- *Cllr. Dean Carroll*
- *Cllr. Nick Bardsley*
- *Baschurch Parish Council*
- *Service Users, parents and families of potential Greenacre tenants*
- *Greenacre Farm employees, service users and support network*
- *Consultation with local residents and wider community will take place as part of the planning application process*
- *Local Community Groups*
- *Registered Housing Providers*
- *Care Providers*
- *Building sector businesses*

Timeline:

- 9th September 2020 - Directors meeting
- 14th September 2020 – Informal Cabinet/Directors meeting
- 24th September 2020 - Full Council
- 5th October 2020 - Baschurch Parish Council

Wider consultation will take place with the local community during the planning stage of the development.

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire	High negative impact Part Two ESIIA required	High positive impact Part One ESIIA required	Medium positive or negative impact Part One ESIIA required	Low positive or negative impact Part One ESIIA required
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)			✓ Will positively impact to ensure young adults are provided with homes, are supported and kept safe	
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)			✓	
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			✓	
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				✓

Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓
Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)			✓	
Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)			✓	
Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			✓	
Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)			✓	
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)			✓	

Identification of likely impact of the service change in terms of other considerations including climate change and health and well being

It is expected that the impact is anticipated to have a positive impact on the first cohort of young males who are currently identified as moving from children’s services to adult services. The impact of moving into bespoke accommodation suitable for a range of complex individual needs will be formally assessed during the assessment process by a social care practitioner and/or other practitioners such as Occupational Therapist.

For such complex needs individuals, previous experience identifies rural areas achieve better results because they are better supported in a rural setting initially when coming out of secure residential settings. We will look to move them into more independent accommodation as their skills develop, which will be done with support from the Greenacres day opportunities and training offer on site. One of the reasons the location was chosen is the belief that rural settings are better because of the reduced noise levels and the individuals tend to not feel overwhelmed. This ultimately leads to a more settled, calming and stable living environment and behaviours. For people transitioning over, appropriate levels of support will be incorporated in individual support plans to reduce the risk of isolation and withdrawal from the local community. It is believed having access to agricultural, livestock and horticulturally based activities on site will prove beneficial to support people with anxiety and mental health conditions. In addition, opportunities will be considered as to a range of voluntary opportunities or paid employment to residents through the day service, for example the farm shop.

Under Sustainability and Transformation Plans (STP), Building the Right Homes and CQC's guidance; Registering the Right Support, the evidence suggests many people end up in hospital following disrupted housing and support arrangements, with many experiencing a lack of choice and control over their lives and the environment in which they are living. Poorly thought-out environments can increase behaviour that challenges and it is clear that just 'slotting' people into settings without really understanding the needs of the person, in partnership with them and their families, is unlikely to lead to people living settled and healthy lives in the community.

Guidance Notes

1. Corporate and Service Area Policy and Practice on Equality and Social inclusion

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand alone for a member of the public to read.

The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESIIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESIIA:

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behaviour we expect from people who work with vulnerable groupings, such as taxi drivers that we license;
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language in regard to these groupings in particular.

2. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion. Please contact the equality policy lead within the Council for more advice and guidance in this regard, as per details below.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email lois.dale@shropshire.gov.uk.