

Appendix 2 – Equality Impact Assessment

1. Service

Directorates:

Growth & Development/Adults/Childrens/Homelessness

Services:

Strategic Housing/ Adults Commissioning/Childrens Commissioning
/ Homelessness commissioning

2. Activity

The Enabling Independence Accommodation strategy looks to improve housing options to meet people's needs and better enable their independence, so at its core it champions equality and inclusion. Care and support at home services, supported housing and appropriate move on accommodation enable people to live as independently as possible within their chosen community. This includes older people, disabled people with a physical, mental, or sensory impairment or learning disability, young people with a support need (such as care leavers or teenage parents), families experiencing domestic abuse, people in recovery from drug or alcohol dependence and individuals and families at risk of or who have experienced homelessness. These are not always distinct groups, and many individuals may fit into multiple categories with multiple needs.

This strategy sets out a vision for better enabling the independence for our most vulnerable residents by providing accommodation which meets needs and it articulates what we need to do to get there. It outlines aspirations to improve care and support at home, increase accessible design, improve access to adaptations at home, improve our supported housing offer and move on options, and to better understand and meet need and demand so we can bring forward an evidence-based approach. These aspirations are encapsulated in 4 key objectives:

1: Work collaboratively to identify the need and demand for homes that will better enable independence.

2: Ensure better care and support at home.

3: Build the supported housing we need and improve pathways into it.

4: Improve “move on” from temporary supported housing into good quality independent accommodation

The Enabling Independence Accommodation Strategy sits beneath Manchester's new Housing Strategy, within which there is a clear commitment to develop and deliver Enabling Independence Accommodation Strategy aspirations by working with housing partners to bring forward a new build supported housing programme that meets not only the needs of people with disabilities and those with a wide range of care and support requirements and also, affordable move on accommodation options. It will seek to influence the new Local Plan to increase the percentage of wheelchair accessible homes within new build developments. Our new Adults, Childrens and Homelessness outcome focused commissioning strategies will be key to the delivery of accommodation providing independence, as is the Homelessness Strategy and our Better Outcomes, Better Lives strategy

which builds on work to integrate health and social care to support people to achieve better life outcomes.

This strategy cannot be delivered by Adults, Childrens, Homelessness and Housing services in isolation and success will require other services supporting the objectives of the strategy and working collaboratively with public sector organisations at both the local and national level alongside private sector partners. A delivery plan will follow this strategy. The delivery plan actions will set out a clear blueprint for how we will realise this strategy’s vision and fulfil the commitments that have been set out. This may include more bespoke operational plans for specific vulnerable groups that require highly specialist accommodation, such as Adults with a Learning Disability or Autistic citizens

3. Analysing the impact on equality

Remove or minimise disadvantages suffered by individuals or groups because of their characteristics	a
Meet the needs of people from protected or disadvantaged groups where these are different from the needs of other people	a
Promote diversity and encourage people from protected or disadvantaged groups to participate in activities where they are underrepresented	

Fundamental to meeting the needs of people from protected or disadvantaged groups, where these are different from the needs of other people, is increasing the supply of suitable accommodation. We know that our current supported housing provision does not always meet people’s needs, especially those with more complex needs. We also know that some people live in supported housing simply because the adaptations and care needed within their own homes is not available. However, the information we hold relating to who needs housing options with care and support, whether they come from under-represented communities in Manchester and whether their needs are met by our provision is dispersed and sparse and held on a variety of data systems. This strategy commits to undertaking a thorough review of existing evidence in relation to users, providers and schemes and developing a multi-service system for better data collection. This will confirm need and demand and identify opportunities to address inequalities and gaps in provision. Addressing how we collect, retrieve and analyse the information we hold on residents, providers and properties, will provide the local authority and providers with a better understanding of the need and demand within our diverse communities and provide evidence-based cases or bringing forward accommodation which addresses inequalities.

The needs of people from protected or disadvantaged groups can be different from the needs of other people, an ambition of this strategy is to increase the proportion of wheelchair accessible new build housing in Manchester by working with planners, developers and providers to secure this. This change to new build provision and a further ambition to streamline adaptations processes will improve

living conditions for residents, including families with children, who are currently seeking wheelchair accessible accommodation and prevent people having to move into supported housing simply because there is not a wheelchair accessible property available.

This strategy will seek for new supported housing schemes to be developed in coproduction with users and their family members and advocates. This will give residents from protected or disadvantaged groups the opportunity to participate in design development and scheme governance and management proposals. As a local authority we are in the process of seeking an RP partner to engage the LGBT community via coproduction to bring forward an LGBTQ+ extra care scheme to celebrate diversity whilst recognising that people from a protected group require their needs to be understood and addressed via a variety of housing options

	1. What is the impact of your proposal on this group?	2. What evidence have you used to reach this assessment?	3. What actions could be taken to address the impacts?
<u>Age (older people)</u>	<p>The Enabling Independence Accommodation Strategy aims to enable older people to live as independently as possible within their community via care and support at home services and extra care supported housing. This strategy will build upon Manchester's successful extra care programme to deliver more homes for older people.</p>	<p>Manchester's Extra Care delivery programme was developed on an evidence base provided by the commissioning in 2014 of a housing needs analysis for older people in Manchester. This is to be updated as part of the strategy and alongside our Better Outcomes, Better Lives programme outcomes will inform further development of older people's accommodation across the city.</p>	<p>A key action identified in the strategy will be ensuring that we continue to develop our extra care and specialist older people's housing offer.</p> <p>More broadly than that the strategy commits us to diversifying the older people's housing offer – including in the city centre – so that there is the right home at the right time when people are ready to move.</p>

<p><u>Age (children and young people)</u></p>	<p>There are increased risks to the physical and mental health and educational achievements of children and young people arising from poor housing conditions. For children and young who also have a disability this risk is even higher. This strategy will seek delivery of improved housing options to better meet the needs of families with disabled children and young people with disabilities.</p> <p>A sufficiency of high-quality accommodation for our children will provide the stability to enable future generations to contribute to the City's economic success.</p> <p>Continuing to improve accommodation will contribute to improving educational outcomes, aspirations and job opportunities for our children and contribute to Manchester's young people</p>	<p>The negative impacts of poor housing on children and young people are evidenced in the Building Research Establishment study – “The Cost of Poor Housing in England” (2021). This is confirmed via the City's work on the Family Poverty Strategy and the Build Back Fairer Marmot Review, which highlights how poor and unsuitable housing is harmful to health and widens inequalities for residents.</p> <p>There are currently xx families with disabled children on Manchester Move awaiting properties that are wheelchair accessible.</p> <p>Manchester has high levels of children in care which means we need more supported and move on housing for care leavers.</p>	<p>We will introduce processes for earlier identification of and transition to forever homes for care leavers.</p> <p>RP partners have developed both permanent and short term supported housing models for care leavers – however current commissioning strategies can make bringing forward such housing challenging. Something we will address over the lifetime of the strategy.</p> <p>This strategy's ambition to seek a requirement for new build housing developments in the city to provide a set percentage of wheelchair accessible homes will increase homes available and suitable for children and young people who use wheelchairs.</p> <p>The strategy's ambition to work with partners to create a more streamlined adaptations service so that</p>
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	<p>becoming happy, safe and successful adults.</p> <p>Improving outcomes for children and families across the city helps build and develop communities.</p> <p>Investment in accommodation will enhance the City's attractiveness to potential residents and contribute to the development of high-quality neighbourhoods.</p>		<p>more existing properties can be adapted to help young people and children with disabilities live with improved independence will be a key action to address impacts.</p>
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<p><u>Disability</u></p>	<p>Suitable homes for some of our most vulnerable residents, including those with disabilities, have been in very short supply.</p> <p>This strategy seeks to increase the supply of suitable accommodation, including new build homes built to wheelchair accessible standards, to meet the needs of our disabled residents.</p>	<p>Manchester is working on a long-term of programme of change in Adult Social care focused on maximising independence – Better Outcomes, Better Lives. This has informed the Strategy.</p> <p>We know there are people with a disability on the housing register awaiting social housing which suits their needs and we also know from growing numbers of inquiries from disabled people living in the private rented sector in accommodation not suited to their needs that there are not enough homes in Manchester designed to suit the needs of people with a disability or homes suitable for adaptations and that some people’s home environment is disadvantaging them, sometimes for many years.</p> <p>There are a number of citizens in acute mental health (hospital) placements who</p>	<p>This strategy in its focus on improving data held regarding people with protected characteristics in need of care and support will analyse improved data systems to identify the housing with care and support needs of people with protected characteristics and work with partners to deliver housing to meet those needs.</p> <p>We will find more housing solutions for disabled households and families who are currently living in inappropriate homes.</p> <p>The Strategy commits us to strengthening the development of supported housing options for Manchester residents and independent living options for those who need our support.</p> <p>We are implementing a remodelling our homecare and adaptations services to overcome some of</p>
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		<p>do not have suitable accommodation options available, in order to ensure expedient discharge, consequently this is causing delays and/or the necessity to move to other boroughs and cities. This opposes the principles of national agendas and strategies such as Transforming Care and Building the Right Support for Adults with a Learning Disability and/or Autism.</p>	<p>the barriers disabled people are facing when it comes to continuing to live in their existing homes. There will be a focus on doing things earlier and better.</p> <p>We will work together with Registered Providers and funders to look at more specialist supported housing options for citizens that require them.</p>
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<p><u>Race</u></p>	<p>Housing inequality in Manchester is directly related to the disadvantages suffered by some individuals or groups because of their characteristics (including race).</p> <p>This inequality remains a significant issue in the city and something the Housing Strategy seeks to address via general needs housing delivery, whilst the EIA strategy will focus upon identifying and addressing any race inequality related to care leaver options, older peoples housing, supported housing and move on accommodation.</p>	<p>The poorer quality private rented sector has higher numbers of ethnic minority residents, private sector landlords are less likely to carry out adaptations to homes to meet individuals' health needs.</p> <p>Some client user groups such as mental health have a higher proportion of residents from Black and Asian backgrounds.</p>	<p>This strategy commits to improving data and information process to analyse the health care and support needs of BAME residents in supported housing, move on accommodation and homes in need of adaptations, so that the accommodation with care and support needs of BAME residents can be better addressed and met.</p>
<p>Sex</p>			

<p><u>Sexual Orientation</u></p>	<p>The Enabling Independence Accommodation Strategy commits to ensuring that appropriate & accessible housing is available to cement the city's reputation as an inclusive and welcoming city for all including members of the LGBTQ+ community</p>	<p>Following consultation, it was identified that older members of the LGBTQ+ community were facing prejudices in existing Extra Care schemes across Manchester</p>	<p>This strategy in its focus on improving data held regarding people with protected characteristics in need of care and support will analyse improved data systems to identify the housing with care and support needs of people with protected characteristics and work with partners to deliver housing to meet those needs.</p> <p>This strategy will build upon the Pride in Ageing standard within older people's housing schemes and the commissioning of the development of the UK's first purpose-built LGBTQ+ Extra Care scheme to create safe celebratory spaces for LGBT residents with care and support needs to live in.</p>
<p><u>Pregnancy / maternity</u></p>			

<p>Gender Reassignment</p>	<p>This Strategy commits to ensuring that appropriate & accessible housing is available to cement the city's reputation as an inclusive and welcoming city for all including members of the LGBTQ+ community</p>	<p>Following consultation, it was identified that older members of the LGBTQ+ community were facing prejudices in existing Extra Care schemes across Manchester.</p> <p>Homelessness accommodation for people from the LGBTQ+ community has been made available in response to identified needs.</p>	<p>This strategy in its focus on improving data held regarding people with protected characteristics in need of care and support will analyse improved data systems to identify the housing with care and support needs of people with protected characteristics and work with partners to deliver housing to meet those needs.</p> <p>This strategy will build upon the Pride in Ageing standard within older people's housing schemes and the commissioning of the development of the UK's first purpose-built LGBTQ+ Extra Care scheme to create safe celebratory spaces for LGBT residents with care and support needs to live in.</p>
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<u>Faith / religion / belief</u>			
Additional / Optional Characteristics			
<u>Families living in Poverty</u>	<p>This strategy sets out a priority to improve access to adaptations and new build wheelchair accessible homes. Many families with a parent or child with a disability, are on lower income and in poverty due to their employment options being limited due to their condition or caring responsibilities. More appropriate housing to meet needs could improve options for working from home and increase family income.</p>	<p>The city is becoming increasingly reliant on private sector dispersed accommodation (which currently houses over 90% of all households in TA) and we are having to accommodate people outside of the city away from family networks due to demand and lack of supply.</p> <p>Manchester's Extra Care and older peoples HAPPI scheme development programmes, in addition to improving the independence of olde people with care and support needs also free up family housing for families in poverty and in need of affordable secure homes as the schemes are marketed towards older people in under occupied family homes.</p>	<p>MCC will work with partners in the Manchester Housing Provider Partnership to develop more extra care and older people's schemes and request that these schemes be marketed to older people under occupying family homes.</p>

<u>Carers</u>	See above		
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<p><u>Homelessness</u></p>	<p>People become homeless for a variety of reasons, these can relate to mental physical and economic crisis. People in crisis due to homelessness, mental health or addiction will require supported housing for a period and each of their pathways into and sometimes out of supported accommodation should be clear.</p> <p>Our new evidence base drawn from improved intelligence systems and our housing needs analysis will inform a review of pathways into and out of homeless supported housing.</p> <p>The strategy will build on our continued increase of focused pathways into homeless accommodation to better meet the needs of minority groups and a new pathway approach to better match people to housing related support services.</p>	<p>Manchester has significant numbers of homeless people, many of whom have multiple and complex support needs including mental health and drug and alcohol dependency. For homeless services, demand currently outstrips capacity. An estimated 3.5k people are housed in Homeless supported accommodation in Manchester</p> <p>The number of people presenting as homeless is continuing to increase (over 9,500 presentations in 2020-21 – 60% more than in 2017-18). This is costing the Council c.£15m annually.</p> <p>Evidence from the Manchester Homelessness Partnership highlights the difficulty of finding suitable homes in the private sector – especially larger family properties where competition for limited stock is high.</p>	<p>Reducing the use of B&B & temporary accommodation through more affordable and appropriate housing solutions linked to Better Outcomes, Better Lives</p> <p>We will ensure there are effective pathways in place to move on from temporary supported housing into secure and affordable tenancies with the support of a neighborhood resettlement service</p> <p>We will increase the provision of targeted one bedroom move on accommodation as part of new-build general needs housing developments.</p> <p>We will develop as a “move on” option a long-term housing scheme with light touch support for homelessness repeat return users.</p>
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<p>Ex-Armed Forces</p>	<p>The Armed Forces community should not face disadvantage compared to other citizens in the provision of public and commercial services.</p> <p>Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.</p> <p>This strategy will build upon the council's new pathway targeting and supporting veterans who find themselves homeless and/or involved in the criminal justice system.</p>	<p>MCC is signed up to the Armed Forces Covenant.</p> <p>The purpose of this Covenant is to encourage support for the Armed Forces Community working and residing in Manchester –n supported and move on accommodation and in general needs housing - and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most.</p> <p>This includes in-Service and ex-Service personnel their families and widow(er)s in Manchester</p>	<p>MCC's commitments, as a member of the Covenant, will be upheld as part of the delivery of the Enabling independence Accommodation Strategy and associated policies.</p>
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