

## Equality Impact Assessment

### Section 1: About the proposal

<b>Title of Proposal</b>
Introduce individual tenancy agreement for service users at House of Multiple Occupancy

<b>Intended outcome of proposal</b>
Promoting independence of service users with Mental Health conditions within their own tenancy and achieve an approximate annual budget saving of £9k

<b>Description of proposal</b>
<p>At present the rent and council tax is fully funded by NHS Highland for 3 services users within a HMO in Lochgilphead. A breakdown of these costs for 2020/21:</p> <p>Rent Cost – £6,450.36 Council Tax Costs – £2,869.83</p> <p>Following a discussion with the Housing Association, and additional service charge of £170 per month is anticipated for 2021/22 to cover the various costs of the HMO requirements. This will bring the total anticipated cost for rent and service charges for this property to £11,360.19.</p> <p>Due to the needs of the service user group, it's anticipated that they will be eligible for a Council Tax exemption due to the property being occupied by residents who are severely mentally impaired.</p> <p>Through the introduction of individual tenancy agreements, the service users will also be eligible for housing benefit which will cover the rent and service charges costs of the property, as opposed to the HSCP paying these costs in full.</p> <p>The move to individual tenancy agreements will encourage the fuller independence of service users and will be considered their 'forever home', as opposed to the current temporary accommodation set up in place.</p> <p>Service users will be supported by their existing Care Provider who currently provides Housing Support Services</p>

<b>HSCP Strategic Priorities to which the proposal contributes</b>
<p>People in Argyll and Bute will live longer, healthier, independent lives Support people to live fulfilling lives in their own homes, for as long as possible Makes the best use of the available facilities, people and other resources Efficiently and effectively manage all resources to deliver Best Value.</p>

<b>Lead officer details</b>	
Name of lead officer	<b>Julie Lusk</b>
Job title	<b>Head of Service – Mental Health, Addictions, Learning Disability/Transitions</b>

Department	HSCP
<b>Appropriate officer details</b>	
Name of appropriate officer	Nicola Gillespie
Job title	Service Manager – Mental Health & Addictions
Department	HSCP

Sign-off of EIA	
Date of sign-off	

<b>Who will deliver the proposal?</b>
Service Manager, NHS Highland Estates and legal team, Mental Health Team Leader, Service Improvement Officer

## Section 2: Evidence used in the course of carrying out EIA

<b>Consultation / engagement</b>
Further consultation and engagement will be required with service users via care management. Initial discussions have taken place with Care Provider and A&B Council Savings option has been included as part of A&B HSCP's budget consultation

<b>Data</b>
Financial data has been provided by NHS Highland finance team Council Tax Exemption and Eligibility for Housing Benefit has been discussed with Care Management and Argyll and Bute Council

<b>Other information</b>
Due to service users' mental impairments, NHS Highland will be required to take legal advice with regards to signing of tenancy agreements where there are no guardianship powers in place. Feedback from Budget consultation will also be taken into consideration.

<b>Gaps in evidence</b>

## Section 3: Impact of proposal

### Impact on service users:

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age			x	
Disability			x	
Ethnicity		x		
Sex			x	
Gender reassignment		x		
Marriage and Civil Partnership		x		
Pregnancy and Maternity		x		
Religion		x		
Sexual Orientation		x		
<b>Fairer Scotland Duty:</b>				
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		

	Negative	No impact	Positive	Don't know
Communities of place		x		
Communities of interest		x		

**If you have identified any negative impacts on service users, give more detail here:**  
N/A

**If any 'don't knows' have been identified, when will impacts on these groups be clear?**  
N/A

**How has 'due regard' been given to any negative impacts that have been identified?**

**Impact on service deliverers (including employees, volunteers etc.):**

	Negative	No impact	Positive	Don't know
<b>Protected characteristics:</b>				
Age		X		
Disability		X		
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
<b>Fairer Scotland Duty:</b>				
Mainland rural population		X		
Island populations		X		
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place		X		
Communities of interest		X		

**If you have identified any negative impacts on service deliverers, give more detail here:**  
N/A

**If any 'don't knows' have been identified, when will impacts on these groups be clear?**  
N/A

**How has 'due regard' been given to any negative impacts that have been identified?**

**Section 4: Interdependencies**

**Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?** No

<b>Details of knock-on effects identified</b>

**Section 5: Monitoring and review**

<b>Monitoring and review</b>
The project plan will be monitored through the Mental Health Steering Group, with a direct report to the Learning Disability & Mental Health Programme Board.