

Equality Impact Assessment

Name of the proposal, project or service
<p>Reconciling Policy, Performance and Resources (RPPR) 2018/19:</p> <p>Proposed reductions to Supporting People accommodation-based housing support services for young people and young mothers</p>

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Part 1 – The Public Sector Equality Duty and Equality Impact Assessments (EIA)

1.1 The Council must have due regard to its Public Sector Equality Duty when making all decisions at member and officer level. An EIA is the best method by which the Council can determine the impact of a proposal on equalities, particularly for major decisions. However, the level of analysis should be proportionate to the relevance of the duty to the service or decision.

1.2 This is one of two forms that the County Council uses for Equality Impact Assessments, both of which are available on the intranet. This form is designed for any proposal, project or service. The other form looks at services or projects.

1.3 The Public Sector Equality Duty (PSED)

The public sector duty is set out at Section 149 of the Equality Act 2010. It requires the Council, when exercising its functions, to have “due regard” to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. (see below for “protected characteristics”)

These are sometimes called equality aims.

1.4 A “protected characteristic” is defined in the Act as:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race (including ethnic or national origins, colour or nationality);
- religion or belief;
- sex;
- sexual orientation.

Marriage and civil partnership are also a protected characteristic for the purposes of the duty to eliminate discrimination.

The previous public sector equalities duties only covered race, disability and gender.

1.5 East Sussex County Council also considers the following additional groups/factors when carry out analysis:

- Carers – A carer spends a significant proportion of their life providing unpaid support to family or potentially friends. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. [Carers at the Heart of 21st Century Families and Communities, 2008].
- Literacy/Numeracy Skills
- Part time workers
- Rurality

1.6 Advancing equality (the second of the equality aims) involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristic.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people's disabilities.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

1.7 Guidance on Compliance with The Public Sector Equality Duty (PSED) for officers and decision makers:

1.7.1 To comply with the duty, the Council must have "due regard" to the three equality aims set out above. This means the PSED must be considered as a factor to consider alongside other relevant factors such as budgetary, economic and practical factors.

1.7.2 What regard is "due" in any given case will depend on the circumstances. A proposal which, if implemented, would have particularly negative or widespread effects on (say) women, or the elderly, or people of a particular ethnic group would require officers and members to give considerable regard to the equalities aims. A proposal which had limited differential or discriminatory effect will probably require less regard.

1.7.3 *Some key points to note:*

- The duty is regarded by the Courts as being very important.
- Officers and members must be aware of the duty and give it conscious consideration: e.g. by considering open-mindedly the EIA and its findings when making a decision. When members are taking a decision, this duty can't be delegated by the members, e.g. to an officer.
- EIAs must be evidence based.
- There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
- There must be compliance with the duty when proposals are being formulated by officers and by members in taking decisions: the Council can't rely on an EIA produced after the decision is made.
- The duty is ongoing: EIA's should be developed over time and there should be evidence of monitoring impact after the decision.
- The duty is not, however, to achieve the three equality aims but to consider them – the duty does not stop tough decisions sometimes being made.
- The decision maker may take into account other countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities (for instance, cost factors)

1.7.4 In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published. However, Codes of Practice issued under the previous legislation remain relevant and the Equality and Human Rights Commission has also published guidance on the new public sector equality duty.

Part 2 – Aims and implementation of the proposal, project or service

2.1 What is being assessed?

a) Proposal or name of the project or service.

The savings proposal is to reduce funding by £800,000 for Supporting People funded accommodation-based services for vulnerable young people and young mothers:

- Hastings Young Mothers
- Eastbourne Young Mothers
- Lewes Young Mothers
- Hastings Pathway
- YMCA residential centre Wealden
- YMCA residential centre Eastbourne
- Rother Pathway
- Newhaven Foyer
- Eastbourne Foyer

See section 2.8 for details.

b) What is the main purpose or aims of proposal, project or service?

The purpose of the proposal is to reduce funding to Supporting People funded accommodation based services to achieve savings of £800,000. This includes the services listed above that support young people and young mothers.

c) Manager(s) and section or service responsible for completing the assessment

Jude Davies, Strategic Commissioning Manager
Candice Miller, Policy Development Manager

2.2 Who is affected by the proposal, project or service? Who is it intended to benefit and how?

The proposal will affect vulnerable young people including young mothers.

Six services support young people aged 16- 25 who have complex and/or challenging needs and cannot live with the family but do not have the skills to live independently; needing specialist accommodation to minimise the risk to themselves or others.

Three services support young mothers aged 16- 25 who are pregnant or have a dependent child, and are unable to parent their child without specialist accommodation and support to minimise risks

2.3 How is, or will, the proposal, project or service be put into practice and who is, or will be, responsible for it?

All providers have been made aware of the budget proposals by the Supporting People Strategic Commissioning Manager. The proposals were discussed at Cabinet on 23 January 2018 and are now out to public consultation which began on 15 February and ends on the 25 April 2018. The process involves reviewing the consultation findings, following which recommendations will be made to members with a final decision being made by Cabinet on the 26 June 2018.

East Sussex County Council's Adult Social Care and Health (ASC&H) Department is responsible for the Supporting People budget. If the proposals are approved, then negotiations with providers and discussions with partners will start to agree how to manage the budget reduction.

There is a minimum three month notice period on all contracts which may need to be implemented by the Supporting People Strategic Commissioning Manager. However, where the occupancy arrangements are Assured Shorthold Tenancies there may be a legal requirement for providers to give a longer period of notice to tenants. These tenancies are fixed for the first six months and there is a complexity to achieving legal possession. Where the occupancy agreement is a licence, the provider can give 3 month notice period.

Providers will be asked to communicate the notice periods to people using the service at that time and work to identify alternative housing and support options for them.

2.4 Are there any partners involved? E.g. NHS Trust, voluntary/community organisations, the private sector? If yes, how are partners involved?

The Supporting People programme has historically been governed as a partnership across Adult Social Care, Children's Services, Health, Probation and all five of the District and Boroughs in East Sussex.

All the above partners work with the service to support the achievement of positive outcomes for the clients in respect of health, resilience, safety, social inclusion, family relationships and care as well as to achieve move on solutions.

East Sussex County Council and the district and borough councils both have statutory duties relating to the accommodation and related support services of vulnerable young people aged 16-25 (See section 2.5 below), and they work collaboratively together and with ASC&H to find appropriate solutions. The services affected also work in partnership with a range of voluntary and statutory organisations in order to support clients to achieve agreed outcomes in areas such as housing, benefits, mental health, wellbeing and safeguarding.

2.5 Is this proposal, project or service affected by legislation, legislative change, service review or strategic planning activity?

East Sussex County Council's total budget for the year beginning April 2018 is £371m. That is a reduction of £17m based on last year. As a department, Adult Social Care needs to save nearly £10 million in the year beginning April 2018.

The proposals are made as part of ESCC's budget planning process, Reconciling Policy, Planning and Resources for 2018-19 onwards. The savings proposed to the services within this equality impact assessment are part of the overall ASC savings proposals.

Care Act 2014: The service prevents, reduces and delays support and care needs in line with the Care Act. Any reduction in funding will impact on the service's ability to do this. An appendix at the end of the document shows how we are meeting our Care Act duties for information and advice.

In line with the Southwark Judgement (2009), as a Children's Services Department there are obligations to assess all homeless and vulnerable young people to determine whether support is offered under a Section 20/LAC framework or via Section 17 preventive budgets. It also places a duty on Children's Services Departments to provide accommodation to children identified as in need and resident in its area who appear to require accommodation, 16-17 year old young homeless *and* 16-21 care leavers.

In addition the Children Act (1989) obliges Councils to provide support to children assessed to be either In Need or in Need of Protection and the Children (Leaving Care) Act (2000) places an obligation on Councils to act as Corporate Parents to young people as they leave the care system, which will include meeting their accommodation needs, and their right to receive support, including accommodation related support and life skills, up to the age of 25 years old.

For children seeking asylum (UASC) who have no responsible adult to care for them, are separated or 'unaccompanied' and are therefore 'in need', the relevant local authority children's services department has a gateway duty to assess such children under section 17, and then, almost always, to accommodate them under section 20 of the Children Act 1989.

The Homelessness Reduction Act 2017 places new legal duties on Local Housing Authorities in England (i.e. the District and Borough Councils in East Sussex) so that everyone (including young people aged 18-25) who is homeless or at risk of homelessness will have access to meaningful help, irrespective of their priority need status, as long as they are eligible for assistance. The Act amends part VII of the Housing Act 1996.

Relevant duties:

Care Leavers

Under the Act, all care leavers below the age of 21 will be considered as having a local connection with an area if they were looked after, accommodated or fostered there for a continuous period of at least two years. Clause 8 amends section 199 of the Housing Act 1996 Act to ensure that a young homeless care leaver, as of April 2018, has a local connection to the area of the local authority that looked after them (i.e. East Sussex in this instance) rather than, as previously, an individual district or borough within East Sussex.

The prevention duty: in cases of threatened homelessness

If a local housing authority is satisfied that an applicant is threatened with homelessness and is eligible for assistance, they must take 'reasonable steps' – with reference to the applicant's assessment - to help them avoid becoming homeless.

As part of their investigations, local housing authorities must determine if an applicant has a 'priority need' for homelessness assistance. Typically, single homeless applicants will only be considered to be in 'priority need' i.e. meet the priority need criteria, as set out in Section 189 of the 'Act', if they are 'vulnerable' as a result i.e. considered significantly more vulnerable than ordinarily vulnerable. If a 'priority need' is identified, local housing authorities may have limited access to other housing options such as links with private sector landlords and financial assistance, which are considered where appropriate.

The client data, detailed at 2.2, indicates that for many current clients even if they were found in priority need and a bricks and mortar solution was sourced, their care and support needs are such that this solution would not meet all of their needs and a more costly statutory intervention would be required for that purpose.

The relief duty: in cases where the applicant is homeless

Under this clause, local housing authorities must take 'reasonable steps' – with reference to the applicant's assessment – to help all homeless eligible applicants to secure accommodation for at least six months unless the applicant is referred to another local authority due to having no local connection to the authority they have applied to.

Interim accommodation duties owed to people under the existing provisions (section 188) continue to apply during this stage – the duty to provide accommodation to people who the local housing authority has reason to believe may be homeless, eligible for assistance and in priority need - pending a decision on whether the council is obliged to provide some form of longer term settled accommodation.

**2.6 How do people access or how are people referred to your proposal, project or service?
Please explain fully.**

Referrals are received through two routes:

- Direct referrals from Children's Services in respect of Looked After Children.
- Referrals from the housing option teams in the district and borough councils – this includes 16/17 year olds assessed as homeless (under the Southwark judgement) as well as other young homeless people aged 18-25.

2.7 If there is a referral method how are people assessed to use the proposal, project or service? Please explain fully.

The young people and young mothers accessing the services need to meet the eligibility criteria described in the service specification and summarised in section 2.2.

Young people

The initial assessment is undertaken by the housing authority or Children’s Services to determine whether the young person is homeless or at risk of homelessness. Assessment includes determining:

- whether the client is a risk to themselves or others;
- complexity of needs including challenging behaviour which would require onsite staffed support; and
- ability to live with family (if so, not referred to projects).

Young mothers

For young mothers’ provision, assessment will include determining:

- whether or not the young person can parent their child without accommodation based support;
- whether the client is a risk to themselves or others;
- complexity of needs including challenging behaviour which would require onsite staffed support; and
- ability to live with family (if so, not referred to projects).

2.8 How, when and where is your proposal, project or service provided? Please explain fully.

There are **six young people’s** services that include a pathway with additional units:

Service	Provider	Units
BHT Hastings Includes Brittany Road, Southwater Road and Milward Road	BHT	19
Newhaven Foyer	SAHA	37
Eastbourne Foyer Includes Highland House (10 units)	Stonham (part of Home Group)	31
YMCA Residential Centre Eastbourne Includes Barnabus	Eastbourne YMCA	26
YMCA Residential Centre Wealden Includes Stepping Stones	Eastbourne YMCA	10

Rother Pathway Bexhill Includes 181a London Road and 181b London Road	Sanctuary Supported Living	13
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There are **three young mothers'** services:

Service	Provider	Units
Eastbourne Young Mothers service	SAHA	5
Lewes Young Mothers service	SAHA	5
Hastings Young Mothers Turner House Hastings	SAHA	11

These are accommodation-based services that are available 24 hours per day seven days per week.

Clients cannot opt out of the housing support service and remain in the accommodation; it is the provider's responsibility to re-engage the client.

The provider is required to:

- ensure the safety and well-being of clients 24 hours a day;
- provide a flexible housing support service as dictated by the assessed needs and wishes of clients;
- provide on-site support activities to fit in with the responsibilities of clients and this means it is likely that some activities will take place in the evenings;
- provide a named housing support worker to support each client;
- support clients on a daily basis in addition to regular one to one key work sessions that take place at least weekly; and
- actively support a client in periods of crisis with the desired outcome of achieving engagement, and the client continuing to achieve outcomes specified in their support plan.

Part 3 – Methodology, consultation, data and research used to determine impact on protected characteristics

3.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken.

Types of evidence identified as relevant have X marked against them			
	Employee Monitoring Data		Staff Surveys
X	Service User Data	X	Contract/Supplier Monitoring Data
	Recent Local Consultations		Data from other agencies, e.g. Police, Health, Fire and Rescue Services, third sector
	Complaints		Risk Assessments
X	Service User Surveys	X	Research Findings
X	Census Data	X	East Sussex Demographics
X	Previous Equality Impact Assessments		National Reports
	Other organisations Equality Impact Assessments		Any other evidence?

3.2 Evidence of complaints against the proposal, project or service on grounds of discrimination.

None.

3.3 If you carried out any consultation or research on the proposal, project or service explain what consultation has been carried out.

The formal consultation on the ASC savings proposals started on 15 February 2018 and ended on 25 April 2018.

All providers were sent a copy of the consultation web link, a letter to explain the consultation process and a draft letter for clients. Where requested providers were provided with printed copies.

Consultation meetings held:

- All Supporting People providers: 8 March 2018
- Domestic Abuse Management Group 12 March 2018
- Inclusion Advisory Group gave feedback on all the RPPR proposals: 14 March 2018
- Accommodation Planning & Design Group: 15 March 2018
- Public Health: 15 March 2018
- Financial Inclusion Steering Group: 22 March 2018
- Hastings and Rother/Eastbourne, Hailsham and Seaford CCGs: 23 March 2018 and 16 April 2018
- Rother District Council Task and Finish Group: 28 March 2018
- East Sussex Housing Officers Group (ESHOG) 11 May 2018

Relevant national and local research has also been considered.

3.4 What does the consultation, research and/or data indicate about the positive or negative impact of the proposal, project or service?

That there is most likely to be a negative impact, as it is very likely to mean a reduction in bed spaces and therefore a reduction in the number of young people who can access the services. This means:

- More young people at risk of homelessness, including street homelessness and living in unsafe living environments
- More young people and children being placed in temporary accommodation (within or out of county)
- More young people being placed with out of county supported accommodation providers which would impact on their access to familial, social, EET and professional support networks including e.g. social worker, GP or mental health nurse.
- An increase in young children being taken into care.
- An increase in the following risks associated with young people who have nowhere safe to live:
 - physical, emotional and sexual exploitation
 - self-harm
 - referrals to mental health services
 - youth offending
 - being used as a drug mule
 - going missing
 - substance misuse
 - lack of employment, education or training (NEET)
 - social isolation
 - teenage pregnancy

Of the homeless young people aged 16 and 17, homeless care leavers aged 16-24 or homeless young people aged 18-24 potentially affected, accommodation for the first two groups is the responsibility of Children's Services. Accommodation for the latter group is the responsibility of the district and borough councils).

Key research findings

The majority of respondents (36.5%) in the **East Sussex Homeless Health Needs Audit** (published in July 2016) were in the 16 to 25 age group. A quarter of the respondents (of all ages) said that the main primary reason for when they most recently became homeless was that "parents/care-givers no longer able or willing to accommodate". Thirty-seven respondents (13%) reported having been in local authority care at some point in their lives.¹

Homeless Link's Young and Homeless report (published in April 2018) found that young people have been disproportionately impacted by welfare benefit reforms, with successive UK governments having reduced young people's entitlements to social security. For example, young people's Housing Benefit entitlement is restricted to the cost of renting a single room in a shared house, and young people also receive a lower rate of income support within Jobseeker's Allowance and Universal Credit. Research also suggests that, compared to older claimants, young people are at a higher risk of benefits sanctions.

The report found that compared to adults, young people in the UK are three times more likely to have experienced homelessness over the past five years. The most commonly identified support need among young people accessing homelessness services, related to them not being involved in education, employment or training. A lack of independent living skills was the second most commonly reported support need."²

A report by the All-Party Parliamentary Group for Ending Homelessness (July 2017), focusing on care leavers, prison leavers and survivors of domestic violence states that "research tells us that one third of care leavers become homeless in the first two years immediately after they leave care and 25% of all homeless people have been in care at some point in their lives. Care leavers often have multiple disadvantages and should be placed in accommodation which is suitable for their specific needs."³

A quarter of the UK's homeless youth are LGBT, according to a national scoping review by the Albert Kennedy Trust in 2015. The review also found that 77% of young people believe their gender/sexual identity was a causal factor in their rejection from home.⁴

¹ <http://www.eastsussexjsna.org.uk/JsnaSiteAspx/media/jsna-media/documents/localbriefings/Homeless-audit-final-July2016.pdf>

² <https://www.homeless.org.uk/sites/default/files/site-attachments/Young%20and%20Homeless%202018.pdf>

³ https://www.crisis.org.uk/media/237534/appg_for_ending_homelessness_report_2017_pdf.pdf

⁴ <https://www.akt.org.uk/Handlers/Download.ashx?IDMF=c0f29272-512a-45e8-9f9b-0b76e477baf1>

Virtually all respondents to this year’s local authority survey for ***The homelessness monitor: England 2018*** anticipated that a range of prospective and ongoing welfare benefit freezes and restrictions would exacerbate homelessness in their area – either slightly or substantially. Two changes – removal of ‘automatic’ HB entitlement for young adults and full roll out of Universal Credit – stood out as being generally expected to trigger significant increases.⁵

This research showed that 26% of young people aged 16-24 had had to sleep in an “unsafe place” due to homelessness, such as in a car, a car park, a tent in a public space, or on the streets — amounting to an estimated 1.4 million young people (one in six) who had slept rough or unsafely in just the last year, with just under 300,000 doing so on any one night.⁶

In the UK every year, 83,000 homeless young people find themselves trapped in dire circumstances facing issues such as sexual and physical violence both at home and on the streets.⁷

⁵ https://www.crisis.org.uk/media/238700/homelessness_monitor_england_2018.pdf

⁶ <https://www.cam.ac.uk/research/news/a-quarter-of-young-people-in-the-uk-have-experienced-unsafe-homelessness-finds-study>

⁷ <http://www.eyh.org.uk/en/>

Overview of feedback from the consultation:

Overview of feedback from the consultation:

Young mums key themes

- People value the fact the service is a safe place for them and that it gives them the experience they need to move on and look to the future.
- Without services like this, a lot of people would be in bad situations and won't be able to fulfil their potential.
- Services offer a lifeline and chance to change their lives and that of their children.
- Services represent a potent homelessness prevention measure and the number of foster care placements needed.
- Services face losing substantial amounts of funding and could face closure.
- The only alternative would be temporary accommodation in B&Bs, which would place them and their children at significant risk.
- It already takes 3-6 months to find suitable housing when people are ready to move on from the service.

Young people at risk key themes

- For some residents it is the first stable and caring home they have had. The services help people to move on from bad things in their life, become independent and choose their own future.
- These services support people to develop the skills they need to move into mainstream education, training or employment.
- The only alternative would be temporary accommodation in B&Bs.
- A reduction in provision would lead to more young people sofa surfing, making it harder to support them.
- It would lead to an increase in demand for housing services and potentially increase the number of people sleeping rough.

Young people at risk accommodation services

Most helpful about the service: Feeling safe; the day to day interactions with staff; key work sessions; and moving on plans.

Support that has made the biggest difference to living independently: Support to better manage their mental health and emotional well being; and support to maximise their income.

Where they would have gone for accommodation and support: Over half of the people who answered the question said they could, or would have been, homeless if this service wasn't available. Other key themes included the fact that there aren't any other housing options if you are under 18 years old, while a few people said they would be dead or at risk of suicide without the service.

Any other comments: People disagreed with the proposal to cut the funding for this service and said that there is a need for it. They say people will be put at risk if the service isn't available and they won't have the support they need to change their life.

Young mums accommodation services

Most helpful about the service: There was a fairly even split in the options people chose, although the top ones were: feeling safe; day to day interactions with staff; involvement in social activities; and key work sessions.

Support that has made the biggest difference to living independently: Support to maximise their income; and support to better manage their mental health and emotional well being

Where they would have gone for accommodation and support: They don't know what they would have done if the service wasn't available, while others said they could, or would have been, homeless. Other key themes included being placed in, offered, or concerned about having to live in unsuitable and unsafe temporary accommodation.

Any other comments: People praised the service and said there is a need for it. People talked about the fact the service had given the chance to have a better life in the long term.

Sample quotes:

"I had already sought after support from housing and was placed in temporary accommodation for vulnerable people including drug users, alcoholics and people with mental health problems. I did not feel that myself or my baby were safe here and it was not appropriate as the kitchen was locked from 20:30 and I was unable to make up bottles for my new-born baby."

(Young Mums services)

"Night staff is essential for safety and security, and support we get is really important. I love all of the activities, and I feel like this is preparing me to live in my own flat with my 2 children."

(Young mums services)

"People normally give up on us but staff here don't." (Young People at Risk services)

"Please don't end this amazing building, our family, our lives. Help us grow into strong and independent adults..." (Young people at risk)

Overview of feedback from the Inclusion Advisory Group (Adult Social Care):

- The group discussed reductions to young people's services (e.g. Newhaven Foyer) and their voices not being heard. People who use these services are quite transitory so recording their views can be difficult. Previously services were able to support and engage with people as there is no additional capacity in schools for this but connections will be lost as funding has reduced to almost nothing.
- [Name] explained that impacts are rarely felt in individual isolation, and that the ripple effect to relatives, carers, neighbours, schools etc. should not be underestimated. Such

drastic changes can result in the upheaval and detriment to many lives including children, the long-term effects of which (missing school, isolation, impaired prospects) can be calamitous. East Sussex is at a point where only extreme crisis intervention is available.

Part 4 – Assessment of impact

4.1 Age: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

Data from the last Census in 2011 shows that there were 27,414 young people between the ages of 15-19 and 20,492 between the ages of 20-24 years old living in the county. This means that approximately 47,906 young people living in East Sussex in 2011 would have met the age criteria to be eligible to access the services.

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

These services are provided for young people between the ages of 16-25 years old. 183 new clients accessed the young people’s services in 2016/17 and 29 young mothers.

The table below shows new clients who received a service between 1 April 2016 and 31 March 2017, and who had involvement from another service to demonstrate the complexity of need:

Client Group/Service	Number of People									
	ASC*	CS*	MASH*	MH* trust	None	Primary health services	Probation	Substance Misuse	YOT*	Total
Young Mothers	0	13	0	1	9	6	0	0	0	29
Eastbourne YMS	0	6	0	1	0	2	0	0	0	9
Lewes YMS	0	2	0	0	0	4	0	0	0	6
Turner House	0	5	0	0	9	0	0	0	0	14
Young People	6	41	1	15	88	2	13	2	15	183
181ab London Road	0	2	0	1	5	0	0	1	0	9
Eastbourne Foyer & Hylands House	5	12	0	6	23	1	0	0	2	49
Eastbourne YMCA	0	5	0	1	26	0	3	0	3	38
Hailsham YMCA	0	0	0	0	4	0	2	0	1	7
Hastings YPS	0	8	0	0	6	0	2	0	6	22
Newhaven Foyer	1	14	1	7	24	1	6	1	3	58

***Key**

ASC: Adult Social Care

CS: Children’s Services

MASH: Multi-Agency Safeguarding Hub

MH: Mental Health

YOT: Youth Offending Team

The table below shows the number of children who accessed the young mothers services in 2016/17

Client Group/Service	Number of children living with client in the service						
	0	1	2	3	4	5	Total
Young Mums	7	22	0	0	0	0	29
Eastbourne YMS	3	6	0	0	0	0	9
Lewes YMS	2	4	0	0	0	0	6
Turner House	2	12	0	0	0	0	14

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Yes. Young people between the ages of 16-25 will be more affected by the proposal than those in the general population, and especially those for whom the County Council or District and Boroughs have a duty to accommodate or who are eligible for support under homelessness reduction legislation.

Dependent children will also be more affected:

- In 2016/17 there were 18 babies with Child Protection Plans, 3 with family support plans and 12 safeguarding alerts.
- In 2017/18 there were 19 babies with Child Protection Plans, 6 with family support plans and 20 safeguarding alerts.

d) What is the proposal, project or service’s impact on different ages/age groups?

The proposal will have a negative impact on vulnerable young people between the ages of 16-25 who are homeless or unable to parent their child without accommodation based support. It will also have a negative impact on the dependent children of young mothers/parents.

Homeless young people, especially those who are 16 and 17, are particularly vulnerable. They are likely to face additional barriers to securing accommodation from a range of factors including a lack of familial support, lack of available affordable accommodation, challenges in securing a tenancy, and changes to the welfare benefits system, which affect both them and their families. Whilst the number of homeless presentations are decreasing, the acuity of their need is increasing i.e. they are presenting as increasingly complex and chaotic, often demonstrating multiple needs including exploitation, substance misuse, self-harm and youth offending, and therefore in greater need of supported accommodation to help them get settled and prevent repeat homelessness or potentially more embedded rough sleeping.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual services.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers/dependent children) and better advance equality.

f) Provide details of the mitigation.

This will be explored with the provider when the implementation plan or decommissioning plan is developed.

g) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.2 Disability: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

Data taken from the January 2017 school census (source: Children’s Services):

	Total pupil cohort	Total Statement pupil cohort	Total Educational, Health and Care Plan pupil cohort	Total EHCP and Statement pupil cohort	Total SEN without EHCP or statement pupil cohort	Total SEN pupil cohort	Total Non SEN pupil cohort
Number	63,034	1,070	1,039	2,109	6,052	8,161	54,873
%	100%	1.7%	1.6%	3.3%	9.6%	12.9%	87.1%

There were 8,161 East Sussex children/young people with special educational needs enrolled in East Sussex schools in the 0-19 age range in January 2017, which equates to 12.9% of the total pupil cohort.

b) How is this protected characteristic reflected in the reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17 – primary disability

Client Group/ Service	Number of People						
	Hearing Impairment	Learning Difficulty	Learning Disability	Nodisability	Physical disability	Visual Impairment	Total
Young Mothers	0	5	1	23	0	0	29
Eastbourne YMS	0	2	1	6	0	0	9
Lewes YMS	0	3	0	3	0	0	6
Turner House	0	0	0	14	0	0	14
Young People	0	16	16	144	5	2	183
181ab London Road	0	0	1	8	0	0	9
Hastings YPS	0	2	3	16	0	1	22
Eastbourne Foyer & Hylands House	0	3	6	36	3	1	49
Eastbourne YMCA	0	3	0	35	0	0	38
Hailsham YMCA	0	0	1	6	0	0	7
Hastings YPS	0	2	3	16	0	1	22
Newhaven Foyer	0	8	5	43	2	0	58

Profile of new clients accessing the services in 2016/17 – secondary disability

Client Group/Service	Number of People						
	Hearing Impairment	Learning Difficulty	Learning Disability	No disability	Physical disability	Visual Impairment	Total
Young Mothers	0	0	0	29	0	0	29
Eastbourne YMS	0	0	0	9	0	0	9
Lewes YMS	0	0	0	6	0	0	6
Turner House	0	0	0	14	0	0	14
Young People	1	4	2	174	2	0	183
181ab London Road	0	0	0	9	0	0	9
Eastbourne Foyer & Hylands House	1	1	1	44	2	0	49
Eastbourne YMCA	0	0	0	38	0	0	38
Hailsham YMCA	0	0	0	7	0	0	7
Hastings YPS	0	1	0	21	0	0	22
Newhaven Foyer	0	2	1	55	0	0	58

Profile of new clients accessing the services in 2016/17 - long term condition

Client Group/Service	Number of People				
	1	2 to 4	More than 4	None	Total
Young Mothers	0	1	0	28	29
Eastbourne YMS	0	1	0	8	9
Lewes YMS	0	0	0	6	6
Turner House	0	0	0	14	14
Young People	27	40	4	112	183
181ab London Road	4	0	0	5	9
Eastbourne Foyer & Hylands House	8	4	1	36	49
Eastbourne YMCA	3	0	1	34	38
Hailsham YMCA	1	0	1	5	7
Hastings YPS	0	5	0	17	22
Newhaven Foyer	11	31	1	15	58

Profile of new clients accessing the services in 2016/17 – mental health

Client Group/Service	Number of People						Total
	Anxiety	Bi polar effective disorder	Depression	None	Personality disorder	Schizophrenia	
Young Mothers	9	0	4	16	0	0	29
Eastbourne YMS	4	0	2	3	0	0	9
Lewes YMS	4	0	1	1	0	0	6
Turner House	1	0	1	12	0	0	14
Young People	38	3	41	88	13	0	183
181ab London Road	2	0	2	5	0	0	9
Eastbourne Foyer & Hylands House	13	0	13	20	3	0	49
Eastbourne YMCA	4	1	2	26	5	0	38
Hailsham YMCA	0	0	1	6	0	0	7
Hastings YPS	0	0	4	17	1	0	22
Newhaven Foyer	19	2	19	14	4	0	58

The tables show that:

- 20.7% of the young mothers had a learning disability or difficulty.
- 17.5% of the people accessing the young people's services had a learning disability or difficulty.
- 3.8% of the people accessing the young people's services had a physical disability or sensory impairment.
- 38.8% of the people accessing the young people's services have one or more long term conditions.
- 51.2% of the people accessing the young people's services had a mental illness.
- 48.8% of the young mothers had a mental illness.

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Yes, disabled young people and young mothers/parents who are homeless or unable to parent their child without accommodation based support will be more affected by the proposal than those in the general population. Young people who are disabled, particularly those who have a mental illness, are over represented in both types of service.

d) What is the proposal, project or service's impact on people who have a disability?

Young people and young mothers who have an additional vulnerability through disability (including long-term conditions) and in particular mental health issues, would be negatively impacted by these proposals. The limited availability of specialist mental health services is seen nationally as contributing to the increase in complex needs, and is likely to have an additional impact on homeless young people who have a mental illness. A reduction to services which can support young people and young mums with complex needs may impact an individual's capacity to manage their condition, disability and/or mental health and impact on their capacity to manage the demands of parenting.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

f) Provide details of any mitigation.

This will be explored with the provider when the implementation action plan or decommissioning plan is developed.

g) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.3 Ethnicity: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

Ethnic Group	All ages	Age 16 to 17	Age 18 to 19	Age 20 to 24	Total	% of 16-24s
All categories: Ethnic group	526,671	13,285	11,904	26,479	51,668	
White: English/Welsh/Scottish/ Northern Irish/British	482,769	12,016	10,842	24,024	46,882	90.7%
White: Irish	3,966	30	28	94	152	0.3%
White: Gypsy or Irish Traveller	815	33	27	59	119	0.2%
White: Other White	17,872	336	287	990	1,613	3.1%
Mixed/multiple ethnic group: Total	7,473	352	296	543	1,191	2.3%
Asian/Asian British: Total	9,143	351	311	522	1,184	2.3%
Black/African/Caribbean/Black British: Total	2,912	106	83	156	345	0.7%
Other ethnic group: Total	1,721	61	30	91	182	0.4%

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17

Service	Asian/ Asian British: Indian	Asian/ Asian British: Other	Black/ Black British: African	Black/ Black British: Others	Did not wish to disclose	Gypsy/ Romany/ Irish Traveller	Mixed: Other	Mixed: White & Black Caribbean	White: British	White: Irish	White: Other	Total
Young Mothers	0	0	0	0	0	0	1	0	28	0	0	29
Eastbourne YMS	0	0	0	0	0	0	1	0	8	0	0	9
Lewes YMS	0	0	0	0	0	0	0	0	6	0	0	6
Turner House	0	0	0	0	0	0	0	0	14	0	0	14
Young People	0	1	0	1	0	4	2	4	169	0	2	183
181ab London Road	0	0	0	0	0	0	0	0	9	0	0	9
Eastbourne Foyer & Hylands House	0	0	0	1	0	4	0	0	43	0	1	49
Eastbourne YMCA	0	0	0	0	0	0	0	0	37	0	1	38
Hailsham YMCA	0	0	0	0	0	0	0	1	6	0	0	7
Hastings YPS	0	1	0	0	0	0	1	0	20	0	0	22
Newhaven Foyer	0	0	0	0	0	0	1	3	54	0	0	58

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No disproportionate impact is anticipated, although it is recognised that young people from BAME communities and Unaccompanied Asylum Seeking Children (UASC) may face additional barriers to accessing housing and accommodation.

4.4 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact

a) How is this protected characteristic target group reflected in the County/District/Borough?

Age and gender in 2011

	All people	15-29
All people	526,671	83,732
Females	272,907	41,052
%		49.0%
Males	253,764	42,680
%		51.0%

Figures around transgender are not currently collected in the census.

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17

Client Group/Service	Number of People			
	Female	Male	Transgender	Total
Young Mothers	29	0	0	29
Eastbourne YMS	9	0	0	9
Lewes YMS	6	0	0	6
Turner House	14	0	0	14
Young People	73	109	1	183
181ab London Road	4	5	0	9
Eastbourne Foyer & Hylands House	21	27	1	49
Eastbourne YMCA	18	20	0	38
Hailsham YMCA	1	6	0	7
Hastings YPS	6	16	0	22
Newhaven Foyer	23	35	0	58

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Yes, women will be more affected by the proposal to reduce funding to the young mothers services as the provision is for females only.

Young males may be more affected by the reduction in funding to young people’s provision as in 2016/17, 60% of clients were male which is higher than in the general population.

d) What is the proposal, project or service’s impact on different genders?

The proposals would directly affect young mothers who need additional, accommodation based support to effectively parent their child. Without this support there may be a greater risk to the wellbeing of both mother and child.

Young males may be at greater risk of homelessness and face an exacerbation of complex needs and vulnerabilities, likewise young transgender people who may have been ostracised from support networks.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

f) Provide details of any mitigation.

This will be explored with the provider when the implementation plan or decommissioning plan is developed.

g) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.5 Marital Status/Civil Partnership: Testing of disproportionate, negative, neutral or positive impact.

A disproportionate impact is not anticipated for this group.

4.6 Pregnancy and maternity: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic target group reflected in the County/District/Borough?

In 2015 there were 174 teenage pregnancies and 199 live births to women aged under 20 in East Sussex. There were 859 live births to women aged 20-24. These 1,058 live births to women and young girls under the age of 25 represented 21% of all live births in the county.

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Three of the accommodation based schemes are specifically for young mothers and their babies. Pregnant young women also access the young people's services.

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Yes. Pregnant young women will be more affected by the reduction in funding to the young mothers' provision. Currently young pregnant women and mothers can access support to develop parenting and coping skills, which they would be unlikely to learn outside of the service. They will also be affected by the reduction in funding to the young people's provision.

d) What is the proposal, project or service's impact on pregnant women and women within the first 26 weeks of maternity leave?

The proposal could have a negative impact on vulnerable young pregnant women who are homeless or are unable to parent their child without accommodation based support. Young pregnant women and young mothers are particularly vulnerable; the safety and wellbeing of both mother and child could be at greater risk without appropriate accommodation and support.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

f) Provide details of the mitigation

This will be explored with the provider when the implementation action plan or decommissioning plan is developed.

g) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.7 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact. How is this protected characteristic reflected in the County/District/Borough?

Religion in 2011 (source: ONS Census 2011)

Religions		All people	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated
East Sussex	No.	526,671	315,659	2,190	1,501	1,074	4,201	178	3,508	155,723	42,637
	%	100%	59.9%	0.4%	0.3%	0.2%	0.8%	0%	0.7%	29.6%	8.1%

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17

Client group/ Service	Number of people							
	Any other religion	Buddhist	Christian (all)	Does not wish to disclose	Muslim	None	Not known	Total
Young Mums	0	0	0	0	0	29	0	29
	0%	0%	0%	0%	0%	100%	0%	
Eastbourne YMS	0	0	0	0	0	9	0	9
Lewes YMS	0	0	0	0	0	6	0	6
Turner House	0	0	0	0	0	14	0	14
Young People	5	0	44	9	1	123	1	183
	2.7%	0.0%	24.0%	4.9%	0.5%	67.2%	0.5%	
181ab London Road	0	0	0	0	0	9	0	9
Eastbourne Foyer & Hylands House	3	0	13	0	0	33	0	49
Eastbourne YMCA	0	0	24	7	1	6	0	38
Hailsham YMCA	0	0	5	0	0	2	0	7
Hastings YPS	0	0	0	2	0	19	1	22
Newhaven Foyer	2	0	2	0	0	54	0	58

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No disproportionate impact is anticipated for this group.

4.8 Sexual Orientation - Gay, Lesbian, Bisexual and Heterosexual: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

Figures from the Integrated Household Survey 2012 indicate that nationally 2.6% of people aged 16 to 24 identify themselves as gay, lesbian or bisexual.

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17

Client Group/Service	Number of People						Total
	Bisexual	Does not wish to disclose	Gay man	Heterosexual	Lesbian	Other	
Young Mothers	1	0	0	28	0		29
Eastbourne YMS	1	0	0	8	0	0	9
Lewes YMS	0	0	0	6	0	0	6
Turner House	0	0	0	14	0		14
Young People	4	3	7	165	3	1	183
181ab London Road	0	0	0	9	0	0	9
Eastbourne Foyer & Hylands House	1	1	2	44	0	1	49
Eastbourne YMCA	0	1	1	35	1	0	38
Hailsham YMCA	0	0	0	7	0	0	7
Hastings YPS	0	1	1	20	0	0	22
Newhaven Foyer	3	0	3	50	2	0	58

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Although service data indicates an over representation of LGB people, it is likely this group may be disproportionately impacted as additional barriers are recognised. Young people who are gay, lesbian, bisexual or another sexual orientation may be at greater risk of homelessness caused by rejection from the family home.

Young mothers with the protected characteristic do not appear to be more affected by the proposal to reduce the funding to the young mothers' services by 40%. All but one of the young mothers identified as heterosexual.

d) What is the proposal, project or service's impact on people with differing sexual orientation?

This impact will particularly affect homeless young people who are gay, lesbian, bisexual or another sexual orientation who are at greater risk of homelessness caused by rejection from the family home.

What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

e) Provide details of the mitigation

This will be explored with the provider when the implementation action plan or decommissioning plan is developed.

f) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.9 Other: Additional groups/factors that may experience impacts - testing of disproportionate, negative, neutral or positive impact.

4.9.1 – Rural population

The services are not based in rural areas however they do accommodate people who come from rural settings. 'Move-on' accommodation may need to be agreed across areas through reciprocal arrangements, but this sits with the district and borough councils and is outside of the County Council's control.

4.9.2 – Carers

a) How are these groups/factors reflected in the County/District/Borough?

Provision of unpaid care 2011 in East Sussex (source: ONS Census 2011)

	All people	People provide no unpaid care	People provide unpaid care	Provides 1 to 19 hours unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
No.	526,671	467,262	59,409	39,537	6,745	13,127
%	100%	88.7%	11.3%	7.5%	1.3%	2.5%

b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?

This data is not available.

c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?

This data is not available however it is not expected that carers will be more affected by the proposal.

4.9.3 - People on low incomes

a) How are these groups/factors reflected in the County/District/Borough?

Indices of deprivation 2015: Income 2015

Area/locality	Most Deprived 10%	Second Decile	Third Decile	Fourth Decile	Fifth Decile	Sixth Decile	Seventh Decile	Eighth Decile	Ninth Decile	Least deprived 10%
East Sussex	5%	7%	8%	13%	11%	11%	16%	10%	12%	6%
Eastbourne	5%	16%	5%	25%	7%	18%	8%	8%	7%	2%
Hastings	23%	15%	17%	17%	11%	0%	11%	4%	2%	0%
Lewes	0%	3%	13%	11%	11%	13%	19%	13%	13%	3%
Rother	5%	3%	7%	16%	17%	14%	21%	7%	9%	2%
Wealden	0%	2%	3%	4%	9%	9%	18%	16%	21%	17%

East Sussex in Figures Indices of Deprivation 2015 (Income deprivation domain is weighted at 22.5%).

Low incomes reported in the indices of deprivation include those who are out of work and those on low incomes. In East Sussex the most deprived area is Hastings.

Data taken from the January 2017 school census (source: Children’s Services):

	Total pupil cohort	Total Free School Meals pupil cohort	Total Ever6 Free School Meals pupil cohort
Number	63,034	8,099	13,160
%	100%	12.8%	20.9%

Data from the January 2017 school census shows that 12.8% of all pupils receive free school meals.

b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17

Client Group/Service										Total
	Apprentice	Full time employment	Job seeker	Not required to be available for work due to child care	Part time (less than 37 hours)	Student	Unable to work due to sickness/ disability	Work programme	Blank	
Young Mothers	0	0	6	13	0	1	9	0	0	29
	0%	0%	20.7%	44.8%	0%	3.4%	31.0%	0%	0%	
Eastbourne YMS	0	0	2	0	0	0	7			9
Lewes YMS	0	0	3	0	0	1	2			6
Turner House	0	0	1	13	0	0	0			14
Young People	1	2	97	0	9	32	39	2	1	183
	0.5%	1.1%	53.0%	0%	4.9%	17.5%	21.3%	1.1%	0.5%	
181ab London Road	0	0	7	0	0	1	1	0	0	9
Eastbourne Foyer & Hylands House	0	2	18	0	7	13	8	1	0	49
Eastbourne YMCA	0	0	22	0	1	4	10	0	1	38
Hailsham YMCA	0	0	5	0	0	1	1	0	0	7
Hastings YPS	0	0	13	0	0	6	2	1	0	22
Newhaven Foyer	1	0	32	0	1	7	17	0	0	58

Of the 212 new clients accessing these services in 2016/17, only one person was an apprentice, two were in full time employment, nine in part-time employment and two on work programmes – a total of 6.6%. 15.1% of clients were students which means that the majority. The majority were job seekers (48.6%) or unable to work due to sickness or disability (22.6%).

- c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?**

Yes. Young people and young mothers on low incomes will be more affected by the proposal than those in the general population. The data shows that a high proportion are job seekers, students, not required to be available for work due to child care or unable to work due to sickness/disability.

- d) What is the proposal, project or service's impact on the factor or identified group?**

The proposal may mean a negative impact which may particularly affect young people and young mothers on low incomes who will not have the money to pay for alternative emergency accommodation or have the funds needed to move (such as a deposit or rent in advance).

Note: The Discretionary East Sussex Support Scheme (DESSS) may have been used as mitigation in some cases but is also part of the savings proposals, potentially creating an additional impact.

- e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?**

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

- f) Provide details of the mitigation.**

This will be explored with the provider when the implementation action plan or decommissioning plan is developed.

- g) How will any mitigation measures be monitored?**

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.9.4 – Literacy/Numeracy

a) How are these groups/factors reflected in the County/District/Borough?

There are areas of East Sussex among the top 10 most deprived wards in England for working age adults with no or low qualifications or who cannot speak English well or at all. Parts of the county have an adult population with skills below A level which means they could compare products and services for the best buy, or work out a household budget. The percentage of working age residents with no qualifications in East Sussex is 6.5%, compared to 7.8% nationally. There is variance across the county with Hastings having the highest percentage of working age residents with no qualifications at 11.7% (6,700 residents), compared to Lewes with the lowest percentage at 4.9% (2,800 residents).

b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?

Validated data is not available however snapshots of clients indicate that a significant proportion of the clients using these services have poor literacy and numeracy.

c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?

Yes. Young people with poor literacy and numeracy are likely to be more affected by the proposals.

d) What is the proposal, project or service's impact on the factor or identified group?

Young people and young mothers with poor literacy and/or numeracy skills may face additional difficulties around applying for jobs, benefits and accommodation and potentially budgeting and managing finances.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service. When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

f) Provide details of the mitigation.

This will be explored with the provider when the implementation plan or decommissioning plan is developed.

g) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.9.5 Care leavers

a) How are these groups/factors reflected in the County/District Borough?

Numbers of care leavers:

2013/14	201
2014/15	210
2015/16	221
2016/17	247
2017/18	277

According to the last Census in 2011 there were 27,414 young people between the ages of 15-19 and 20,492 between 20-24 years old.

Approximately 47,906 young people living in East Sussex would meet the age criteria to be eligible to access the services.

b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?

Profile of new clients accessing the services in 2016/17

Client Group/Service	Number of People						
	Care leaver	CSE	None	Offender	Refugee	VAWG	Grand Total
Young Mothers	0	2	18	0	0	9	29
Eastbourne YMS	0	2	1	0	0	6	9
Lewes YMS	0	0	3	0	0	3	6
Turner House	0	0	14	0	0	0	14
Young People	21	3	129	25	1	4	183
181ab London Road	3	0	3	3	0	0	9
Eastbourne Foyer & Hylands House	7	2	36	3	0	1	49
Eastbourne YMCA	0	0	35	2	1	0	38
Hailsham YMCA	0	0	6	1	0	0	7
Hastings YPS	4	1	11	6	0	0	22
Newhaven Foyer	7	0	38	10	0	3	58

c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?

It is likely that care leavers will be more affected by the proposal than those in the general population who are not care leavers. Not only are the numbers of care leavers increasing year on year, but the acuity of their need is also increasing i.e. they are presenting as increasingly complex and chaotic, often demonstrating multiple needs including exploitation, substance misuse, self-harm and youth offending. This is increasing demand for supported accommodation, and for longer lengths of stay to help them address issues through key work before moving on to independent living. As with young homeless, care leavers are particularly vulnerable. They are likely to face additional barriers to securing accommodation from a range of factors including a lack of familial support, lack of available affordable accommodation, challenges in securing a tenancy, and changes to the welfare benefits system.

d) What is the proposal, project or service's impact on the factor or identified group?

The proposal will have a negative impact on care leavers who are in need of supported accommodation as part of a pathway to independent living, and on care leavers who are homeless, or at risk of homelessness, and need more settled accommodation with support than temporary or emergency accommodation can provide. As the majority of care leavers currently accommodated are not ready to live independently, alternative supported accommodation would need to be found and this is most likely to be out of county, taking care leavers away from their familial, social and professional support networks and reducing their ability to pursue education, training or employment opportunities. It is likely that homelessness and the risk of homelessness amongst care leavers will increase, and consequently the need to accommodate them in temporary or emergency accommodation will also increase.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

It is not yet known how the budget reduction will be achieved and whether it will lead to a reduced provision across all the services or the closure of one or more individual service.

When the final savings figure is known, the Strategic Commissioning Manager (Supporting People) will work with providers and partners so that actions can be taken to minimise the negative impacts on clients (and their carers) and better advance equality.

f) Provide details of the mitigation.

This will be explored with the provider when the implementation action plan or decommissioning plan is developed.

g) How will any mitigation measures be monitored?

To be completed once an action plan is agreed and dependent on resources allocated for this purpose.

4.10 Human rights - Human rights place all public authorities – under an obligation to treat you with fairness, equality, dignity, respect and autonomy. **Please look at the table below to consider if your proposal, project or service may potentially interfere with a human right.**

Articles	
A2	Right to life (e.g. pain relief, suicide prevention)
A3	Prohibition of torture, inhuman or degrading treatment (service users unable to consent, dignity of living circumstances)
A4	Prohibition of slavery and forced labour (e.g. safeguarding vulnerable adults)
A5	Right to liberty and security (financial abuse)
A6 &7	Rights to a fair trial; and no punishment without law (e.g. staff tribunals)
A8	Right to respect for private and family life, home and correspondence (e.g. confidentiality, access to family)
A9	Freedom of thought, conscience and religion (e.g. sacred space, culturally appropriate approaches)
A10	Freedom of expression (whistle-blowing policies)
A11	Freedom of assembly and association (e.g. recognition of trade unions)
A12	Right to marry and found a family (e.g. fertility, pregnancy)
Protocols	
P1.A1	Protection of property (service users property/belongings)
P1.A2	Right to education (e.g. access to learning, accessible information)
P1.A3	Right to free elections (Elected Members)

Part 5 – Conclusions and recommendations for decision makers

5.1. Summarise how this proposal/policy/strategy will show due regard for the three aims of the general duty across all the protected characteristics and ESCC additional groups.

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people from different groups.
- Foster good relations between people from different groups.

5.2 Impact assessment outcome Based on the analysis of the impact in part four mark below ('X') with a summary of your recommendation.

X	Outcome of impact assessment	Please explain your answer fully.
	A No major change – Your analysis demonstrates that the policy/strategy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	If agreed, the proposals risk the potential for adverse impacts for young children, young people, females, pregnant women or women with children, BAME, LGB , Transgender people and care leavers. These groups are already vulnerable and the proposed reductions place them at greater risk.
	B Adjust the policy/strategy – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.	The evidence suggests that a reduction to this budget is likely to mean fewer young people will receive help to live independently and less likely to develop the life skills to move to independent accommodation. There is an increased risk of young people being placed in Bed and Breakfast, sofa surfing, living in unsafe environments, subject to exploitation and street homeless.
X	C Continue the policy/strategy - This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate	The evidence suggests that a reduction to this budget for young mothers’ services may lead to more young mothers unable to cope which may lead to their children being at greater risk, increased safeguarding concerns and ultimately more looked after children.
	D Stop and remove the policy/strategy – If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy/strategy altogether. If a policy/strategy shows unlawful discrimination it <i>must</i> be removed or changed.	


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5.3 What equality monitoring, evaluation, review systems have been set up to carry out regular checks on the effects of the proposal, project or service?

This will be completed once final decisions are taken and an action plan created.

5.4 When will the amended proposal, proposal, project or service be reviewed?

June 2019

Date completed:	June 2018	Signed by (person completing)	Jude Davies
		Role of person completing	RPPR Lead
Date:	June 2018	Signed by (Manager)	 Samantha Williams, Assistant Director, Planning, Performance and Engagement Adult Social Care and Health

Part 6 – Equality impact assessment action plan

If this will be filled in at a later date when proposals have been decided please tick here and fill in the summary report. **X**

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact
4. **If no actions fill in separate summary sheet.**

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area for improvement	Changes proposed	Lead Manager	Timescale	Resource implications	Where incorporated/flagged? (e.g. business plan/strategic plan/steering group/DMT)

6.1 Accepted Risk

From your analysis please identify any risks not addressed giving reasons and how this has been highlighted within your Directorate:

Area of Risk	Type of Risk? (Legal, Moral, Financial)	Can this be addressed at a later date? (e.g. next financial year/through a business case)	Where flagged? (e.g. business plan/strategic plan/steering group/DMT)	Lead Manager	Date resolved (if applicable)
Homelessness if not deemed to be in priority need and provider not able to secure move on	Homelessness	No as savings are required in 18/19	EIA Reconciling Policy and Resources Board DMT	Jude Davies	N/A
Lack of suitable alternative accommodation and support	Homelessness and support	No as there need will be a need within the Notice period and there is little affordable private or social housing available to this cohort	EIA Reconciling Policy and Resources Board DMT	Jude Davies	N/A
Increase in footfall of assessment in range of CS presentations	Financial and vulnerability	Yes and included in Action Plan	EIA Reconciling Policy and Resources Board DMT	Children's Services AD	N/A
Risk of use of B and B	Financial and reputational	Needs to be addressed as numbers of units reduce as will also has implications for the development of "crash pads"	EIA Reconciling Policy and Resources Board DMT	Children's services AD	N/A

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Increased referrals to mental health services and DAT	Financial and vulnerability	Yes – to be included in Action Plan	EIA Reconciling Policy and Resources Board DMT	Children’s Services AD	N/A
Increase in CS support for young mums and children	Financial	No this will impact as the number of units reduce	EIA Reconciling Policy and Resources Board DMT	Children’s Services AD	N/A
Increase in Waiting lists	Financial Homelessness	No this will impact as the number of units reduce. CS cohort will need to be prioritised within Action Plan for use of remaining units	EIA Reconciling Policy and Resources Board DMT	Jude Davies	N/A
Safety and suicide	Vulnerability and Safeguarding	Yes for potential future clients. Action Plan for current client needs to safeguard against this risk	EIA Reconciling Policy and Resources Board DMT	Jude Davies Public Health Community Safety	N/A
Staff leaving services	Business	No. Once decision is made to reduce funding it is likely that staff will see alternatives. Only mitigation will be bank staff	Reconciling Policy and Resources Board DMT	Jude Davies	N/A
Possible loss of publically funded buildings	Moral and financial	No, as the provider owns the properties and makes its own decisions about the use of this asset within a regulatory framework	Reconciling Policy and Resources Board DMT	Jude Davies ESHOG members	N/A

Appendix 1: Case studies

BHT Hastings Young Peoples Service

Case study 1

Client A came to the service after being referred by Care Leavers. Historically he had 'fallen off the grid' and they were not aware of his location until it became apparent that he was living in a squat in Hastings with a group of other young people, sleeping on bin bags and carrying weapons for protection and as a transitional object.

At first Client A was reluctant to engage and would not open up to the staff team, due to a complete mistrust of authority figures who he blamed for separating his family. Instead, he sought support from the peer group within the property and became entangled with their use of legal highs and cannabis. Staff worked closely with his social worker to ensure maximum support was offered and that they had a choice as to preferred support. The use of substances continued until such a point where the clients supplying the legal highs were evicted and Client A received a retractable NTQ in order to highlight the serious nature of his behaviour and subsequent non-engagement.

This acted as a turning point for Client A, as the disruptive peer group and temptations had been removed he began to use the support on offer from staff and quickly became a valued member of the service, acting as client rep at house meetings and encouraging other clients to take responsibility for their environment. Client A disclosed to staff that he was hearing voices which he found alarming, and a referral was made to the Early Intervention Team for a possible diagnosis and specific support.

It was concluded that, although the voices and hallucinations felt real to Client A, there was no evidence of actual psychosis and as such the support was removed which affected Client A as he had invested a lot of trust and honesty to an authority figure, which previously he had struggled to do.

Staff were able to support Client A through this process and explore other alternative provisions such as the Recovery College. Although Client A did not take up this opportunity, it did help build a positive relationship between Client A and the service. They went on to engage with the Pathway and completed sufficient amount to be considered for move on. The preferred choice for the client was to move to Filsham Road where he could still access support if required but further develop his independence. This was completed earlier during the year and the client is now in a long term relationship, presents no risks of substance misuse and has no further episodes of psychosis.

Appendix 2: Care Act Information and Advice

As a local authority, and under the Care Act 2014, East Sussex County Council has a commitment to the provision of information and advice relating to care and support for all people in the county. It meets this in a number of ways including:

- **Health and Social Care Connect (HSCC)**, Adult Social Care and Health's contact centre. There are many different ways to contact them, including phone, email, type-talk and webchat via the Council's website. HSCC's specially trained staff offer free, tailored information and advice regardless of whether or not someone qualifies for social care funding or help. This includes about residential and nursing care options, as well as up-to-date information about local and community health and care services. Anyone can ask for an assessment of their social care needs, and it's free for them to do that. They are also the first point of contact for enquiries about safeguarding, Blue Badges and provide referrals for health professionals.
- **Public information leaflets**; we publish and widely distribute 5 printed leaflets which cover a range of basic information about adult social care and health for people who might need it. These leaflets – and accompanying factsheets, which can be given to clients in tailored situations – offer clear, plain English information about options and guidance about processes and expectations of adult social care. They also include information in them as standard on how to contact HSCC and find out about local health and care services, complain or give feedback, how to report safeguarding concerns or get alternative formats. The leaflets and factsheets are available to download for free, and also in other languages, audio, large print, easy read and braille on request.
- **Online directories**
There a range of online directories to support people to find the most appropriate care and support. These include **East Sussex 1Space** – a free online directory specialising in listing care, support and wellbeing services, which is maintained by Adult Social Care. It is mainly for adults, and is a sister site to ESCIS (see below). It was designed with the help of volunteers including service users, carers, members of the public and service providers to ensure it is easy to use and understand for both visitors looking for services and service providers registering their services. We also provide **Support with Confidence**, an accreditation scheme for providers of health and social care akin to Buy with Confidence, a Trading Standards scheme. These facilities are searchable via the council's website.

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- **East Sussex Community Information Service (ESCIS)**; a computer database of local and community information developed and managed by the Library and Information Services of East Sussex County Council in association with Brighton and Hove Library Service. It is a free resource for everyone. It is free to be listed and free to use. ESCIS is a broad directory, encompassing all community information & events in East Sussex.

In addition to the above, we work with a range of partners such as our NHS Clinical Commissioning Groups, healthcare trusts, Citizens Advice Bureaux and other voluntary sector partners to provide up-to-date and tailored information in our own factsheets and online, and we contribute to others' publications (such as a local 'Care Choices' brochure) where they are credible and distribution is wide.