

The 'Better Decision Making' tool has been designed to help you consider the impact of your proposal on the health and wellbeing of communities, the environment, and local economy. It draws upon the priorities set out in our Council Plan and will help us to provide inclusive and discrimination-free services by considering the equalities and human rights implications of the decisions we make. The purpose of this tool is to avoid decisions being made in isolation, and to encourage evidence-based decision making that carefully balances social, economic and environmental factors, helping us to become a more responsive and resilient organisation.

The Better Decision Making tool should be used when proposing new projects, services, policies or strategies, or significant amendments to them. The tool should be completed at the earliest opportunity, ideally when you are just beginning to develop a proposal. However, it can be completed at any stage of the decision-making process. If the tool is completed just prior to the Executive, it can still help to guide future courses of action as the proposal is implemented.

**The Better Decision Making tool must be attached as an annex to Executive reports. A brief summary of your findings should be reported in the One Planet Council / Equalities section of the report itself.**

Guidance to help you complete the assessment can be obtained by hovering over the relevant question.

Please complete all fields. If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'.

#### Introduction

<b>Service submitting the proposal:</b>	Adult Social Care - Commissioning
<b>Name of person completing the assessment:</b>	Chris Weeks
<b>Job title:</b>	Commissioning Manager - Adult Social Care
<b>Directorate:</b>	Health, Housing and Adult Social Care
<b>Date Completed:</b>	08/07/2020
<b>Date Approved (form to be checked by head of service):</b>	10/07/2020 (Gary Brittain, Head of Commissioning - Adult Social Care)

#### Section 1: What is the proposal?

1.1	<b>Name of the service, project, programme, policy or strategy being assessed?</b> Mental Health Housing and Support project
1.2	<b>What are the main aims of the proposal?</b> The development of specialist mental health housing and support proposals for people with multiple and complex needs - delivered through both specialist supported housing and Housing First. The proposals will help double the current capacity for mental health housing placements in the city. These specific proposals are part of a wider collective vision (with Health, Housing and Social Care colleagues) to develop a continuum of mental health housing and support options that will ensure people with mental ill health can access the right type of housing, with the right level of support, at the right time, to meet their needs, regardless of diagnosis.
1.3	<b>What are the key outcomes?</b> To provide focussed, personalised support to people with multiple and complex needs to help them develop their practical living and self-management skills; develop and improve their social and community engagement; and gain confidence to achieve their optimal potential in terms of independent living in the community. By providing these specialist housing and support options we hope to reduce the degree to which people - have to stay in hospital longer than they need to; are housed in accommodation that doesn't properly meet their needs; or are placed in expensive out of area placements away from family, friends and support networks.

**Section 2: Evidence**

2.1	<p><b>What data / evidence is available to support the proposal and understand its likely impact?</b> (e.g. hate crime figures, obesity levels, recycling statistics)</p> <p>A report to the Health and Wellbeing Board (24/01/18) outlined in some detail the challenges currently facing the mental health housing and support pathway. At present in York we often struggle to provide the right housing, with the right support, at the right time, as we do not have the full range of housing and support options that we need. As a result, people sometimes stay longer in hospital than they need to, or are housed in accommodation that doesn't properly meet their needs, or are placed in accommodation outside of York (at significant expense), away from family and friends and their support networks. The biggest gap in our current provision is for people with multiple and complex needs.</p> <p>It is estimated that at any one time there are around 25-30 individuals with complex needs who find themselves in a 'revolving door' – between homelessness, hospital, prison, and supported housing – because York does not currently have the right type of accommodation and support available to properly meet their needs. An annex to the Health and Wellbeing Board report included three case studies of individuals with complex needs that helped illustrate (a) the 'whole system' financial cost of not being able to provide the right type of accommodation and support (Case studies P1 and P2), and (b) the benefits to the individual, and in turn the 'whole system', of closer joint working and extensive outreach support (P3). Having identified the target customer group for this specialist mental health housing and support, and described what the models of Housing First and Supported Housing might look like for York, the core project team invited partner agencies to participate in a mock referral exercise. Using this initial desktop exercise to test the concept, the project team received a total of 65 mock referrals. Each referral was discussed across three mock allocation panel meetings involving representatives from City of York Council (Adult Social Care and Housing), Making Every Adult Matter, Tees, Esk &amp; Wear Valleys NHS Foundation Trust, Vale of York CCG, and York Housing Association. 17 of the mock referrals were 'rejected' (26%), often because it was felt that not all other options had yet been explored, but the other 48 referrals were felt to be appropriate for the type of specialist mental health housing and support we believe needs to be developed in the city. In May 2018 the Project Board agreed with the core project team's conclusions that this mock allocation exercise had provided a robust evidence base for the need for both types of specialist mental health housing and support – i.e. Housing First and Supported Housing.</p> <p>Since late 2018, Mental Health (Health and Adult Social Care) and Housing colleagues have been meeting monthly, to discuss their most challenging cases around mental health housing and support. These meetings have helped foster improved working relationships and a much better understanding of each other's processes and pressures, but they have also served to underline the urgent need for the specialist mental health housing and support provision being proposed as part of this project.</p>
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2.2	<p><b>What public / stakeholder consultation has been undertaken and what were the findings?</b></p> <p>Back in September 2017 a multi-agency workshop, attended by over 70 delegates from a wide range of partner agencies involved in the mental health housing and support pathway, was held to consider the challenges outlined in section 2.1 above and to seek a steer on which of a range of options the project team should focus in order to take us forward. The core project team was tasked to go away to research and develop proposals for how Supported Housing and 'Housing First' models might be developed in York to help address the gap in housing and support for people with multiple and complex needs.</p> <p>This work was done by two multi-agency working groups between January and June 2018, and included visits to supported housing schemes in Leeds and the Community Enhancing Recovery Team (CERT) in Sheffield. Links were also made with Professor Nicholas Pearce from the University of York who is an expert in Housing First research and existing models of Housing First were researched through both reports and attending workshops/conferences.</p> <p>In July 2018 two stakeholder sessions were held to update a wider audience of stakeholders on the work that the core project team and working groups had been doing since January, and to sense check the draft proposals that have since been refined and included in the Executive report. The two sessions were attended by a total of 47 people and all of the feedback collected – via small discussion groups and written feedback forms – was pulled together into a comprehensive 30 page report. In summary, the feedback endorsed the proposed mental health housing and support pathway and the accompanying underpinning principles; suggested a number of areas requiring further work which will be included in the implementation plan; and asked that the detail behind these proposals be worked up in partnership, in a co-produced fashion, with people with lived experience, carers, staff, and all partner agencies.</p>
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2.3	<p><b>Are there any other initiatives that may produce a combined impact with this proposal?</b> (e.g. will the same individuals / communities of identity also be impacted by a different project or policy?)</p> <p>Within the Housing Landlord Service there has been a restructure whereby the role of the Housing Management Officer (HMO) has been developed so as to look at the whole person when dealing with tenancy matters. The HMO will therefore look at a tenant's physical and mental health when assessing whether the tenant is suitably housed and what other types of support may be needed. This approach is to be supported by Customer Care visits which will mean that all tenants should be visited on a regular basis and this type of assessment carried out. This will assist with early intervention and prevention for council tenants.</p> <p>As mentioned above in 2.1, a monthly meeting was set up between Mental Health (Health &amp; Adult Social Care) and Housing in late 2018 to help develop a better understanding of how these services can work together. The objectives behind these meetings are for Mental Health and Housing to work and communicate better, to develop a better understanding of each other's systems, to discuss complex cases/individuals, develop joint action plans, and ensure that these discussions inform the development of the improved Mental Health Housing and Support pathway.</p>
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**Section 3: Impact on One Planet principles**

Please summarise any potential positive and negative impacts that may arise from your proposal on residents or staff. This section relates to the impact of your proposal on the ten One Planet principles.

For 'Impact', please select from the options in the drop-down menu. If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'.

**Equity and Local Economy**

Does your proposal?		Impact	What are the impacts and how do you know?
3.1	Impact positively on the business community in York?	Neutral	This project will not impact positively or negatively on the business community.
3.2	Provide additional employment or training opportunities in the city?	Positive	This project will create employment opportunities for support staff for the specialist mental health housing and support provision.
3.3	Help improve the lives of individuals from disadvantaged backgrounds or underrepresented groups?	Positive	This project will provide specialist mental health housing and support for people living with multiple disadvantages including mental health issues. The housing and support provided will help individuals develop their practical living and self-management skills, develop and improve their social and community engagement, and gain confidence to achieve their optimal potential in terms of independent living in the community. Individuals will also be supported to get back into volunteering, training and/or employment which having stable accommodation is vital for.

**Health & Happiness**

Does your proposal?		Impact	What are the impacts and how do you know?
3.4	Improve the physical health or emotional wellbeing of residents or staff?	Positive	This improved mental health housing and support pathway will aim to improve the physical health, mental health and emotional wellbeing of residents. The link between safe, secure and appropriate housing on the wellbeing of a person is well documented, e.g. see <a href="https://www.health.org.uk/infographic/how-does-housing-influence-our-health">https://www.health.org.uk/infographic/how-does-housing-influence-our-health</a> .
3.5	Help reduce health inequalities?	Positive	The project aims to improve the mental health and emotional wellbeing of a disadvantaged community of interest (people with multiple and complex needs) and should therefore help reduce health inequalities between this community of interest and the wider population of the city.
3.6	Encourage residents to be more responsible for their own health?	Positive	The lack of suitable housing and support for individuals with multiple and complex needs can sometimes result in them becoming trapped in a 'revolving door' between homelessness, hospital, prison, and supported housing. This 'revolving door' is often referred to in research literature as a new form of institutionalisation which creates a dependency on services. As described in 3.3 above, providing the right, specialist mental health housing and support should mean that these individuals are supported to develop their practical living and self-management skills including taking greater responsibility for their own health.
3.7	Reduce crime or fear of crime?	Mixed	Some of the individuals that will access this specialist mental health housing and support will be living chaotic lives and will have been involved in crime. It is hoped that the combination of stable accommodation and the personalised support that will be provided will help address and reduce individuals' criminal behaviour. There could however be fear within the community about increases in the levels of crime, particularly in those areas where the specialist mental health supported housing schemes are located. The Project Board and the Support Provider will work with these communities to provide reassurance and to ensure there is clear and open communication.
3.8	Help to give children and young people a good start in life?	Neutral	This project is aimed at adults but there may be some cases of young people aged 16-18 (supported by the Pathway team) who have mental health and other needs which cannot always be met in existing young people's supported accommodation at Howe Hill or in SASH. The potential positive impact on the lives of such cases is such that it may be appropriate to consider access for 16-18 year olds in exceptional circumstances, and with appropriate packages of support.

**Culture & Community**

Does your proposal?		Impact	What are the impacts and how do you know?
3.9	Help bring communities together?	Positive	This specialist mental health housing and support provision will contribute positively to community cohesion by supporting individuals with mental health problems to integrate within their wider communities and neighbourhoods and to explore wider social connections/activities.
3.10	Improve access to services for residents, especially those most in need?	Positive	The support provided as part of the pathway will help individuals to access both general and specialist support from a range of agencies, as well helping individuals to develop the confidence and skills they need to be able to access such support independently over time.

3.11	Improve the cultural offerings of York?	Neutral	The project will not impact positively or negatively on the cultural offerings of York.
3.12	Encourage residents to be more socially responsible?	Positive	By providing stable housing and support, the improved pathway should help individuals feel more settled and integrated within the community. Individuals will be supported to engage with the local community and this may well include participating in community activities/projects and volunteering.

#### Zero Carbon and Sustainable Water

Does your proposal?	Impact	What are the impacts and how do you know?
3.13 Minimise the amount of energy we use and / or reduce the amount of energy we pay for? E.g. through the use of low or zero carbon sources of energy?	Neutral	This project will involve building new accommodation. We will work closely with Housing and Procurement colleagues during project implementation to ensure that the two new supported housing schemes are designed and built in a way that is as positive as possible in terms of environmental and sustainability considerations.
3.14 Minimise the amount of water we use and/or reduce the amount of water we pay for?	Neutral	As above.

#### Zero Waste

Does your proposal?	Impact	What are the impacts and how do you know?
3.15 Reduce waste and the amount of money we pay to dispose of waste by maximising reuse and/or recycling of materials?	Neutral	The project will not impact positively or negatively on waste reduction.

#### Sustainable Transport

Does your proposal?	Impact	What are the impacts and how do you know?
3.16 Encourage the use of sustainable transport, such as walking, cycling, ultra low emission vehicles and public transport?	Neutral	The two proposed supported housing schemes are to be located at sites which are integrated within communities, close to local amenities and good public transport links. This should help encourage walking, cycling and the use of sustainable transport by both residents and staff.
3.17 Help improve the quality of the air we breathe?	Neutral	This project will not impact positively or negatively on air quality.

#### Sustainable Materials

Does your proposal?	Impact	What are the impacts and how do you know?
3.18 Minimise the environmental impact of the goods and services used?	Neutral	This project will involve building new accommodation. We will work closely with Housing and Procurement colleagues during project implementation to ensure that the two new supported housing schemes are designed and built in a way that is as positive as possible in terms of environmental and sustainability considerations.

#### Local and Sustainable Food

Does your proposal?	Impact	What are the impacts and how do you know?
3.19 Maximise opportunities to support local and sustainable food initiatives?	Neutral	The project will not impact positively or negatively on local sustainable food initiatives.

#### Land Use and Wildlife

Does your proposal?	Impact	What are the impacts and how do you know?
3.20 Maximise opportunities to conserve or enhance the natural environment?	Neutral	This project will not impact positively or negatively on the natural environment.
3.21 Improve the quality of the built environment?	Positive	Plans for the new supported housing schemes will carefully consider the quality of the built environment.
3.22 Preserve the character and setting of the historic city of York?	Neutral	This project will not impact positively or negatively on the character and setting of the city of York.
3.23 Enable residents to enjoy public spaces?	Neutral	This project will not impact positively or negatively on enabling residents to enjoy public spaces.

3.40	Additional space to comment on the impacts	
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**Section 4: Impact on Equalities and Human Rights**

Please summarise any potential positive and negative impacts that may arise from your proposal on staff or residents. This section relates to the impact of your proposal on **advancing equalities and human rights** and should build on the impacts you identified in the previous section.

For 'Impact', please select from the options in the drop-down menu.  
If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'

**Equalities**

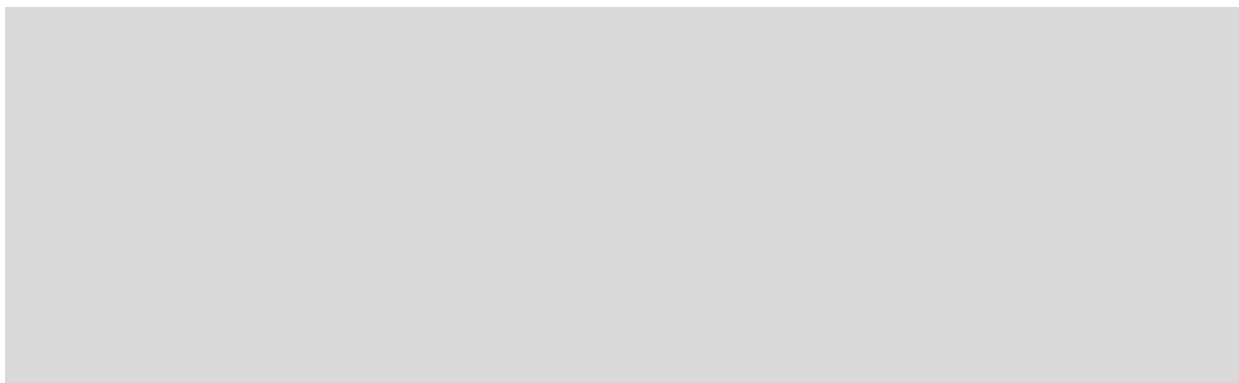
Will the proposal **adversely impact** upon 'communities of identity'?  
Will it **help advance equality** or **foster good relations** between people in 'communities of identity'?

		Impact	What are the impacts and how do you know?
4.1	<b>Age</b>	Positive	The project is primarily focussing on 18-65 year olds and will provide specialist mental health housing and support for this age group that is not currently available in York. It is considered that older people's needs are being met with the Older Persons Accommodation Project, and younger people's needs are largely met through supported accommodation provided at Howe Hill or SASH. However, as explained in section 3.8, it may be appropriate to consider access to this provision for 16-18 year olds in exceptional circumstances, and with appropriate packages of support.
4.2	<b>Disability</b>	Positive	This project will significantly increase the amount of specialist mental health housing and support available for people in the city with multiple and complex needs. Increasing its availability should help ensure that individuals can better access the right type of housing with the right level of support at the right time in their lives.
4.3	<b>Gender</b>	Neutral	The project will not impact positively or negatively on gender.
4.4	<b>Gender Reassignment</b>	Neutral	The project will not impact positively or negatively on gender reassignment.
4.5	<b>Marriage and civil partnership</b>	Neutral	The project will not impact positively or negatively on marriage and civil partnership.
4.6	<b>Pregnancy and maternity</b>	Neutral	The project will not impact positively or negatively on pregnancy and maternity.
4.7	<b>Race</b>	Neutral	The project will not impact positively or negatively on race.
4.8	<b>Religion or belief</b>	Neutral	The project will not impact positively or negatively on religion or belief.
4.9	<b>Sexual orientation</b>	Neutral	The project will not impact positively or negatively on sexual orientation.
4.10	<b>Carer</b>	Positive	By significantly increasing the amount of specialist mental health housing and support available for people in the city with multiple and complex needs, this project will provide an improved pathway for people who are being supported by carers but who need a stepping stone, with support, in order to develop the confidence and skills to live more independently in the community. Providing this option will hopefully help improve the mental health and wellbeing of carers who may have been struggling with their caring responsibilities.
4.11	<b>Lowest income groups</b>	Positive	Individuals who have multiple and complex needs often fall into low income groups. The project will help provide more stable housing and support that will help individuals maximise access to relevant and benefits and increase opportunities for training and employment.
4.12	<b>Veterans, Armed forces community</b>	Positive	Veterans can suffer from mental health problems, including PTSD, and this project will increase the housing and support options available to such individuals.

Human Rights	
Consider how a human rights approach is evident in the proposal	

		Impact	What are the impacts and how do you know?
4.13	<b>Right to education</b>	Positive	The project will ensure that there is appropriate support for those in the pathway and part of this support will be to look at training and education opportunities.
4.14	<b>Right not to be subjected to torture, degrading treatment or punishment</b>	Positive	Through its provision of stable housing and support, this project aims to empower individuals by helping them develop the skills and confidence to be able to live independently. This should help minimise the risk that they will be subjected to torture or degrading treatment.
4.15	<b>Right to a fair and public hearing</b>	Neutral	The project will not impact positively or negatively on the right to a fair and public hearing.
4.16	<b>Right to respect for private and family life, home and correspondence</b>	Neutral	The project will not impact positively or negatively on the right to respect for private and family life, home and correspondence.
4.17	<b>Freedom of expression</b>	Neutral	The project will not impact positively or negatively on freedom of expression.
4.18	<b>Right not to be subject to discrimination</b>	Mixed	By providing housing and support that is embedded within communities, this project will actively encourage and support people with multiple and complex needs to develop connections within those communities. This is regarded as a positive development in so much as it will hopefully help breakdown the stigma/barriers that people with mental health problems can still sometimes unfortunately experience in the community. There remains a risk that some residents might potentially be subjected to discrimination whilst out in the community but this risk will be mitigated by the support provided by staff within the supported housing scheme and 'in reach' support provided by other agencies.
4.19	<b>Other Rights</b>		The project will not impact positively or negatively on other rights.

4.20	<b>Additional space to comment on the impacts</b>



**Section 5: Planning for Improvement**

5.1	<p><b>What have you changed in order to improve the impact of the proposal on the One Planet principles?</b> (please consider the questions you marked either mixed or negative, as well as any additional positive impacts that may be achievable)</p>
	<p>Completing the One Planet tool has served to highlight a few key areas where we still need to do more focussed work within the project implementation phase, including the need to: a) Ensure that the voice of people with lived experience is influential within the specification of the specialist housing and support that is required, and within the process for selecting the housing and support providers who will deliver the provision. b) Invest time and energy, alongside the housing and support providers and other partner agencies, in supporting the development of positive links between the two supported housing schemes and the communities within which they will be located. Our aim will be to encourage mutual understanding and support that will help foster positive community relations. c) Work closely with Housing and Procurement colleagues during project implementation to ensure that the two new supported housing schemes are designed and built in a way that is as positive as possible in terms of environmental and sustainability considerations.</p>

5.2	<p><b>What have you changed in order to improve the impact of the proposal on equalities and human rights?</b> (please consider the questions you marked either mixed or negative, as well as any additional positive impacts that may be achievable)</p>
	<p>Completing the Equalities tool has served to highlight three key areas where we need to do more focussed work within the project implementation phase: a) Work alongside the support provider and project partners like TEWV, the Police, Housing, ASB Hub, and VCS partners like 'Time To Change' to develop strong links between the supported housing schemes and the communities they are located within to help break down the discrimination/stigma/barriers that people with mental health problems can still sometimes unfortunately experience in the community. b) Link up with other related key projects/developments - e.g. the Multiple Complex Needs Network, the Northern Quarter Project: Mental Health and Wellbeing - to ensure that we maximise all opportunities to connect individuals, organisations and communities as part of a strengths-based approach that builds on 'what's strong rather than what's wrong.' c) Link in with the Pathway team to ensure that, if it is appropriate and possible, young people aged 16-18 who have mental health and other needs which cannot always be met in existing young people's supported accommodation at Howe Hill or in SASH, can be considered for this specialist housing and support provision, with appropriate packages of support.</p>

5.3	<p><b>Going forward, what further evidence or consultation is needed to ensure the proposal delivers its intended benefits?</b> e.g. consultation with specific vulnerable groups, additional data)</p>
	<p>As outlined above in sections 5.1 and 5.2, a key feature of the implementation plan is our commitment to co-producing the detail of the improved housing and support pathway with people with lived experience, carers, staff and all partner agencies.</p>

**In the One Planet / Equalities section of your Executive report, please briefly summarise the changes you have made (or intend to make) in order to improve the social, economic and environmental impact of your proposal.**

