Enfield Council Predictive Equality Impact Assessment/Analysis

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

Department:	People		Service:	Adult Social Care			
Title of decision:	Multi Agency Hoarding and Self Negle	ect Policy	Date completed:	13/01/2020			
Author:	Strategy and Policy Hub, CEX	(: 1)	Contact details:	Ozlem.anderson@enfield.gov.uk			
Service deliver change/ new service/cut in service	ry Policy change or new policy	Х	Grants and commissioning	Budget change X			

2 Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:

The objective of the policy is to change the way Enfield Council and its partners work to deliver support, care and services to adults who hoard and self-neglect. The change is needed to ensure across the Council, and with our partners, we adopt a coordinated, joint-working approach to working with adults experiencing hoarding or self-neglect. This means adults receive the support they need, in all aspects of their life, while they are experiencing hoarding and self-neglect. For example, an adult who is experiencing hoarding and self-neglect may require support from, or the intervention of, environmental health, housing, adult social care and mental health services. These services and agencies need to be working together and keeping each other informed in order to maximise positive outcomes for the adult. The policy achieves this change by setting out which service or partner must be informed and involved in a case of hoarding, how and when. This means across the Council, and with partners, information-sharing and referrals will be conducted with consistency, according to the policy.

The policy also sets out a long-term monitoring and support approach that will ensure those with a hoarding disorder continue to be looked after following practical interventions to make their home safe and liveable. Ongoing therapeutic care will be provided to support in treating the disorder and the underlying causes. This approach intends to significantly help improve the quality of affected individuals' lives by reducing the need for hoarding.

3 Do you carry out equalities monitoring of your service? If No please state why?

So far, data gathered across the organisation does not give any information as to whether certain groups are more affected by hoarding than others. National research and professional accounts within Enfield suggest elderly people are more likely to be experiencing a hoarding disorder due to social isolation, frailty and the fact that hoarding is a long-term behaviour which often escalates over time.

This policy adopts a person–centred approach that takes into account the needs and interests of the individual allowing them to receive the best care and support according to their specific case. This enables us to provide equally effective support for all impacted service users.

4. Equalities Impact Indicate Yes, No or Not Known for each group	Disability	Sex	Age	Race	Religion & Belief	Sexual Orientation	Gender reassignment	Pregnancy & Maternity	Marriage & Civil Partnerships
Does equalities monitoring of your service show people from the following groups benefit from your service? (recipients of the service, policy or budget, and the proposed change)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Yes	No	No	No	No	No	No	No	No
Could the proposal discriminate, directly or indirectly these groups?	No	No	No	No	No	No	No	No	No
Could this proposal affect access to your service by different groups in the community?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

5. Could this proposal affect access to information about your service by different groups in the community?	Yes	No							
6. Could the proposal have an adverse impact on relations between different groups?	No	No	No	No	No	No	No	No	No

If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

Hoarding and self-neglect can be experienced by anybody and impact any group's physical and mental health. Therefore, the policy could affect access to services and support for all groups within the community. As this policy aims to improve access to services and support, question 4 has answered yes to all groups. The impact of this policy should be that anybody experiencing hoarding or self-neglect can get the help they need as early as possible and reduce the risks they face, as a result of joined-up working across the council and with relevant partner agencies.

We conducted a 6- week consultation with a range of professionals via an online survey. We also consulted with the public during a well-publicised service user event. Those consulted saw the policy as a positive development and did not identify any foreseeable adverse effects.

5. Tackling Socio-economic inequality Indicate Yes, No or Not Known for each group	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio- economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

different groups in the community?								
Could this proposal affect access to your service by different groups in the community?	No							

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

This policy sets out a joint working approach to make sure adults who hoard and self-neglect are identified and get the care or support they need. Hoarding can be linked to poor health, physical or mental. It is especially difficult for adults with poor health or vulnerabilities to cope with their hoarding and the risks they face are significant, due to the fire risks in a cluttered property or health issues related to cleanliness and sanitation that is worsened due to the clutter/hoarding.

Furthermore, adults with learning disabilities or mental health conditions may struggle to engage with services and voice the help they need. The policy addresses these issues by setting out a person-centred approach to working with adults who hoard. This means we listen to their feelings and wishes. A joint working approach will ensure adults with poor health get the right support for their hoarding, as services and agencies share information and can work together to provide continued support from wrap around services.

6. Review

How and when will you monitor and review the effects of this proposal?

Our plan is to review the impact of the policy by working with key stakeholders, partnership forums and user forums to discuss what effect the policy has had. We will specifically be asking how the policy has impacted the practice of joined-up, multi-agency working practices across Enfield Council and with its partner agencies.

We will also be creating a shared database for all involved services to enter information about each hoarding case as well as follow up information including whether the hoarding returns following intervention. We will then be able to analyse this data to measure the impact of the policy and assess whether it has been a success.

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ervice manager:					
Identified Issue Action Required Lead Officer	Timescale/ By When	Costs	Review Date Comments		
ease insert additional rows if needed	Date to be Review	ed:			