

Appendix A: Adults supported housing pathways EAA

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Date	May 2021	Service	Joint Commissioning: Prevention, Inclusion & Public Health Commissioning Team

1. The project or decision that this assessment is being undertaken for:

The Prevention, Inclusion and Public Health Commissioning Team (PIPHCT) commissions a range of floating & accommodation based support services to meet the needs of homeless service users who require support to manage and maintain their accommodation.

PIPHCT works to align services with the ambition of Lewisham Council working in partnership with other directorates such as Housing, Children's Social Care, Adult Social Care & Clinical Commissioning Group to improve access to the supported accommodation & floating support services to maximize effectiveness and strategic use of these services.

As several supported accommodation services & floating supported services are due to be re-commissioned across 2021-2022, this Equality Analysis Assessment aims to inform re-commissioning and re-specification of Mental Health and Single Adult supported accommodation pathway services for new arrangements to commence in 2022.

This EAA will feed into the Permission to Procure report being present to Mayor and Cabinet on 9th June 2022.

1. The protected characteristics or other equalities factors potentially impacted by this decision

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Income	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic	
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy and Maternity	<input checked="" type="checkbox"/> Refugee/Migrant/Asylum seeker	<input type="checkbox"/> Health & Social Care	
<input checked="" type="checkbox"/> Nationality	<input checked="" type="checkbox"/> Employment			

As supported Housing Services are designed to support a broad range of need, the above protected characteristics and equality factors are relevant to this assessment and are included in assessment below.

Characteristics not included in this analysis and rationale:

Marriage & Civil Partnership: As this is assessment is for accommodation based services for single people aged 18 plus this characteristic was assessed as not relevant to this assessment.

House Hold Type: Although this question was asked within the Equality & Diversity audit undertaken, most recipients recorded supported housing as their current accommodation and no useful trends will be observed through this data, as such this characteristic is not included for further analysis below.

Health & Social Care: There is no specific analysis on this area included below, however trends for the protected characteristics listed have been assessed against available data from Adult Social Care and South London and Maudsley NHS Trust.

2. The evidence to support the analysis

Approach

Equalities and Diversity information has not historically been collected or compiled in a consistent way across the range of supported housing PIPHCT commission. To enable meaningful data to be compiled,

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and Equality & Diversity audit was completed in January 2021 across all commissioned supported accommodation services using the LBL Equality Assessment questionnaire to ensure responses were collated in a consistent way in line with the Council's Corporate Equality Policy.

Data from services was compiled to enable officers to compare Equality & Diversity information captured from supported housing services to other relevant data sets to identify gaps and unmet need.

The focus of this EAA is to assess the impact that the re-commissioning of **Mental Health and Single Adults supported housing** will have on protected characteristics.

The analysis will examine trends seen in the mental health and single adults supported housing pathways based on data captured in the Equality & Diversity audit undertaken in 2021, and will compare these trends with different data sets relating to including:

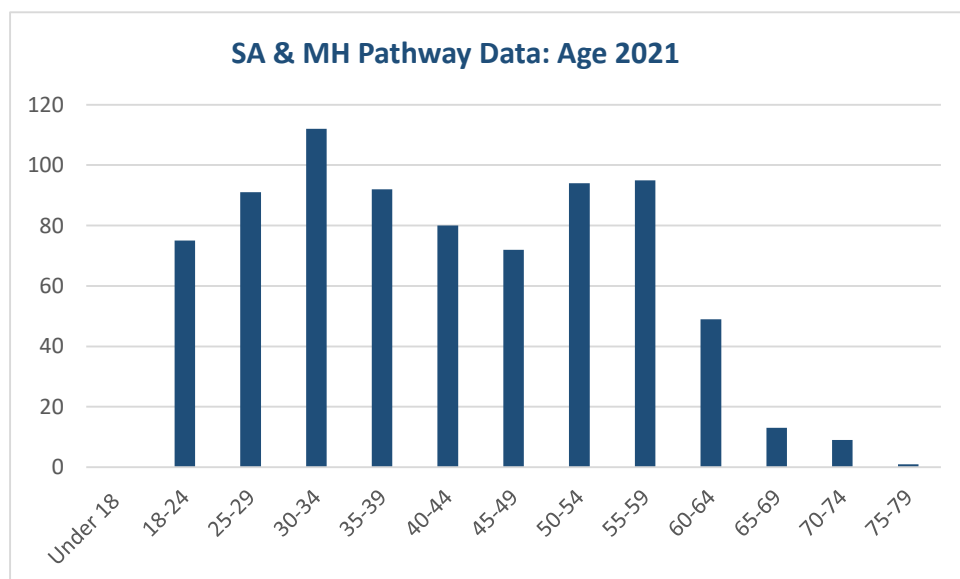
- Population data held on the Lewisham Observatory - 2021
- LB Lewisham Housing data: Homeless Approaches 2018-2020
- LB Lewisham Adult Social Care: Supported Living & Shared Lives data 2021
- Data obtained from Lewisham SLaM services

3. The analysis

Age:

The mental health and single adults supported housing pathway is commissioned to meet the needs of 18-65 y/o residents who are in housing need and have support needs including; mental health, substance misuse, dual diagnosis, offending behaviour, learning disabilities etc. It is essential that supported accommodation services are in place to ensure the Local Authority can meet the duties owed to these cohorts and to minimise spend on more costly placements.

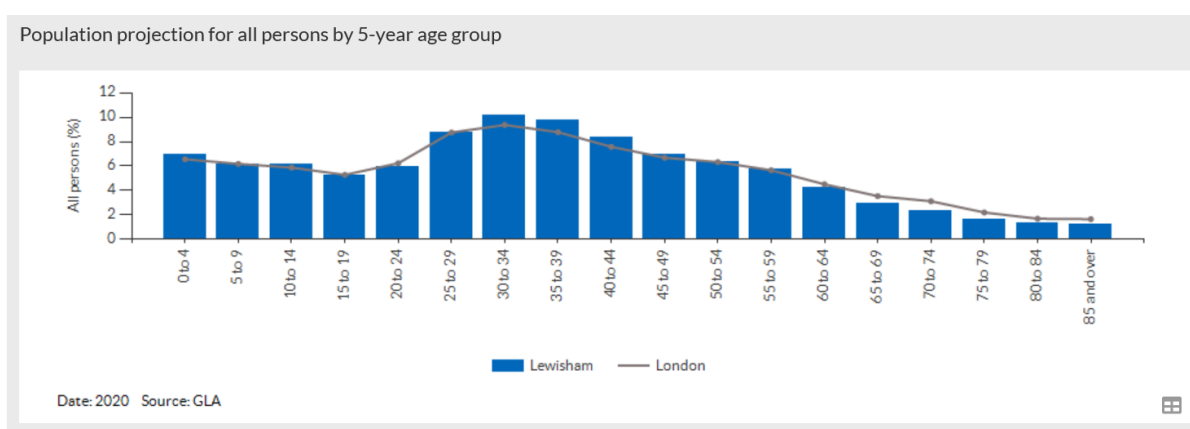
Mental Health and Single Adults Supported Housing pathway data:



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- Of the 783 responses to this question, the data indicates the MH and SA supported housing pathways meet the needs of a broad range of age groups.
- 30-34 age group were the most prevalent age group recorded at 14%.
- 47 % of the supported housing cohort in the mental health and single adult’s pathway were under the age of 40, 43 % were between the ages of 40 – 60, and 10 % were over the age of 60.
- 3% of residents were over the specified age threshold of 65 for commissioned supported housing services.
- 18% of service users currently placed in supported housing will turn 65 in the next 10 years indicating the upper age threshold for commissioned services should be increased to cater for service users who do not meet threshold for a higher level of care and support.

Population data from the Lewisham Observatory 2021:



- This data highlights population growth by age group showing higher projected growth in the 30-44 age groups than London averages.

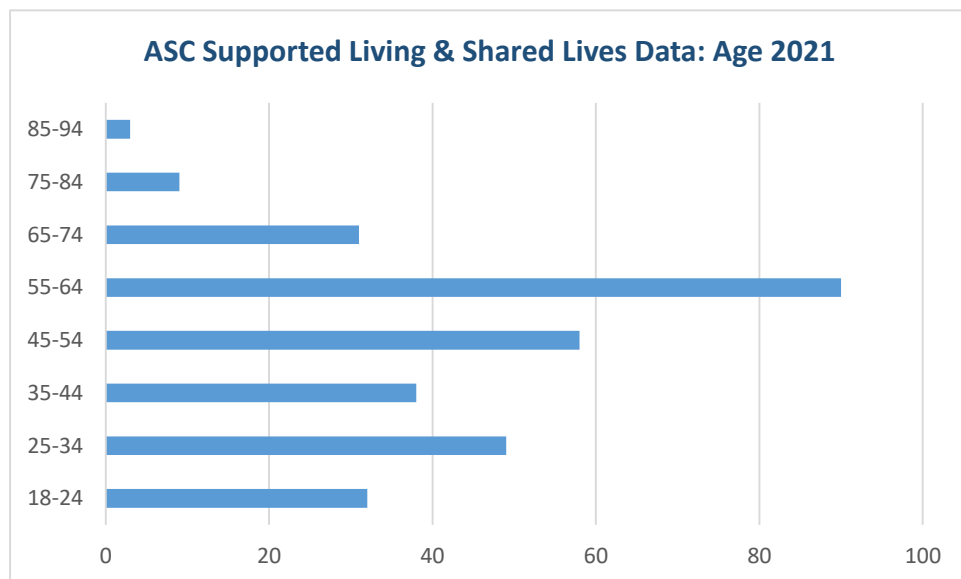
Data from LB Lewisham Housing: Homeless Approaches 2018-2020

Homelessness applications Age Range	Count
Less than 18	0.8%
18-25	21.4%
26-35	27.9%
36-40	12.5%
41-50	19.4%
51-60	12.4%
More than 60	5.5%
Grand Total	100.00%

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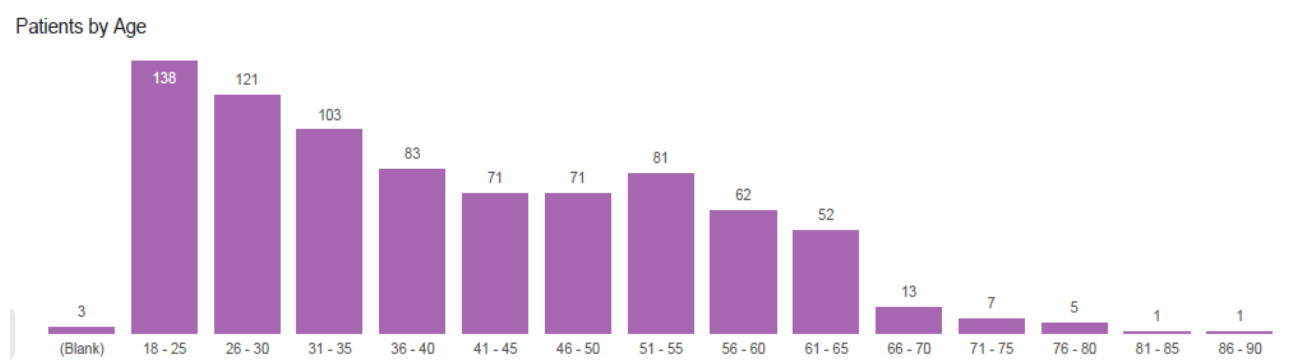
- This data highlights that 26-35 year olds made the most homeless approaches across 2018-2020, with 18-25 year old, and 41-50 year olds also being prevalent age groups.

Lewisham Adult Social Care - Supported Living & Shared Lives Data 2021



- This data highlights the most prevalent age groups within this cohort are 55 – 64, and 45 – 54.
- Similar trends can be seen in the supported housing pathway indicating the pathway is catering for age ranges represented in ASC data.
- There may be other ASC groups that it would be useful to include in any further analysis in particular the needs of cohorts in general needs accommodation who may require supported housing services to prevent the need for more restrictive and costly accommodation settings.

Lewisham SLaM Data:



- Lewisham SLaM data indicates that of the 812 patients recorded in treatment, the most prevalent age group was 18-25 year olds, with 54 % of the case load being under the age of 40.

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- Similar trends can be seen in supported housing and Housing data where the 47% of people placed in the pathway were under the age of 40, and the most prevalent groups making homeless application were also under the age of 40.

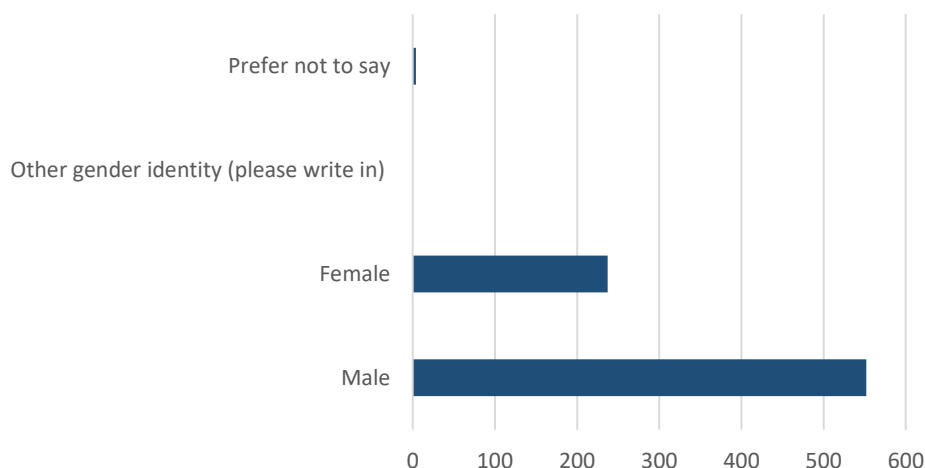
Age – Key Findings:

- Mental health and single adults supported accommodation services work with a broad of age groups.
- The pathway accommodation supports age groups representative of homeless approaches recorded in the borough, and caseloads seen in Adult Social care and SLaM indicating the housing pathways are facilitating equal access in this area.
- Given the percentage of supported housing clients that will be over the age of 65 which is the current age limit set for supported housing services, consideration should be given to raising this threshold to meet the needs of service users who will not meet threshold for extra care and support but will still require support to live independently.
- The data also highlights the needs of younger age groups as seen in SLaM and homeless approach data which indicates that supported housing services should be commissioned to support a broad range of ages and associated needs.

Gender:

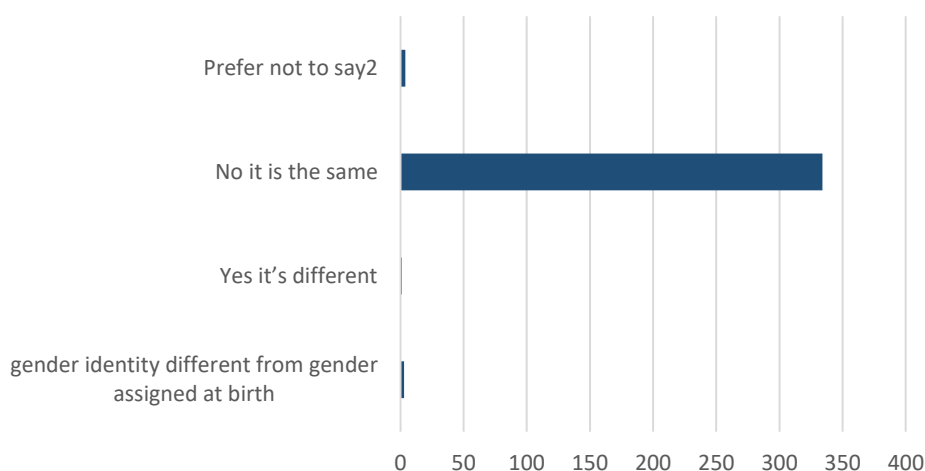
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MH & SA Pathway Data: Gender 2021



Gender Identity:

SA & MH Pathway Data: Gender Identity 2021



- Of the 793 responses, 70% of service users placed in supported accommodation services were male and 30 % were female, indicating that the supported housing pathway is supporting significantly more males than females.
- 0.3 % of services users said their gender identity was different to that assigned at birth. There is a lack of wider data sets to compare gender identity responses to, and this is not likely to reflect the true picture of this characteristic in services. Better recoding and monitoring of gender identity is required to start to understand themes and trend in this client group.

Population data from Lewisham Observatory 2021:

- The total projected population for Lewisham for 2030 is 327,545, of which 163,245 are projected to be males, and 164,300 are projected to be females indicating a slightly higher female population in the borough overall.

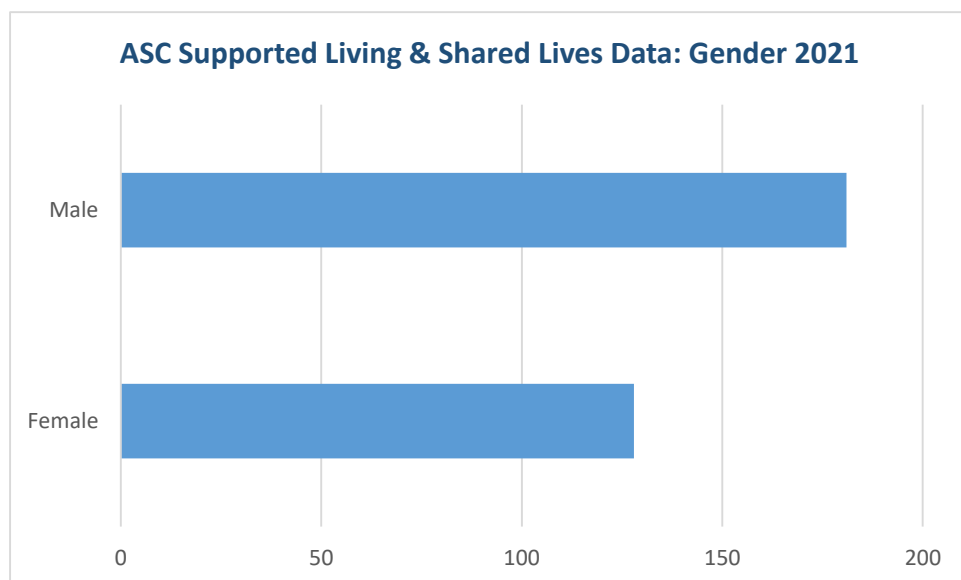
Data from LBL Housing: Homeless Approaches 2018-2020:

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- 57.8% of homeless approaches recorded to the local authority across 2018 – 2020 were female, indicating females were the most prevalent in this group. This finding may indicate the females are more at risk of homelessness in Lewisham, however more detailed analysis would be needed to draw established conclusions.

Lewisham Adult Social Care - Supported Living & Shared Lives Data 2021

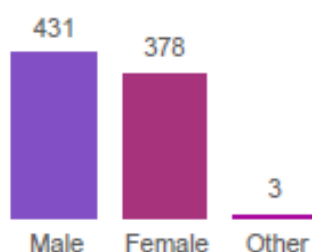
Supported Living & Shared Lives Services



- Of this cohort of 310, 58 % of service users were male and 41 % female indicating that males are more likely to require supported living or shared lives services.

Lewisham SLaM data:

Gender



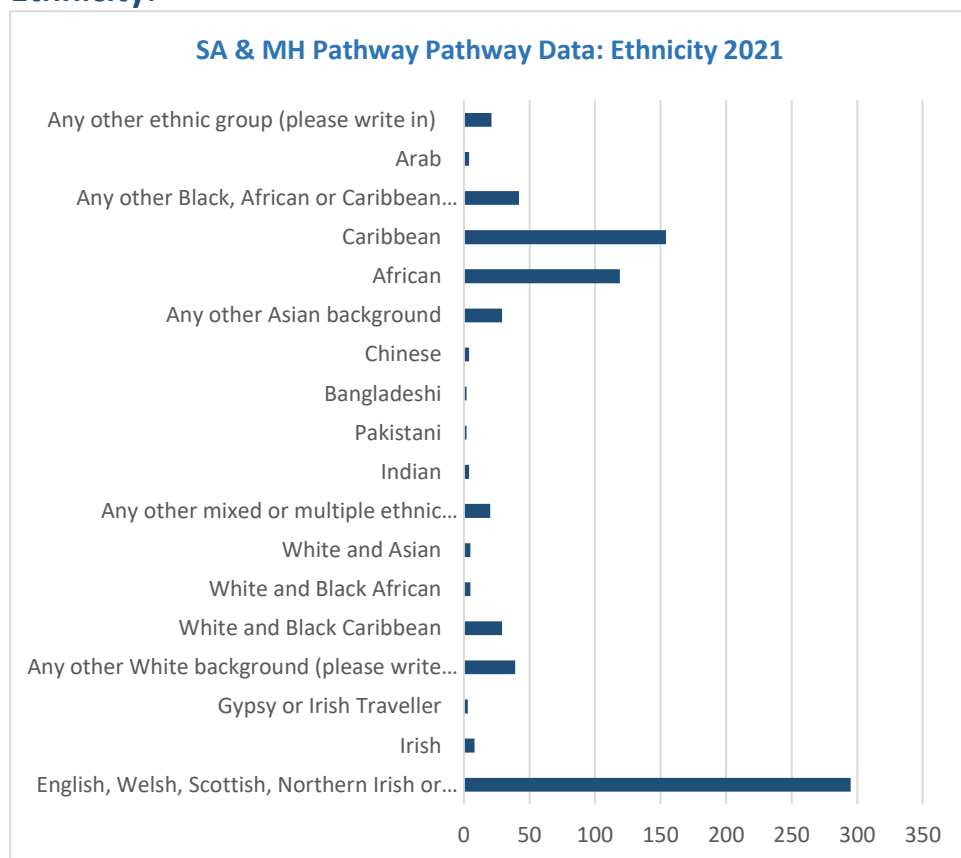
- Data from SLaM indicates that there are more males than females on the SLaM caseload, which may indicate that males are more likely to require a mental health service to females, however more detailed analysis would need to be undertaken to fully understand this finding.

Gender – Key finding:

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- Population data indicates Lewisham has a slightly higher female population to males. This trend is seen in data on Lewisham Homeless approaches across 2018 – 2020 which saw more females than males approach the Local Authority for assistance with housing.
- However data from supported housing, Adult Social Care and Lewisham SLAM services all show that males make up a higher percentage of the caseloads.
- This may indicate that males are more in need of support services such as mental health or accommodation based support services, however it could also indicate that females are disadvantaged in terms of access to supported housing services.
- Females are often under-represented in homeless services and rough sleeping surveys which is a theme that has been replicated in homeless research. The findings in Lewisham are in line with this trend.
- Female homelessness is often linked to Domestic Violence and trauma, so ensuring there are specialist female only provision with the housing pathways is essential to ensuring equal access.
- Whilst there is female only provision in the pathways, the amount should be reviewed when re-specifying services through the re-commissioning programme to ensure there are suitable services to meet the needs of females in the borough.

Ethnicity:



- Of the 785 responses to this question, the prevalent ethnic categories reported included: English, Welsh, Scottish or Northern Irish (37%), Caribbean (20%), African (15%).

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Ethnicity	Lewisham		London	
	Count	%	Count	%
Arab	2,565	0.8	146,572	1.6
Bangladeshi	1,644	0.5	263,556	2.9
Black African	36,838	11.6	669,217	7.3
Black Caribbean	30,533	9.6	346,086	3.8
Chinese	8,101	2.6	158,737	1.7
Indian	5,832	1.8	654,653	7.1
Other Asian	15,440	4.9	518,236	5.6
Other Black	15,341	4.8	214,057	2.3
Other Ethnic Group	7,952	2.5	224,729	2.4
Other Mixed	7,123	2.2	167,217	1.8
Other White	40,922	12.9	1,457,978	15.8
Pakistani	2,149	0.7	281,377	3.1
White & Asian	4,281	1.3	132,736	1.4
White & Black African	5,061	1.6	86,605	0.9
White & Black Caribbean	10,467	3.3	141,984	1.5
White - British	117,474	37	3,552,634	38.6
White - Irish	5,743	1.8	186,955	2

- Population data shows the most prevalent ethnic categories recorded in Lewisham were: White British 37%, other white 12.9 %, Black African, 11.6% Black Caribbean 9.6%
- This data suggests mental health and supported accommodation services are representative of ethnic categories reported in the wider population in Lewisham.
- Overall the prevalent ethnic groups are comparable across supported housing and population data indicating no significant inequalities in supported housing service provision.

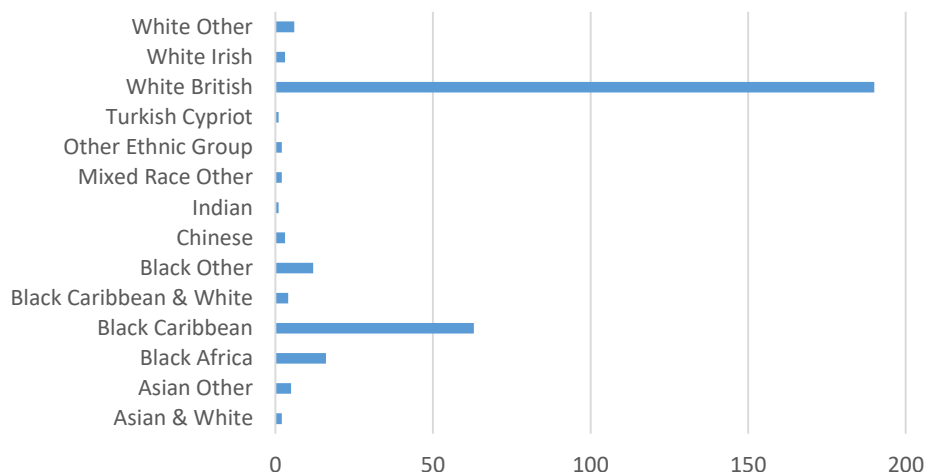
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Homelessness applications Ethnicity	Count
13 BLACK AFRICAN	23.50%
12 BLACK CARIBBEAN	23.34%
01 WHITE BRITISH	20.82%
16 OTHER ETHNICITY	6.62%
17 REFUSED	6.04%
03 WHITE OTHER	6.01%
04 WHITE & CARIBBEAN	4.31%
14 BLACK OTHER	2.48%
06 WHITE & ASIAN	2.27%
20 OTHER MIXED	1.15%
08 INDIAN	0.74%
19 ARAB	0.70%
05 WHITE & AFRICAN	0.64%
15 CHINESE	0.53%
09 PAKISTANI	0.40%
10 BANGLADESHI	0.30%
02 WHITE IRISH	0.08%
18 GYPSY/IRISH TRAVE	0.05%
11 OTHER ASIAN	0.02%
Grand Total	100.00%

- Ethnicity data for homeless approaches across 2018-200 indicates the three most prevalent ethnic categories to be recorded were: Black Caribbean, Black African and White British.
- These findings are similar to those seen in supported housing services, however vary slightly with Black Caribbean and Black African groups represented more than white British groups, which is seen in reverse in the MH and SA pathways.

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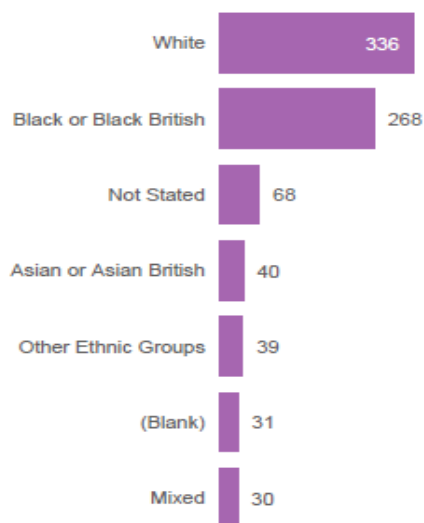
ASC Supported Living & Shared Lives Data



- Data from ASC supported living and shared lives services is comparable to supported housing data with the three most prevalent groups recorded as: White British, Black Caribbean and Black African.

Lewisham SLaM data:

Ethnicity



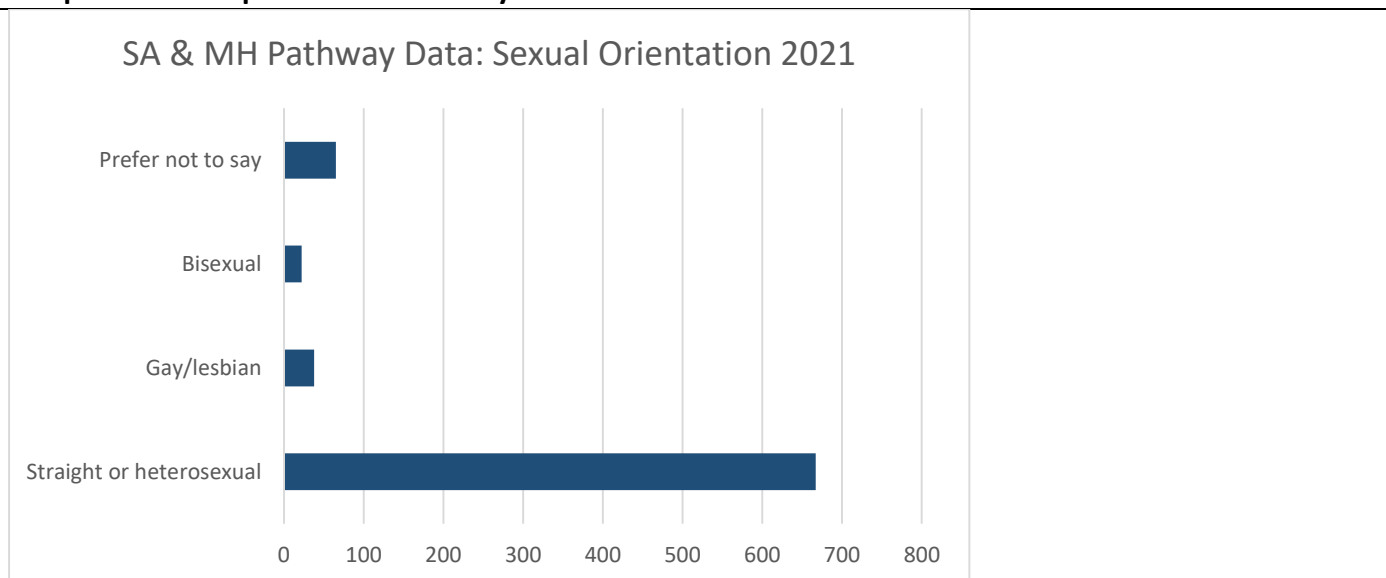
- Data from Lewisham SLaM services also showed similar trends to population, supported housing and ASC data reporting White British to be the most prevalent group, followed by Black, and Black British.

Ethnicity – Key Findings:

- Service Users accommodated in supported housing services are representative of the prevalent ethnic groups identified in population, Housing, Adult Social Care and SLaM data identifying no significant inequalities in this area.
- The findings of this report should be compared to wider data sets to more fully understand themes and trends.

Sexual Orientation

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- Of the 792 responses to this question, 84% of service users identified as being straight or heterosexual, 5% gay/lesbian, 3% bisexual, and 8% preferred not to say.

Population Data from Lewisham Observatory 2021:

- Data not available.

Data from LB Housing: Housing Register Applications 2018-2020

- Data on sexual orientation of homeless approaches was not available, however data from housing register applications highlighted.
- Over half of the applications on the housing register have not disclosed their sexuality.
- 44% have identified as straight / heterosexual
- Less than 1 % have identified as gay / lesbian / bisexual / or other
- This data highlights comparable findings to those recorded in the MH & SA supported housing pathway showing very similar percentages of service users identifying as straight / heterosexual, gay / lesbian.

LB Lewisham Adult Social Care Data: Supported Living & Shared Lives data 2021:

- Data not available.

Lewisham SLaM data:

- Data not available

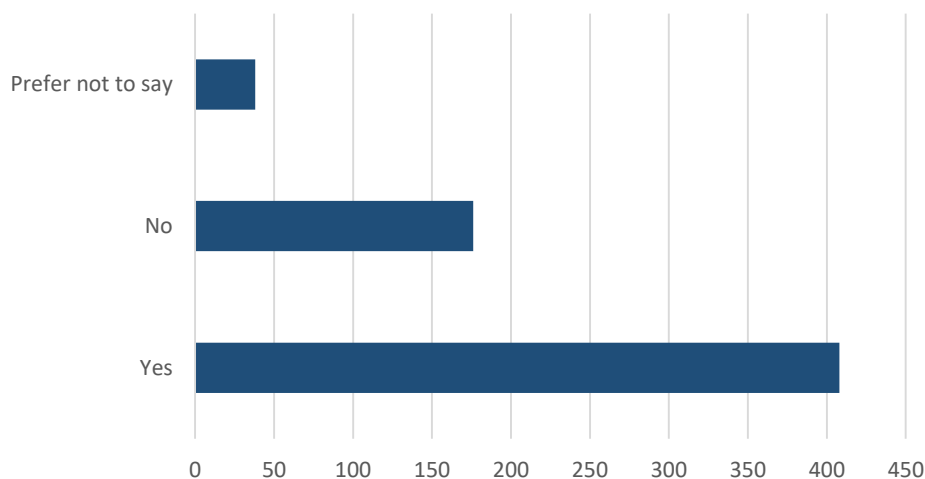
Sexual Orientation – Key findings:

- The trends found in the MH & SA supported housing pathway around sexual orientation were also seen in the data taken from the Housing Register across 2018 – 2020.
- It would be useful to have the data breakdown for sexual orientation from other departments such as Adults Social Care, SLaM and for homeless approaches to better analyse if the supported housing cohort is representative of trends seen in other areas.

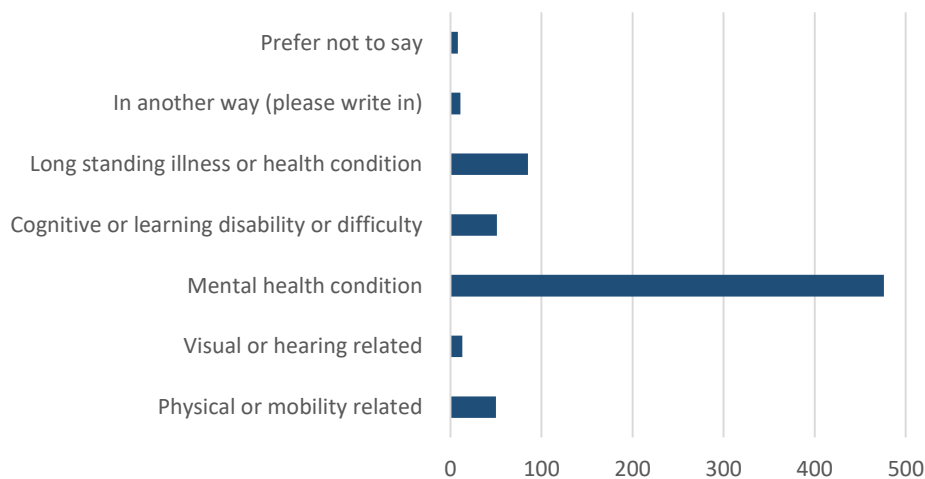
Disability:

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MH & SA Supported Housing Pathway Data: Disability 2021



MH& SA Pathway Data: Disability Type 2021



- Of the 622 responses recorded to this question, 66% of service users in supported housing services reported that they had a disability.
- 76 % of service users identified as having a mental health condition, 13 % having a long standing health condition and 8 % reporting cognitive or learning disability.
- These findings reflect the criteria for the mental health pathway – a requirement for which is that you are engaged with SLaM and have a formal mental health diagnosis.
- These findings that long standing health conditions and cognitive and learning disabilities are also represented in prevalent groups is indicative of the high thresholds in ASC and Learning Disabilities services seeing more people with these needs being referred to supported housing services for support to live independently.

Population data from Lewisham Observatory:

- Data not available

LB Lewisham Housing data: Homeless Approaches 2020-2021

Disability	18 or over	Grand Total
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Blind or serious visual impairment	40.00%	40.00%
Deaf or serious hearing impairment	20.00%	20.00%
Physical impairment or mobility issues	40.00%	40.00%
(blank)	0.00%	0.00%
Grand Total	100.00%	100.00%

- This data taken from homeless approaches recorded across 2019-2020 highlights that visual impairment and mobility issues were the two most prevalent disability type recorded in homeless approaches.

LB Lewisham Adult Social Care Data: Supported Living & Shared Lives 2021:

- Data not available.

Lewisham SLaM Services:

- Data not available.

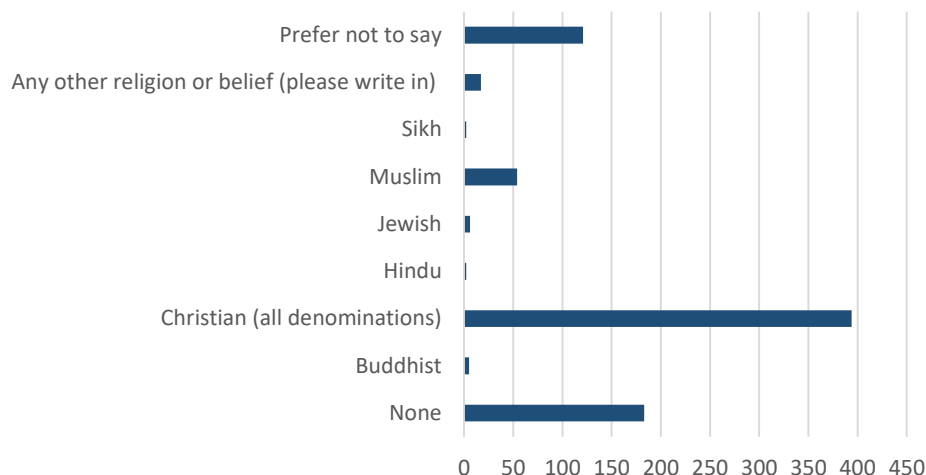
Disability – Key Findings:

- More data collection is required to meaningfully assess disability trends in mental health and single adult cohorts in Lewisham.
- The supported housing pathway data highlighted most service users who identified as having a disability reported having a mental health issue.
- The supported housing pathway data also highlights the needs of service with cognitive / learning disabilities. The threshold for Learning Disability services is very high. Further analysis is needed to better understand any inequalities in this area and how supported housing services can respond to meet these needs, however specifications will include requirements to ensure staff are adequately trained to meet support needs of service user affected by cognitive and learning disabilities.
- The buildings used for supported housing services in Lewisham do present some barriers to ensuring equal access to service provision for people who have physical disabilities and mobility issues.

Religious Beliefs

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MH & SA Pathway Data: Religion 2021



- Of the 784 responses to this question, 50 % of service users placed in the supported housing pathway identified as Christian, 23 % said they had no religion, 15 % preferred to say, and 6 % identified as Muslim.

Population Data from Lewisham Observatory 2021:

Religion	Lewisham		London		England	
	Count	%	Count	%	Count	%
Buddhist	3,664	1.3	82,026	1	238,626	0.5
Christian	145,588	52.8	3,957,984	48.4	31,479,876	59.4
Hindu	6,562	2.4	411,291	5	806,199	1.5
Jewish	643	0.2	148,602	1.8	261,282	0.5
Muslim	17,759	6.4	1,012,823	12.4	2,660,116	5
Sikh	531	0.2	126,134	1.5	420,196	0.8
Other religion	1,478	0.5	47,970	0.6	227,825	0.4
No religion	75,155	27.2	1,694,372	20.7	13,114,232	24.7

- Population data for Lewisham highlights that the most prevalent religious beliefs identified were Christian 48.4 %, no religion 20.7%, and Muslim 12.4%.
- These findings are consistent with the trends seen in supported housing services and indicates that religious beliefs in service users accommodated in supported housing reflect wider trends in the population.

LB Lewisham Housing: Homeless Approaches 2020 - 2021:

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Religion	Count
Not disclosed	58.33%
Christian (all denominations)	23.93%
None	9.82%
Muslim	5.43%
Any other religion/belief	0.82%
Prefer not to say	0.74%
Buddhist	0.45%
Hindu	0.41%
Sikh	0.03%
Jewish	0.03%
Grand Total	100.00 %

- This data highlights the most prevalent religious belief recorded for homeless approaches across 2018 – 2020 were: not disclosed, Christian, None and Muslim.
- These trends are consistent with religious belief data from supported housing services indicating that mental health and single adult supported housing provision is representative of people who approach the council as homeless.

LB Lewisham Adult Social Care Data: Supported Living & Shared Lives 2021:

- Data not available.

Lewisham SLaM Services:

- Data not available.

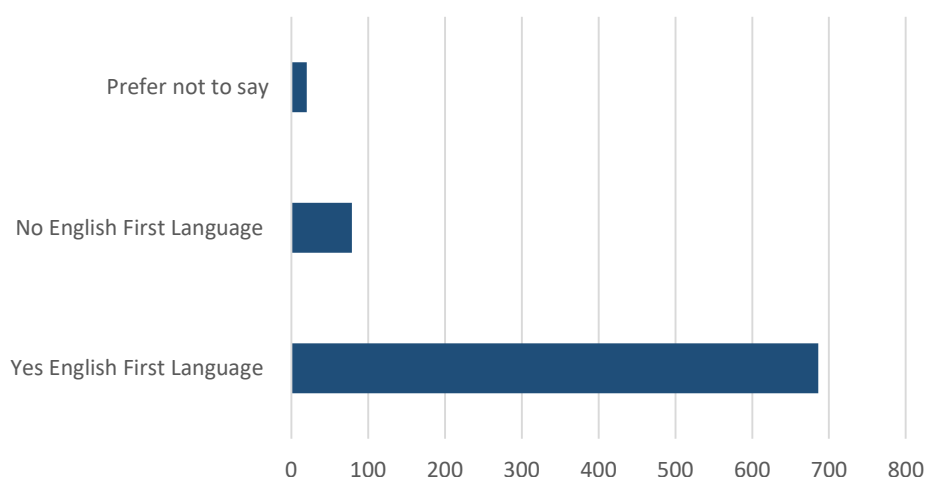
Religious Beliefs – Key Findings

- The religious belief trends seen in mental health and single adults supported accommodation services are in line with trends seen in population and Housing data indicating no significant inequalities in this area.
- More data is needed to enable a more robust analysis and it would be useful to assess trends seen in ASC, SLaM services and substance misuse provision.

Language:

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MH & SA Pathway Data: Language 2021



- of the 785 responses to this question, 87% of service users placed in the supported housing pathways reported English was their first language, 10% reported that English was not their first language.

Population Data Lewisham Observatory 2021:

Language	Lewisham		London		England	
	Count	%	Count	%	Count	%
English (English or Welsh if in Wales)	219,035	83.5	6,083,420	77.9	46,936,780	92
Welsh/Cymraeg (in England only)	34	0	1,310	0	8,248	0
Other UK language	46	0	1,166	0	4,637	0
French	3,929	1.5	84,191	1.1	145,026	0.3
Portuguese	1,966	0.7	71,525	0.9	131,002	0.3
Spanish	2,477	0.9	71,192	0.9	118,554	0.2
Other European language (EU)	11,673	4.5	423,054	5.4	1,155,972	2.3
Other European language (EU): Any other European language (EU)	44	0	1,506	0	2,878	0
Other European language (non EU)	1,433	0.5	38,419	0.5	64,985	0.1
Other European language (non-national)	3	0	3,818	0	4,600	0
Russian	940	0.4	26,603	0.3	66,271	0.1
Turkish	2,227	0.8	71,242	0.9	98,083	0.2

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Arabic	964	0.4	70,602	0.9	152,490	0.3
West/Central Asian language	1,543	0.6	82,246	1.1	181,424	0.4
South Asian language	5,998	2.3	507,675	6.5	1,281,168	2.5
East Asian language	5,118	2	128,149	1.6	374,013	0.7
Oceanic/Australian language	6	0	204	0	1,729	0
North/South American language	3	0	438	0	1,022	0
Caribbean Creole	32	0	234	0	506	0
African language	4,422	1.7	132,216	1.7	240,572	0.5
Other languages	247	0.1	8,250	0.1	17,675	0
Sign language	160	0.1	3,988	0.1	20,853	0

- Population data for Lewisham highlights the prevalent language spoken in the borough is English 83.5 %, with other European languages reported in 4.5 % of the population.
- This finding is in line with trends seen in mental health and single adults supported accommodation services.
- This data does not indicate the need for services to cater for specific languages, however given the range of languages recorded highlights the need adequate interpreting services to be included in service specifications.

LB Lewisham Housing data: Homeless Approaches

- Data not available

LB Lewisham Adult Social Care Data: Supported Living & Shared Lives 2021:

- Data not available.

Lewisham SLaM Services:

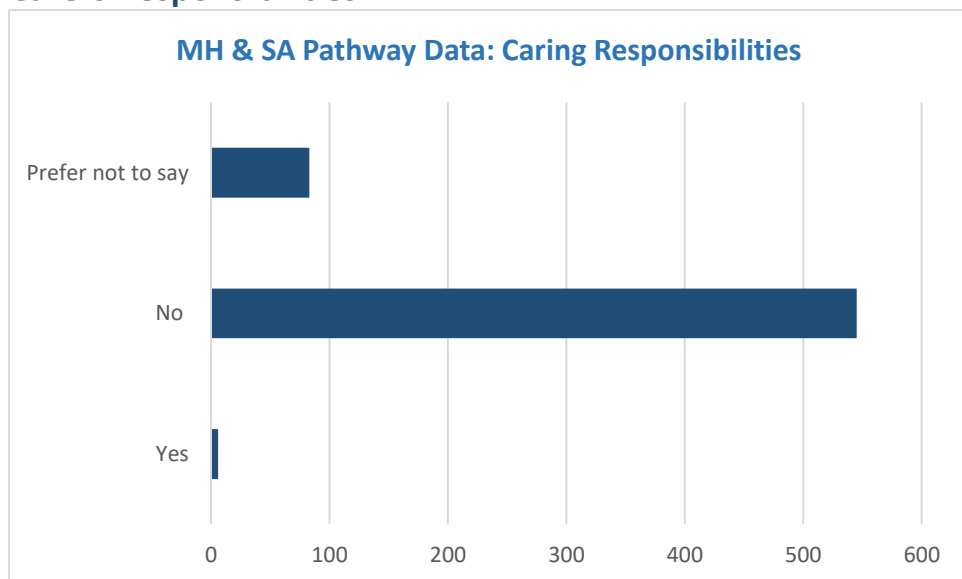
- Data not available.

Language – Key Findings

- The data available indicates that the language trends seen in the young person's pathway are in line with population data indicating no significant inequalities in this area.
- Interpreting provision should be included in any new service specification to ensure a range of language needs can be met.

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Carers Responsibilities:

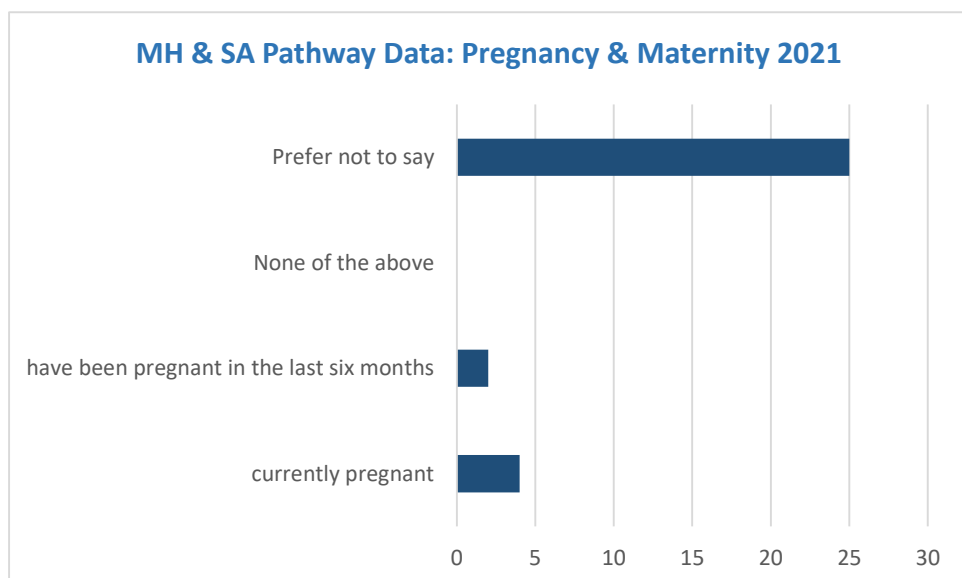


- Of the 634 responses to this question, 86% of service users reported no caring responsibilities, 13% would prefer not to say, and less than 1 % reported they did have caring responsibilities.

Carers Responsibilities – Key findings

- There is no other comparable data sets at this time that can be used to better establish whether this finding is representative of single homeless adults more generally in Lewisham.
- Data from Housing, ASC, and SLaM would be helpful to establish comparable data sets.
- There is more work to be done in this area to fully understand what tailored support adults who have caring responsibilities require in supported housing settings, which is something that can be explored in more detail with service providers.

Pregnancy & Maternity:

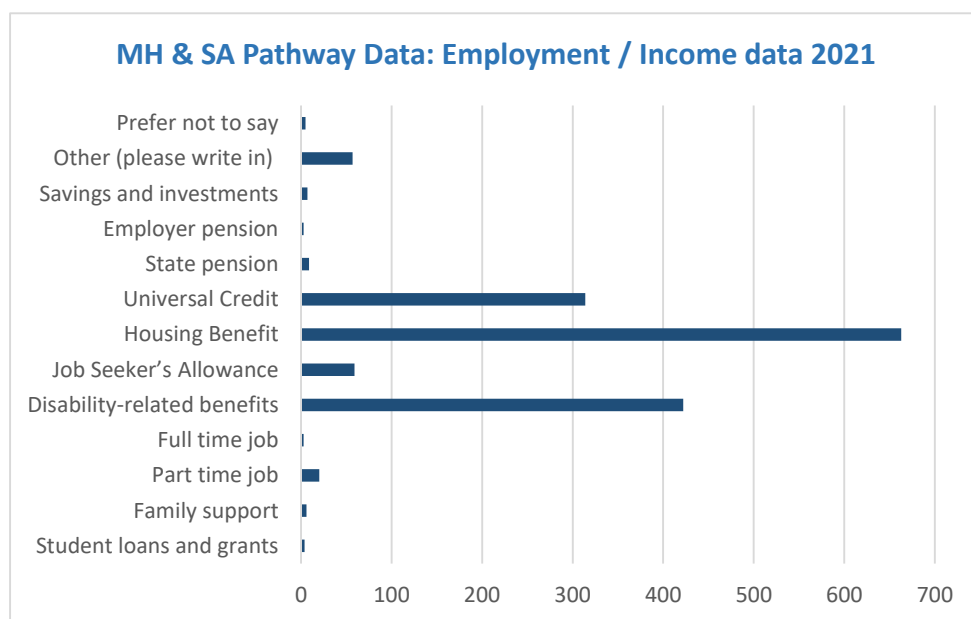


- Of the 31 responses to this question 4 service users reported they were pregnant, 2 had been pregnant in the last 6 months and 25 service users preferred not to say.

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- Females are supported to move on in a planned way from supported housing services if they fall pregnant – usually temporary accommodation.
- Mental health and Single adult's accommodation pathways are single accommodation and pregnant females would not be referred to this service.
- There is no available data in which to further analyse pregnancy and maternity trends in the wider homeless population. This analysis would be more relevant if commissioning services for families compared supported accommodation for single people.

Socio-Economic / Employment Data



- Data from supported housing services indicated that the majority of service users accommodated were in receipt of Housing Benefit, disability related benefits, and Universal Credit.
- The higher rates of disability benefit is indicative of the needs of the cohort.
- 20 service users reported they were in part time work, and 3 in full time work highlighting low rates of employment in supported housing services. .
- There is no other data available to compare these findings to, however applicants on the housing register are generally from low income households and are in receipt of Universal Credit and Housing Benefit
- Further analysis with comparable data sets of single homeless adults is needed to draw any useful conclusions about whether the trends seen in supported housing services are representative of need in the borough.
- Supported housing services can be unaffordable for service users in low income jobs, this can make it extremely challenging to get a job whilst accommodated in the pathway and will impact on the low levels of employment reported.

Socio-Economic / Employment data – Key findings:

- Further analysis is needed to establish whether the trends seen in supported housing services are represented in other groups to establish any gaps.
- The way supported housing services are funded which includes income from Housing Benefit (which support providers claim at an enhanced rate) to make the contract financially viable which means that rents are very high and extremely challenging for service users who are in employment to afford.

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- This has been common practise in supported housing services as a result of substantial funding cuts and austerity measures. This can negatively impact on service users' ability to work and develop whilst living in supported housing services – which is contrary to the reasons the services exist in the first place.
- Private rented move on options are also often unaffordable for service users who are in employment, and the shortage of social accommodation can result in service users who are able to work being unable to do so until they can move into more affordable accommodation.
- Supported accommodation services should include some options let at social rent levels to enable service users in employment to be supported to sustain and manage their supported housing.
- The high rates of disability benefit claims in the cohort is indicative of the level of support needs of service users accommodated in the housing pathways, and an indicator that many of these people will not be in a position to take up employment.

Refugee / Migrant / Asylum Seeker:

- This data was not collected as part of the audit undertaken in 2021, however will be included in all data collections and provider reporting going forward.

4. Impact summary

Age:

The re-commissioning of the mental health and single adults supported housing services will have a neutral impact on age. Services are already designed to meet the needs of 18 – 65 age group, and consideration will be given to increasing this within new service specifications to meet the ongoing needs identified.

Gender & Gender Identity:

The re-commissioning of the mental health and single adults supported housing services will have a neutral impact on gender. The trends seen in supported housing services are in line with data analysed from different cohorts that show a slightly higher need for males compared to females.

Mental Health and Single adult supported housing accommodation should be specified to ensure suitable female only provision is available in each pathway.

More work need to be undertaken to fully assess gender identity within supported housing settings and monitoring of this characteristic will be included within service specifications.

Ethnicity:

The re-commissioning of the mental health and single adults pathway will have a neutral impact on ethnicity. The trends seen in the supported housing pathways are in line with data analysed from other sources.

Sexual Orientation:

The re-commissioning of mental health and single adults pathway will have a neutral impact on sexual orientation. There is a lack of available data for this characteristic which is required to assess this characteristic should be monitored more fully as part of contract monitoring.

Ensuing project staff have access to training on supporting service users around sexual orientation will be included in new service specifications for services being re-procured in 2021.

Disability:

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The re-commissioning of the mental health and single adults supported accommodations services will have a neutral impact on disability. There is a lack of available data for this characteristic which should be monitored more fully as part of contract monitoring.

Given that mental health and cognitive impairment were the two most prevalent categories recorded for disability, supported accommodation services should be specified to support service users in these areas.

Religious Beliefs:

The re-commissioning of the mental health and single adults supported accommodations services will have a neutral impact on religious beliefs. The trends seen in the supported accommodation pathways are replicated with other single adult cohorts, however this analysis is very limited.

Language:

The re-commissioning of the mental health and single adults supported accommodations services will have a neutral impact on language. The trends seen in the accommodation pathways are replicated with other cohorts, however this analysis is very limited.

Given population data shows a range of languages spoken within Lewisham, ensuing services are commissioned to provide access to interpreting services to ensure equal access for service users where English is not their first language should be included in service specifications.

Carers Responsibilities:

The re-commissioning of the mental health and single adults supported accommodations services will have a neutral impact on Carer's Responsibilities. Service users who have carer responsibility can still access supported accommodation where support is available to help manage any responsibilities and ensure the right services are involved.

Pregnancy & Maternity:

The re-commissioning of the mental health and single adults supported accommodations services will have a neutral impact on pregnancy & maternity. The current provision is only available to single people in housing need and there is no change to this criteria planned through the re-commissioning of services at this time.

Employment / Social Economic:

The re-commissioning of the mental health and single adults supported accommodation services will not meet the needs of service users who are in full time employment where rents will be very high and unaffordable. This is the case under the current service arrangements and is an area of inequality that can only be addressed through additional revenue funding to enable rent setting in supported housing to be lower.

Supported accommodation services should however include options at social rent levels to enable service users in employment to be supported to sustain and manage their supported housing.

Refugee / Migrant / Asylum Seeker:

There was no data available to assess the impact that re-commissioning will have on this characteristic. Supported housing services are accessible to single adults who have support needs, are in housing need, and who are eligible for support and assistance in this country, this criteria will not change through the re-commissioning process.

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5. Mitigation

<i>Characteristic</i>	<i>Mitigation</i>	<i>To be Actioned</i>
Gender	<ul style="list-style-type: none"> To ensure adequate number of bed spaces for males to meet the needs identified in this analysis. To ensure female only provision is available in MH & SA accommodation services to promote equal access. To ensure gender identity is included in the contract monitoring process and reviewed on a quarterly basis. 	<ul style="list-style-type: none"> Mental Health and Single Adults Project group June 2021 Mental Health and Single adults project group June 2021 PIPHCT April 2021 – March 2022
Sexual Orientation	<ul style="list-style-type: none"> To ensure sexual orientation training for staff is assessed during the procurement process. To review access to sexual orientation training with current providers 	<ul style="list-style-type: none"> Mental Health and Single Adults Project group June 2021 PIPHCT June 2021
Disability	<ul style="list-style-type: none"> To improve access to mental health services though collaborative work with SEL CCG To review what training is in place to ensure project staff have access to specialist training to support cognitive impairments & Learning Disability needs To work with providers and Registered Social Landlords to improve building arrangements to cater for people with physical disabilities and mobility issues. 	<ul style="list-style-type: none"> Ongoing 2021-2022 June 2021 Ongoing 2021-2022
Language	<ul style="list-style-type: none"> Specify service users have access to interpreting service within current service provision To include requirement for interpreting services in new services specifications. 	<ul style="list-style-type: none"> June 2021 July 2021
Socio-economic / Employment	<ul style="list-style-type: none"> To specify some bed spaces are available on social rent levels in the supported accommodation pathway to accommodate service users in employment 	<ul style="list-style-type: none"> July 2021
Refugee / Migrant / Asylum Seeker	<ul style="list-style-type: none"> To ensure this characteristic is included in reporting to analyse trends in supported accommodation services 	<ul style="list-style-type: none"> ongoing

6. Service user journey that this decision or project impacts

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Access to the mental health and single adults supported housing pathway is via LBL Single Homeless Intervention & Prevention team, to be eligible for the mental health pathway it is a requirement that you are engaged with Lewisham SLaM services. Each service has its own complaints and appeals procedures which young people have access to should they need to raise a complaint.

Once placed in supported accommodation provision, the support provider will have an organisational complaints procedure which young people will be supported to use should they wish to raise a formal complaint.

Complaints are also made directly to the PIPHCT team, or passed on by Corporate Complaints team for further investigation by the commissioning manager. These complaints are managed in line with the LB Lewisham Complaints Procedure.

Service user feedback is sought at regular intervals to inform service delivery and identify themes and trends to be addressed through contract management.

When a service user is ready to move on to independent accommodation, they will be referred back to the Lewisham SHIP service and referred for suitable move on accommodation including social nomination and Private Rented options. Both the SHIP service and the Allocations Team have complaints and appeals procedures should a young person need to raise a complaint.

Signature of
Director



Dee Carlin, Director of Integrated Commissioning