

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Care Leavers Additional Accommodation
2	Person responsible for the assessment:	Jack Howard/Jane O'Keefe
3	Contact details:	0161 912 4663 jack.howard@trafford.gov.uk 07786117930 jane.o'keefe@trafford.gov.uk 0796 628 9815 jonathan.ridge@trafford.gov.uk
4	Section & Directorate:	Trafford Social Care, Commissioning and Transformation departments
5	Name and roles of other officers involved in the EIA, if applicable:	Anna Lomas: Strategic Lead Children in Care Fiona Mackenzie: Service Manager - Permanence & Transitions Team Angela Brown: Specialist Commissioner Laura Barton: Commissioning Officer Denis Owen: Deputy Manager Sally Rimmer: Service Manager Placements

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input checked="" type="checkbox"/> Existing <input checked="" type="checkbox"/> Change to an existing policy or function <input type="checkbox"/>

3	What is the main purpose of the policy/function?	<p>Provider Led Medium/High Need Provision (5 beds)</p> <p>A commissioned, 5 bedroom property within the Borough, focusing on housing and supporting care leavers from 16-25 but in particular 16-17 year olds with medium to high levels of complex need. This target cohort of young people are currently situated in high cost, externally located spot purchased placements and are not ready to transition to alternative accommodation such as Forest Court, this type of provision would be for young people with medium levels of need and preparing for independence.</p> <p>The property would feature a shared living space, 24/7 support, extended support during the hours of 8am and 10pm (Staff member on site sleeping over); and the flexibility to increase or reduce additional support as required.</p> <p>With the property in place, it is expected that 5 suitable young people currently residing in high cost external placements could transition to the new provision.</p>
4	Is the policy/function associated with any other policies of the Authority?	<p>Yes - The local authority has a statutory obligation to ensure services are accessible to all and as such the Service Provider is expected to demonstrate a commitment to Equality and Diversity. This will include how the Service Provider has promoted equality and diversity in employment and service delivery. The Service Provider will also be required to provide evidence of the equality measures and targets their organisation has set and their progress in meeting these.</p>

5	Do any written procedures exist to enable delivery of this policy/function?	<p>The provider, as part of the commissioning process, provided their Equality & Diversity Policy that will support the implementation and delivery.</p> <p>It is attached here:</p>  <p>Policy Equality (Review April 2020).1</p>
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	N/A
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<p>Care Leavers will benefit from:</p> <ul style="list-style-type: none"> - Additional provision(s) to offer greater choice and flexibility. - Improved quality of care and better prepared young people for leaving care - Closer proximity to personal and community assets/facilities within the footprint of Trafford - Greater consistency around the sustainability of placements - The ability for residents to access specialist/dedicated support more readily
8	How will the policy/function (or change/improvement), be implemented?	<ul style="list-style-type: none"> - Tender to the market for external provider (New Provision)
9	What factors could contribute or detract from achieving these outcomes for service users?	<ul style="list-style-type: none"> - Financial constraints may limit the breadth and quality of the provision. - The depth/complexity of service users needs could mean that the new provision doesn't adequately meet them.

10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Commissioning Transformation Permanence and Transitions
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C. Data Collection		
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1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Yes but not the full picture – we know all young people currently in care who will be turning 16 by April 19, plus we know all current care leavers. However we cannot legislate for unplanned entries into the care system from their 16 th birthday onwards.
2	Please specify monitoring information you have available and attach relevant information*	<p>We collate demographic information on all current young people in care, as well as those on the edge of care, and those who are Eligible and Relevant Care Leavers under legislation. Since opening the collected data on those who have been placed in Daban House is as follows:</p> <p>Gender: 50% Male, 50% Female Ethnicity: 50% White British, 17% White & Black Caribbean, 17% African, 17% Other Asian Religion: 50% None, 33% Church of England, 17% Muslim Age At Admission: 66% 17 years old, 33% 16 years old No disabilities were recorded for the young people placed at Daban House No data on sexuality is currently held for the young people placed.</p>
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	N/A

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*



D. Consultation & Involvement		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	No
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	N/A
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	N/A

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;		X Medium		<p>Majority of Care Leavers in high cost placements are male. Trafford Council needs to ensure the provision is able to meet specific needs of male residents.</p> <p>Alternatively consideration needs to be made to the specific needs of female residents.</p> <p>A wider issue of ensuring the safeguarding of residents whilst in the property and having a balanced and measured approach to sharing living space, should also be considered as part of the preferred bidder selection process.</p>

Pregnant women & women on maternity leave		X Low		Need to ensure that the provision has appropriate facilities if a resident becomes pregnant. Staff to be trained appropriately
Gender Reassignment		X Low		Need to consider appropriate facilities and staff training for potential trans gender residents
Marriage & Civil Partnership			X	For single residents only
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)		X Low		Information in a range of formats if English not first language Prayer facilities required Food preparation e.g. Halal, Kosher
Disability – physical, sensory & mental impairments		X Med		Access required both into and around the building Appropriate adaptations required If residents have autism/asperger there will be a need to provide an appropriate space where they can be alone/reduce stimulus if required Staff need to be trained appropriately

Age Group - specify eg; older, younger etc)			X	
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			X	
Religious/Faith groups (specify)		X Med		Prayer facilities 24 hour access during religious festivals

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

Neutral

F. Could you minimise or remove any negative potential impact? If yes, explain how.

Race:	<p>Ensure information provided and available to the Young Person both prior to and during relocation to one of the new provisions is in a range of languages which can be read if English is not their first language.</p> <p>Additional information for cultural needs such as access to resources and support for hair care, clothing etc. will also be available.</p> <p>Ensure the topic of race and handling race related issues is part of the selection criteria for the preferred bidder</p>
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	<p>Ensure adequate bathroom and changing facilities are provided</p> <p>Ensure the topic of gender related issues is part of the selection criteria for the preferred bidder</p>

Disability:	Ensure appropriate accessibility standards are adhered to
Age:	N/A
Sexual Orientation:	N/A
Religious/Faith groups:	Adequate provision for prayer and access to the building around the various religious festivals. Appropriate food preparation to be considered too Ensure the topic of religion and handling religion related issues is part of the selection criteria for the preferred bidder
Also consider the following:	
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?
	No
2	Could the policy have an adverse impact on relations between different groups?
	No
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?
	No – evidence provided from the provider to Trafford Council

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Progress milestones
<p>To organise a focus group with key stakeholders of the project to meet and discuss this early draft of the EIA and expand upon the ideas and comments made already.</p> <p>This discussion should feed into the selection process for the preferred bidder and ensure that the selection criteria reflects the areas of concern highlighted in this EIA</p>	<p>Establish focus group with key stakeholders to more widely discuss the draft EIA and incorporate findings into the selection process for the preferred bidder</p>	<p>Jan 2019</p>	<p>Jack Howard</p>	<p>Met with representatives of the commissioning team to discuss the process for ensuring the Council's Equality and Diversity commitments are being met.</p> <p>It was discussed that as part of the tender process and ultimately the development of a contract with the appointed provider, there is a statutory obligation to ensure services are accessible to all and as such the Service Provider is expected to demonstrate a commitment to Equality and Diversity.</p>

				<p>This will include how the Service Provider has promoted equality and diversity in employment and service delivery. The Service Provider will also be required to provide evidence of the equality measures and targets their organisation has set and their progress in meeting these.</p>
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Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed
Lead Officer - *Laura Barton*
Date 10/01/20

Signed
Service Head - *Anna Lomas*
Date 09/01/20