

EQUALITY IMPACT ASSESSMENT  
Shared Lives, Expansion of Service

Reference: EIA000171



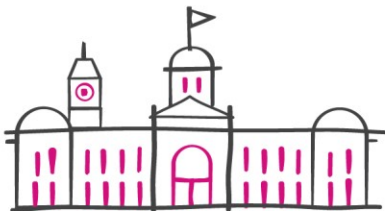
 **RESET**

 **RESHAPE**

 **RESTART**

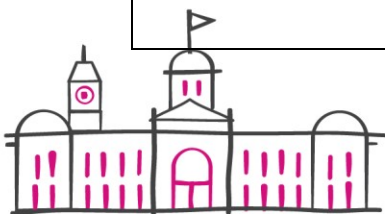
**EIA Form – About your EIA**

|                    |                                    |
|--------------------|------------------------------------|
| Reference number   | EIA000171                          |
| Date Submitted     | 19/01/2024                         |
| Subject of the EIA | Shared Lives, Expansion of Service |



Brief description of the policy, service or function covered by the EIA

Shared Lives is a radical form of regulated social care. This approach centres on families sharing their home, family and community life, to support vulnerable adults in leading fulfilling and active lives. Uniquely, Shared Lives enables citizens, from all backgrounds, to draw on their families, friends and neighbours in supporting some of our most isolated and vulnerable citizens within the city. Shared Lives carer's share their lives and often their homes with those they support. Shared Lives is a longstanding approach. Historically, this scheme has been primarily used by people with a learning disability. A 2022 study by Shared Lives plus confirmed that those with associated learning disabilities continue to be the largest single group supported by shared lives. It is however acknowledged that Local Authorities have the potential to expand and support diverse cohorts of citizens who would benefit from a flexible support of shared lives. This includes supporting needs associated with an acquired brain injury, sensory impairment, mental ill health, substance abuse, domestic violence and hospital discharge. Shared Lives was recognised in the government's 2021 social care white paper as an example of innovation which could be scaled up. The use of Shared Lives schemes is often as an alternative to home care and residential care for citizen's in need of support. Shared Lives remains a highly cost-effective form of adult social care provision. An independent review found that in England and Wales, involvement with Shared Lives resulted in an average saving of between £8k and £30k per annum, depending on the person's support needs and local alternative services. The Care Act (2014) sets out a legal framework that moves social care towards helping people and their communities to realise their potential and to take control of their lives. The Health and Social Care Act 2012 imposes a duty on local authorities to ensure that care is provided to those who have an assessed eligible need. The delivery of Shared Lives provides citizens with the opportunity of receiving care in their own home, another citizens home or within their local community. The primary purpose of social care is stated as enabling people to live well, through a focus on their physical and mental well-being, their personal relationships and their control over their day to day lives. To achieve these goals, services must be arranged around and in support of peoples' informal networks of support: the friendships, family and community relationships upon which we all depend. Birmingham Context: The Shared Lives Scheme within Birmingham has primarily been



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|   | focused on providing long term, short-term and respite placements. However, we have not reached the fullest potential with this model. We are now looking at the potential to increase the service which will advance equality. |
| Equality Assessment is in support of...   | ["Amended function"]  |
| How frequently will you review impact and mitigation measures identified in this EIA? | Quarterly   |
| Due date of the first review  | 2024-02-01  |

### Directorate, Division & Service Area

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|--|------------------------------------|
| Which directorate(s) are responsible for this EIA? | ["Adults Social Care"]             |
| Division   | Community and Operational Services |
| Service area                                       | Community and Operational Services |
| Budget Saving                                      | Yes                                |

### Officers

|  |                  |
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| What is the responsible officer's email address? | Atrin Conway     |
| What is the accountable officer's email address? | Temitope Ademosu |

### Data Sources

|                     |   |
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| Data sources        | ["Birmingham City Observatory data and insight", "Oracle"]  |
| Data source details | Birmingham City Observatory data and insight, relevant reports/strategies, relevant research, Eclipse |

### Protected Characteristics

#### Protected Characteristic – Age

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| Does this proposal impact people due to their age as per the Equality Act 2010? | Yes  |
| What age groups are impacted by your proposal?                                  | ["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"] |



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| <p>Please describe the impact to the age characteristic</p>                         | <p>The data set for citizens currently accessing Shared Lives is shown below:</p> <p>18-24 33 30.8%</p> <p>25-34 26 24.3%</p> <p>35-44 8 7.5%</p> <p>45-54 14 13.1%</p> <p>55-64 12 11.2%</p> <p>65-74 13 12.1%</p> <p>85+ 1 0.9%</p> <p>Grand Total 107</p> <p>The data highlights that 55.1% of citizens currently accessing these services are aged between 18-34. With a maturing population, the impact here on growing the service will be that it will cater for those adults who are older and are currently living with older parents or carers who do not want their loved ones to move into residential care when they are no longer able to care for them. This will allow citizens to stay in their community with someone looking after them, giving them a sense of security and familiarity. There are a variety of options to be considered both internally and externally to provide services for citizen’s with Learning Disabilities, Physical Disabilities and Mental Health. The potential growing of the service will support with long term planning for care of adults and particularly older adults.</p> <p>As we aim to grow the service, we will increase our service offer to meet the needs of this protected characteristic.</p> |
| <p>How will you mitigate against any negative impact to the age characteristic?</p> | <p>There are a variety of options to be considered both internally and externally to provide services for citizen’s with Learning Disabilities, Physical Disabilities and Mental Health. The potential growing of the service will support with long term planning for care of adults and particularly older adults.</p> <p>As we aim to grow the service, we will increase our service offer to meet the needs of this protected characteristic.</p>   |

**Protected Characteristic – Disability**

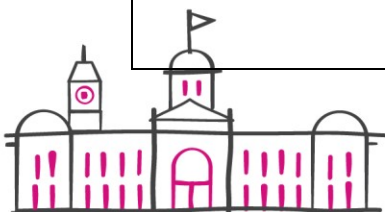
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| <p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p> | <p>Yes</p> |
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| <p>Please describe the impact to the disability characteristic</p>                         | <p>Long Term Access and mobility only 1 0.9%<br/>         Long Term Learning Disability Support 71 66.4%<br/>         Long Term Mental Health Support 5 4.7%<br/>         Long Term Personal care support 13 12.1%<br/>         Long Term Support for Social Isolation or Other Support 3 2.8%<br/>         Long Term Support with Memory and Cognition 1 0.9%<br/>         Not Recorded 13 12.1%<br/>         Grand Total 107</p> <p>The data shows that only 12.1% of citizen’s disability has not been recorded. However in order to access Shared Lives the criteria for referral includes the range of categories above. The categories are broad and enable a diverse demographic to access the service. Shared lives has not grown as it should have, the impact to this protected characteristic is that as the service grows, we will enable support to be given to a greater number of citizens.</p> |
| <p>How will you mitigate against any negative impact to the disability characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens.</p>   |

### Protected Characteristic – Gender

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| <p>Does this proposal impact citizens based on their gender as per the Equality Act 2010?</p> | <p>Yes</p>   |
| <p>What genders will be impacted by this proposal?</p>  | <p>["Male", "Female", "Non-binary"]</p>  |
| <p>Please describe the impact to the gender characteristic</p>                                | <p>This proposal should not impact citizens directly based on gender however it is important to note that the image of disability may be intensified by gender-for women a sense of intensified passivity and helplessness, for men a damaged masculinity generated by enforced dependence. Based on the research, women with disabilities may be doubly marginalised on account of their disability and the gender. They may be more vulnerable to poverty and social exclusion, and often have limited social, political and economic opportunities and lack of access to basic services. Through the potential to grow the Shared Lives service, we will enable more people to maintain their independence by not having to access residential care, our service caters for all in spite of gender.</p> |



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| <p>How will you mitigate against any negative impact to the gender characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens.</p> <p>We will continue to educate our workforce in relation to concepts such as social exclusion, biased thinking and stereotypes through ongoing development and training. As these options are reviewed and considered the impact on this characteristic will need to be regularly reviewed. Furthermore, we will signpost our citizens to community services and support groups with an expertise in the relevant areas.</p> <p>As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic.</p> |
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### Protected Characteristic - Gender Reassignment

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| <p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p> | <p>Yes</p>   |
| <p>Please describe the impact to the gender reassignment characteristic</p>  | <p>Data in relation to gender reassignment for citizens is not currently available. Nonetheless, current estimates suggest that there are approximately 536,648 trans people in the UK and 9,124 trans people in Birmingham. There is a higher prevalence of mental health problems in young trans people aged 16-25 compared to trans adults and trans children. Trans people assigned female at birth are significantly more likely to experience mental health problems than trans people assigned male at birth. Trans people have higher rates of self-reported disability (33%) and poor health than LGB people (14%)The impact here is that as Shared Lives grows, we will be able to enable citizens to live in a family home and have access to services provided by the voluntary, community sector to support them through gender reassignment.</p> |



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| <p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens.</p> <p>All citizens will have an individual assessment to ensure their needs are met within the legal framework of the Care Act, Mental Capacity Act and Mental Health Act. We will continue to educate our workforce in relation to the trans community. The directorate shall draw upon its links with NIHR and Birmingham University to continue to deepen its understanding of the experiences of the trans community in receipt of social care. Furthermore, we will signpost our citizens to community services and support groups with an expertise in gender reassignment and disability.</p> <p>As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic.</p> |
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#### Protected Characteristic - Marriage and Civil Partnership

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| <p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p> | <p>No</p> |
| <p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>             |           |
| <p>Please describe the impact to the marriage and civil partnership characteristic</p>                          |           |
| <p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>  |           |

#### Protected Characteristic - Pregnancy and Maternity

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| <p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p> | <p>Yes</p> |
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| <p>Please describe the impact to the pregnancy and maternity characteristic</p>                         | <p>People with disabilities have a pregnancy rate roughly equivalent to those without disabilities. However disabled people have a higher proportion of health risk factors than those without disabilities. The ability for someone to live within a home environment, as part of Shared Lives, brings with it both practical and emotional support to care for a child.</p>                                    |
| <p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p> | <p>It is imperative that we work closely with our NHS partners and create pathways that ensure adequate support is provided to pregnant citizens and those on maternity leave.</p> <p>As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic. We will continue to signpost citizens to relevant community assets with expertise.</p> |

### Protected Characteristic - Ethnicity and Race

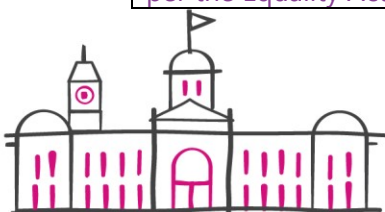
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| <p>Does this proposal impact people due to their race as per the Equality Act 2010?</p> | <p>Yes</p>  |
| <p>What ethnic groups would be impacted by this proposal?</p>                           | <p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p> |



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| <p>Please describe the impact to the ethnicity and race characteristic</p>                         | <p>Birmingham is the first minority majority city with a diverse population.</p> <p>A breakdown of the ethnicity/race of citizen's accessing these services is detailed below:</p> <p>Asian/Asian British 11 10.3%<br/>         Black/Black British/Caribbean or African 14 13.1%<br/>         Mixed or Multiple Ethnic Groups 7 6.5%<br/>         Other Ethnic Group 4 3.7%<br/>         Refused 1 0.9%<br/>         White 65 60.7%<br/>         Not Recorded 5 4.7%<br/>         Grand Total 107</p> <p>4.7% of citizens currently accessing Shared Lives do not have their ethnicity recorded.</p> <p>Given the diversity of the city, with 60.7% of white service users, the impact of this work may be to increase the numbers of citizens from Black and Minority Ethnic Groups accessing Shared lives. The potential to grow the service would offer opportunities to target communities with few carers and subsequently to match those under represented in the statistics i.e. catering for a more diverse demographic. This would have a positive impact on the lives of citizens as the service would cater to a wider cultural need of citizens, making the services even more personalised.</p> |
| <p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p> | <p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Physical Disabilities and Mental Health. Citizens individual needs will be recognised through assessments which would be shared with the carers and agencies who would support them. Thorough training for carers would be given to highlight other potential factors i.e. language barriers, cultural and religious insensitivity. As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic.</p>   |

**Protected Characteristic - Religion or Beliefs**

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| <p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p> | <p>Yes</p> |
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| What religions could be impacted by this proposal?   | ["Christian","Buddhist","No religion","Hindu","Muslim","Sikh"]   |
| Please describe the impact to the religion or beliefs characteristic                         | <p>Birmingham is the first minority majority city with a diverse population.</p> <p>A breakdown of the religions of citizen's accessing these services is detailed below:</p> <p>Christian 38 35.5%</p> <p>Hindu 1 0.9%</p> <p>Muslim 6 5.6%</p> <p>No Religion 37 34.6%</p> <p>Other Religion 11 10.3%</p> <p>Refused 1 0.9%</p> <p>Sikh 3 2.8%</p> <p>Not Recorded 10 9.3%</p> <p>Grand Total 107</p> <p>The data held shows that 35.5% of the citizen's currently accessing Shared Lives are Christian. Give the diversity of the City, the impact of growing the service may enable us to market the service to the whole community, via targeted marketing, which should attract citizens from a broad section of faiths. An expansion of services would mean an increase in opportunities to access the service for all religions.</p> |
| How will you mitigate against any negative impact to the religion or beliefs characteristic? | <p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Physical Disability and Mental Health. Citizens individual needs will be recognised through assessments which would be shared with relevant agencies and stakeholders.</p> <p>As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic.</p>  |

### Protected Characteristic - Sexual Orientation

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| Does this proposal impact people's sexual orientation as per the Equality Act 2010? | Yes  |
| What sexual orientations may be impacted by this proposal?                          | ["Straight or heterosexual","Gay or lesbian","Bisexual","Pansexual","Asexual","Queer","All other sexual orientations"] |



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| <p>Please describe the impact to the sexual orientation characteristic</p>                         | <p>Citizens Research has found that many LGBTQ+ people with a disability face discrimination and abuse because of the sexuality or gender, including from those paid to support them. This can impact on their decisions of whether to disclose their sexuality to paid staff (School of Social Care Research).</p> <p>A breakdown of the sexual orientation of citizen's currently accessing those services is shown below:</p> <p>Sexual orientation Numbers of citizens currently accessing the service</p> <p>Gay or Lesbian 0</p> <p>Heterosexual/Straight 3</p> <p>Prefer not to say 8</p> <p>Other 2</p> <p>Not recorded 94</p> <p>Total 107</p> <p>The total shows that 87.8% of citizens accessing these services does not have their sexual orientation recorded. The impact of growing this service means that we may be able to develop better recording of data for both citizens and carers. This would then allow us to better cater to the needs of a variety of citizens with diverse backgrounds.</p> |
| <p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p> | <p>There are a variety of options to be considered both internally and externally to provide services for citizen's with Learning Disabilities, Physical Disabilities and Mental Health. Signposting our citizens to community services and support groups with an expertise in LGBTQ+ and disability. As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic.</p>  |

**Monitoring**



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| <p>How will you ensure any adverse impact and mitigation measures are monitored?</p>                   | <p>Due to lack of recorded data in many areas of protected characteristics of citizens a review will be required to identify how recorded data in these areas can be improved. An equality impact log will be undertaken, it will highlight areas of responsibility and time frames to ensure mitigations are put in place and adverse impacts are dealt with accordingly.</p> <p>As we are potentially expanding the service, we will increase our service offer to meet the needs of this protected characteristic.</p> |
| <p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p> | <p>caroline.naven@birmingham.gov.uk</p>   |

