



**Equality Impact Assessment**

**Project or Service Template**

Name of the proposal, project or service
<b>Reduction to Supporting People Young Peoples accommodation services and Young Mothers service</b>

File ref:		Issue No:	
Date of Issue:		Review date:	

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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 21stCentury 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.

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

1.6.1 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.

1.6.2 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.

1.6.3 *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)

1.6.4 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.**

Savings proposals to reduce funding from accommodation based schemes for vulnerable young people.

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

Housing support services are in place to help vulnerable young people who are at risk of homelessness live in a supported environment. This service provides support for young people with complex needs, Care Leavers, young mothers, those at risk of domestic violence and those with special educational needs or disabilities. In order to deliver savings the proposal is to reduce or remove support where the need is not statutory.

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

Samantha Williams and Lou Carter

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

Vulnerable young people are affected by this proposal.

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

The proposal is to make savings of £4,557,000 through service reductions. These will take place in 2016/17 and further savings may follow on from a review of services in 2017/16.

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

The accommodation services are managed by a number of different providers.

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

The Southwark Judgement (2009) places an obligation on Children's Services to provide housing for vulnerable homeless young people, 16-17. 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.

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

Referrals are received through 2 routes:

- Direct referrals from Children's Services in respect of Looked After Children.
- Referrals are made by the homelessness teams in the District and Boroughs – this includes 16/17 yr 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 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:

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

If a young person has the ability to live independently with support they can receive a service from Home Works and not access one of these specialist services with onsite staff.

For young mother's provision, assessment will include:

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

If a young mum has the ability to live independently with support they can receive a service from Home Works and not access one of these specialist services with onsite staff.

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

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

- 1. BHT Hastings:** This includes Brittany Road, Southwater Road and Milward Road  
Provider: BHT, 19 units in total
- 2. Newhaven Foyer Newhaven**  
Provider: SAHA, 37 units
- 3. Eastbourne Foyer Eastbourne :** this includes Highland House  
Provider: Stonaham (part of Home Group) 41 units
- 4. YMCA residential Centre Eastbourne :** this includes Barnabus  
Provider: Eastbourne YMCA 26 units
- 5. YMCA residential centre Wealden**  
Provider: Eastbourne YMCA 10 units also includes Stepping Stones
- 6. Rother Pathway Bexhill :** this includes 181a London Road and 181b London road  
Provider: Sanctuary Supported Living 13 units

**There are three young mothers services**

- 1. Eastbourne Young Mums service**  
Provider: SAHA 5 units

**2. Lewes Young Mums service**

Provider: SAHA 5 units

**3. Turner House Hastings**

4. Provider: Chapter 1 11 units

**Other units**

**1. Priory Avenue**

Homeless service for families

**2. Bal Edmonds**

Supported living for those with mental health needs – currently one young pregnant woman being support there. Plan is to close the Unit.

**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 <b>X</b> marked against them			
	Employee Monitoring Data		Staff Surveys
<b>X</b>	Service User Data	<b>X</b>	Contract/Supplier Monitoring Data
	Recent Local Consultations		Data from other agencies, e.g. Police, Health, Fire and Rescue Services, third sector
	Complaints		Risk Assessments
<b>X</b>	Service User Surveys		Research Findings
<b>X</b>	Census Data	<b>X</b>	East Sussex Demographics
	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.**

Public consultation feedback on ASC savings proposals.

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

Adult Social Care has run a consultation on the savings proposals. It ran for 8 weeks from 23<sup>rd</sup> October to 18<sup>th</sup> December 2015. 949 people and organisations completed an online or paper survey. Over 400 people attended a drop-in event to give feedback.

There were a number of ways to take part: Online survey, paper copy, attending a drop in event, emailing or writing in with comments.

Young People, currently housed in Foyers, were also asked to comment as part of Takeover Day on the impact of the proposal.

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

Young people are likely to be negatively affected by the proposal.

Women, pregnant women or women with children up to 28 weeks will be affected.

Young children will be affected by these proposals.

Disabled young people and young mothers are likely to be negatively affected by the proposal.

BME young people and young mothers are likely to be negatively affected by the proposal.

LGBT young people are likely to be negatively affected by the proposal.

Care leavers are likely to be negatively affected by the proposal.



The public consultation that adult social care completed told us the proposal to reduce funding to supported accommodation would impact in the following ways:

- putting lives at risk, through increased suicides or increases in behaviour that put lives at risk
- shorten the life expectancy of many vulnerable people
- pushing people into homelessness and rough sleeping
- Make people more isolated and less independent
- pushing people into temporary accommodation and sofa surfing
- negatively affecting the live chances of children of people who would lose services
- have an impact on the community through increased anti-social behaviour, substance misuse and crime
- putting ex-offenders at risk of reoffending or receiving longer sentences
- Increase risk of people being exploited and abused
- have a negative impact on people's safety, health and wellbeing
- Increase hospital admissions and make people more dependent on acute services
- Force young people to move out of the area away from support networks
- Increase the risk of people experiencing mental health problems

Feedback from young people on Takeover day regarding the proposals highlighted that reduction to supported accommodation will impact in the following ways:

- Increases in young homeless people.
- Increasing drug and alcohol use on streets and increased demand on drug and alcohol services.
- Increased crime
- Increase in suicide rates
- Increased risk of death for young people
- Increased risk of CSE and organised prostitution

Further they noted that cuts to young mothers services would impact as follows:

- young mothers unable to cope
- Increase in postnatal depression
- Increase in children in care

See **Appendix 1** for case studies for young people who have received support from The Foyer, Newhaven.

See **Appendix 2** for a case study about the Young Mothers service.

**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?**

These services are provided for young people between the ages of 16-25 years old. Most young people who access the support are between 16-21.

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 protected characteristic reflected in the population of those impacted by the proposal, project or service?**

Between April 1<sup>st</sup> 2014 and September 2015 352 young people accessed accommodation based services.

Client Group	15-29
Young Mums	47
Young People	305
<b>Grand Total</b>	<b>352</b>

**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?**

This proposal will negatively affect young people between the ages of 16-25. There are currently 19 babies living in supported accommodation. Of these, 9 have Child Protection Plans, 2 have family support plans, and 1 mother and baby are being investigated under section 47 at present.

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

There will be less accommodation based support available for young people between the ages of 16-25.

Removal or reduction of this support will mean vulnerable young people with complex needs who are at risk of homelessness will not be able to live in a supported environment.

Fewer vulnerable young people will receive help to live independently or communally and they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of vulnerable young people being placed in B&B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.

Young people who are not 16/17 years old or LAC are likely to be deemed not to be in ‘priority need’ by the housing authorities and are at risk of becoming street homeless or living in unsafe environments.

More young people will be placed in B&B accommodation and the quality of B&B accommodation is poor which is likely to increase safeguarding concerns.

Young children currently living with their mothers in the young mother’s settings will be negatively affected. Removal or reduction of this support may lead to more young mothers unable to cope and, increased rates of postnatal depression, which may lead to these children being at greater risk and therefore increased safeguarding concerns, and ultimately more children looked after.

See **Appendix 1** for case studies for young people who have received support from The Foyer, Newhaven.

See **Appendix 2** for a case study about the Young Mothers service.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative accommodation. With the lack of available services this will be either Bed and Breakfast (B&B) or supported lodgings placements if available. However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings often have vacancies, but many providers will not take the more vulnerable young people.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of the mitigation.**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

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

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly. A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.

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

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

There were 7,989 East Sussex children/young people with special educational needs enrolled in East Sussex schools in the 0-19 age range as of January 2015, which equates to 12.4% of the population of East Sussex.

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

Between April 1<sup>st</sup> 2014 and September 2015 352 young people accessed accommodation based services. The number of clients who have a disability is shown in the data below:

Client Group	Yes	No	Dont Know	Grand Total
Young Mums	13	34	0	47
Young People at Risk	60	244	1	305
<b>Grand Total</b>	<b>73</b>	<b>278</b>	<b>1</b>	<b>352</b>

Number of clients and disability by client group

Client Group	Number of clients identified with a disability	Number of disabilities
Young Mums	13	16
Young People	60	78
<b>Grand Total</b>	<b>73</b>	<b>94</b>

Client Group	Disability	Grand Total
Young Mums	Autistic Spectrum Condition	0
	Hearing Impairment	0
	Learning difficulty	1
	Learning Disability	1
	Long Term Condition (LTC)	0
	Mental Health	14
	Mobility	0
	Other	0
	Visual Impairment	0
	Does not wish to disclose	0
	Not recorded	10
<b>Young Mums Total</b>		<b>26</b>
Young People	Autistic Spectrum Condition	9
	Hearing Impairment	1
	Learning difficulty	4
	Learning Disability	10
	Long Term Condition (LTC)	2
	Mental Health	41
	Mobility	4
	Other	4
	Visual Impairment	2
	Does not wish to disclose	1
	Not recorded	37
<b>Young People Total</b>		<b>115</b>
<b>Grand Total</b>		<b>141</b>

**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 are over represented amongst those who access these accommodation services. Of this cohort 20% have a disability compared with the county figure of 12.4%

Young mothers who are disabled (particularly those with mental health issues) are over represented in the young mums service. 28% of the young mothers who access this service have a disability.

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

There will be less accommodation based support available for disabled young people between the ages of 16-25.

Removal or reduction of this support will mean fewer disabled young people will receive help to live independently or communally and are they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of vulnerable young people being placed in unsuitable B&B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.

Disabled young mothers will be negatively affected. Removal or reduction of young mother's support will lead to more disabled young mothers unable to cope, increased rates of postnatal depression, which may lead to their children being at greater risk and therefore increased safeguarding concerns, and ultimately more children looked after.

Disabled young people who are not 16/17 years old or LAC are likely to be deemed not to be in 'priority need' by the housing authorities and are at risk of becoming street homeless or living in unsafe environments.

See **Appendix 1** for case studies for young people who have received support from The Foyer, Newhaven.

See **Appendix 2** for a case study about the Young Mothers service.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative accommodation. With the lack of available services this will be either Bed and Breakfast or supported lodgings placements. However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings sometimes have vacancies, but many providers will not take the more vulnerable young people.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of any mitigation.**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

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

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly. A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.

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

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

5.7% of young people in East Sussex between the ages of 15-29 are BME according to the Census 2011.

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

Between April 1<sup>st</sup> 2014 and September 2015 352 young people accessed accommodation based services. The clients' ethnicity is shown in the data below:

Client Group	Ethnicity	Number of clients
Young Mums	Mixed: White & Asian	2
	Mixed: White & Black Caribbean	1
	White: British	42
	White: Other	2
<b>Young Mums Total</b>		<b>47</b>
Young People	Asian/Asian British: Other	2
	Black/Black British: African	3
	Black/Black British: Caribbean	1
	Black/Black British: Other	3
	Did not wish to disclose	2
	Gypsy/Romany/Irish Traveller	3
	Mixed: Other	1
	Mixed: White & Asian	2
	Mixed: White & Black African	3
	Mixed: White & Black Caribbean	9
	Other ethnic group: Other	2
	White: British	266
	White: Irish	4
	White: Other	4
<b>Young People</b>		<b>305</b>
<b>Grand Total</b>		<b>352</b>

12.5% of young people accessing accommodation support services are BME.

10.6% of the young mothers in supported accommodation are BME.

**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, there is an over representation of BME young people within the group that will be affected by these service changes.

**d) What is the proposal, project or service's impact on those who are from different ethnic backgrounds?**

There will be less accommodation based support available for BME people between the ages of 16-25.

Removal or reduction of this support will mean fewer vulnerable BME young people, young mothers and their babies will receive help to live independently or communally and are they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of these vulnerable young people being placed in unsuitable B&B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.

Young BME people who are not 16/17 years old or LAC are likely to be deemed not to be in 'priority need' by the housing authorities and are at risk of becoming street homeless or living in unsafe environments.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative accommodation. With the lack of available services this will be either Bed and Breakfast or supported lodgings placements. However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings sometimes have vacancies, but many providers will not take the more vulnerable young people.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of any mitigation.**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

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

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.



**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?**

The gender split amongst young people aged between 16-24 in 2015 is calculated to be :

Female: 24, 245

Male: 24, 980

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

Client Group	Female	Male	Transgender	Grand Total
Young Mums	46	1	0	47
Young People	123	181	1	305
<b>Grand Total</b>	<b>169</b>	<b>182</b>	<b>1</b>	<b>352</b>

There is no data available on transgender numbers in East Sussex.

Between April 2015 and September 2015, 1 client identified themselves as transgender.

Between April 2014 and March 2015, 4 clients were recorded as 'don't know' to the St Andrews question 'does the client consider themselves transgender?'

**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?**

There appears to be no significance between the numbers of male or female young people who access young people's supported accommodation. However females will be disproportionately affected by removal or reduction in young mother's provision.

National and local figures for the number of transgender young people are not available.

However, there is anecdotal evidence to suggest that this group are more likely to be at risk of homelessness due to rejection by family members.

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

There will be less accommodation based support available for both male, female and transgender young people between the ages of 16-25.

Removal or reduction of this support will mean fewer young people will receive help to live independently or communally and are they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of these vulnerable young people being placed in unsuitable B&B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.

Females will be negatively affected. Removal or reduction of young mother's services will lead to more young women unable to cope, increased rates of postnatal depression, which may lead to their children being at greater risk and therefore increased safeguarding concerns, and ultimately more children looked after.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative

accommodation. With the lack of available services this will be either Bed and Breakfast or supported lodgings placements. However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings sometimes have vacancies, but many providers will not take the more vulnerable young people.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of any mitigation.**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

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

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly. A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.

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

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

Not relevant to this service change.

**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?**

There is no accurate pregnancy and maternity data available for the whole of the County.

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

One of the accommodation based schemes is specifically for young mothers and their babies.

**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. The proposal is to remove 24% of the funding from the scheme so fewer pregnant young women, young mothers and their babies will be able to access this accommodation.

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

There are currently three young mothers' services with the units available as set out below.

**1. Eastbourne Young Mums service**

Provider: SAHA 5 units

**2. Lewes Young Mums service**

Provider: SAHA 5 units

**3. Turner House Hastings**

**4. Provider: Chapter 1 11 units**

The change to the service will result in a 24% reduction in funding for the scheme.

Reduction of this support will mean fewer young women with babies of less than 28 weeks will receive help to develop the life skills and skills to look after their baby to move to independent accommodation. It will lead to more young women unable to cope, increased rates of postnatal depression, which may lead to their children being at greater risk and therefore increased safeguarding concerns, and ultimately more children looked after.

There are currently 19 babies living in supported accommodation. Of these, 9 have Child Protection Plans, 2 have family support plans, and 1 mother and baby are being investigated under section 47 at present.

See **Appendix 2** for a case study about the Young Mothers service.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative accommodation. With the lack of available services this will be either Bed and Breakfast or supported lodgings placements. However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings

sometimes have vacancies, but many providers will not take the more vulnerable young people.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of the mitigation**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

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

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly. A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.

**4.7 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact.**

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

Not available for this group of service users.

**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?**

All 47 of the young mums have identified themselves as heterosexual.

Of the 305 young people accessing services for young people at risk aged 16-25, 21 identify themselves as bi-sexual, 3 gay men, 6 lesbian, 12 do not wish to disclose, 1 other, 262 heterosexual.

**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, approximately 6.8% of service users identified as gay, lesbian or bi-sexual which is an over representation.

A quarter of the UK's homeless youth are LGBT, according to a survey carried out by the Albert Kennedy Trust in 2015.

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

There will be less accommodation based support available for LGB young people between the ages of 16-25.

Removal or reduction of this support will mean fewer young people will receive help to live independently or communally and are they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of these vulnerable young people being placed in unsuitable B&B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative accommodation. With the lack of available services this will be either Bed and Breakfast or supported lodgings placements.

However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings sometimes have vacancies, but many providers will not take the more vulnerable young people.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency

rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of the mitigation**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

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

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly. A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.



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

**Care leavers**

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

**Snapshot as at end  
quarter/ month**

	Q2	Q3	Q4	Q1	Q2	Nov-15
Indicator	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	
Number of Care Leavers	208	205	209	208	211	216

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

**Snapshot as at end  
quarter/ month**

	Q2	Q3	Q4	Q1	Q2	Nov-15
Indicator	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	
Number of Care Leavers	208	205	209	208	211	216
Care Leavers in Supported People Accommodation	6	8	10	10	9	10
% Care Leavers in Supported People Accommodation	2.9%	3.9%	4.8%	4.8%	4.3%	4.6%
Number of Looked After 16-17 Year Olds	87	94	98	98	104	102
LAC 16/17 Year Olds in Supported People Accommodation	3	5	4	6	8	9
% LAC 16/17 Year Olds in Supported People Accommodation	3.4%	5.3%	4.1%	6.1%	7.7%	8.8%

### Referrals

	2014-15	2015-16 YTD
Homeless Presentations (16-17 Year olds)	188	139
Successful Referrals to Supported Accommodation	40	23
% Homeless Presentations successfully referred to SA	21.3%	16.5%
Care Leaver Referrals to SA	7	18 (9 with Outcome)
Successful	5	4
% Successful	71.4%	44.4%

### Current SA Placements (Nov-15)

	Number	%
LAC	9	11.4%
Care Leavers	10	12.7%
Homeless 16-17 Year Olds*	60	75.9%

\* This is an estimated minimum

A snapshot of young mothers currently in supported accommodation shows that 1 young mother was in Kinship Care as a child. And 1 young mother was LAC.

- 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, there is an over representation of care leavers within the group that will be affected by these service changes.

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

There will be less accommodation based support available for Care Leavers between the ages of 16-25.

Removal or reduction of this support will mean fewer Care Leavers will receive help to live independently or communally and are they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of these vulnerable young people being placed in unsuitable B&B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.

See **Appendix 1** for case studies for young people who have received support from The Foyer, Newhaven.

See **Appendix 2** for a case study about the Young Mothers service.

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

There will be service reductions and closures. Where the clients referred are either 16/17 or LAC the mitigation will be that ESCC will be responsible for finding them alternative accommodation. With the lack of available services this will be either Bed and Breakfast or supported lodgings placements.

However it is already very challenging to recruit sufficient Supported Lodgings carers and the behaviour of some vulnerable and chaotic young people makes placement in a family home inappropriate and/or unachievable. Supported lodgings sometimes have vacancies, but many providers will not take more vulnerable young people.

For young people placed in B&B accommodation packages of support will be provided by Children's Services as at present.

For some particularly vulnerable young mothers, placement within a foster home may be offered. This will be a much more expensive option. In addition it is also likely to impact the capacity to provide other parent and baby foster placements to those young mothers who really need that increased level of support which might result in the need to make agency rather than in-house placements. These proposals therefore have a risk of increasing costs for Children's Services.

The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.

Risk assessments will be completed on any young people/mothers placed in B&B accommodation.

Babies at greater risk will be kept safe by being taken into care.

**f) Provide details of the mitigation.**

Supporting People will work with providers and housing colleagues to support existing young people living in schemes to try and find an appropriate 'move on' solution but there is no mitigation to address future demand. The number of clients potentially requiring 'move on' at the same time will place a high level of pressure on housing authorities who are unlikely to be able to meet demand.

**How will any mitigation measures be monitored?**

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person's e-casefile, and the placement monitored regularly A log is kept of all young people in Bed and Breakfast so that the Director of Children's Services can maintain oversight.



**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.**

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

**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.
	<p><b>A No major change</b> – 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.</p>	<p>Young children, young people, females, pregnant women or women with children up to 28 weeks, BME, Disabled, LGBT and care leavers are all likely to be negatively affected by the proposal to reduce supported accommodation and young mothers accommodation as they are all over represented as users of these services. These groups are already vulnerable and this proposal places them at greater risk.</p>
	<p><b>B Adjust the policy/strategy</b> – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.</p>	<p>Removal or reduction of supported accommodation for young people will mean fewer young people will receive help to live independently or communally and are they are less likely to develop the life skills to move to independent accommodation. There is an increased risk of these vulnerable young people being placed in unsuitable B&amp;B accommodation, sofa surfing or becoming homeless. This is likely to increase safeguarding concerns.</p>
X	<p><b>C Continue the policy/strategy</b> - 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</p>	<p>Removal or reduction of young mother’s support will lead to more young mothers unable to cope, increased rates of postnatal depression, which may lead to their children being at greater risk and therefore increased safeguarding concerns, and ultimately more children looked after.</p>
	<p><b>D Stop and remove the policy/strategy</b> – 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.</p>	<p>Those young people that the local authority have a duty to will be</p>

		<p>supported to find alternative accommodation. With the lack of available alternatives this is likely to be Bed and Breakfast with packages of support provided by Children’s Services or Adult Social Care (if eligible). The quality of Bed and Breakfast accommodation available locally is poor and placement there is likely to increase safeguarding concerns. There is a risk of legal challenge from the Howard League for Penal Reform which may lead to a judicial review.</p> <p>For some vulnerable young mothers, placement within a foster home may be offered which will increase costs.</p> <p>The remaining 50% of supported accommodation will be prioritised for the most vulnerable where possible in consultation with Districts and Boroughs.</p> <p>Babies at greater risk will be kept safe by being taken into care.</p>
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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?**

Teams will complete a Risk Assessment for any child placed in Bed and Breakfast, which is signed off by the Operational Manager and Assistant Director. It is uploaded onto the young person’s e-casefile, and the placement monitored regularly. A log is kept of all young people in Bed and Breakfast so that the Director of Children’s Services can maintain oversight.

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

<b>Date completed:</b>	January 2016	<b>Signed by (person completing)</b>	Lou Carter
		<b>Role of person completing</b>	Assistant Director (Communication, Planning and Performance)
<b>Date:</b>		<b>Signed by (Manager)</b>	

**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.

Yes
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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)

## Appendix 1

### CASE STUDIES NEWHAVEN FOYER

#### SUSIE

Susie came to the Foyer in December 2011. Susie grew up in Eastbourne. Susie was referred by the Youth Support Team as she is 17yrs old. Susie had lived in another supported accommodation but this had broken down owing to her extreme behaviour. YST had difficulties placing Susie as other providers refused to interview her. Susie was engaged with CAMHS and several other services when she commenced her placement. It is suspected that Susie has borderline personality disorder but her age makes this diagnosis difficult. Susie presented as chaotic with consistent suicidal ideation and extreme self harm. At interview it became apparent that there were a lot of positives with Susie and the Foyer believed we could work with partner agencies to offer her a service and support her to independent living. Susie had a challenging childhood with maternal mental health issues, paternal substance misuse issues and suspected but unproved abuse. At commencement Susie exhibited some extreme behaviour through self harm and suicide attempts. The Foyer undertook an extensive review of all the agencies involved in Susie's support and through Foyer led multi disciplinary meetings it was agreed that Susie's attention seeking behaviour was escalating owing to the amount of agency involvement which facilitated this. The Foyer Manager suggested the only point of contact for Susie be the service and mental health services, with the other agencies sitting in the back ground and being called upon if required. This plan became the foundation for Susie's support. The Service has a very boundaried working practice with Susie which incorporates all the team and is mirrored and supported by CAMHS. Susie has daily support from CAMHS. Susie significantly self harmed within the service several times a week at point of entry often engaging other residents within this process. This has now lessened significantly. The service sought to concentrate on the talents Susie has and has used positive solution focused practice to lessen negative behaviour choices. Susie has engaged in our life skills programme, drama workshops and holistic therapy practices. The Foyer is currently agreeing a multi agency plan which will include CAMHS, Youth Support team, mental health help lines, Sussex Police and Emergency admission services in Eastbourne and Brighton. The plan will ensure a consistent boundaried approach from all services involved in Susie's life and offer a structured, clear and transparent pathway for her. Susie has agreed this process. Susie has resided in the service for four months longer than any other placement. It is still early days in her Foyer journey but the service has been honest with Susie that we accept her for who she is and do not make judgements. We work our way through challenges with her and the support team. She is a bright, talented young woman who can achieve and has great things. The service has nominated Susie for a SAHA Foyer Open Talent award for personal development as another method for Susie to recognise that we all see her unique qualities and as an impetus for her to build upon the positive choices she has made.

## Appendix 2

### **CASE STUDIES YOUNG MOTHER'S SERVICE**

S moved into the Eastbourne Young Mothers Service in September 2013 with her baby daughter who was on a Child Protection Plan under the category 'at risk of neglect'. S herself had experienced a similar history of neglect as a child.

She was living at home when she became pregnant and Children's Services decided she needed to be housed with on-site intensive housing support to achieve long-term positive outcomes and independence .

Staff worked closely with Children's Services and supported S to address their concerns. The service supported S to learn independent living skills and to gain insight into positive parenting and role modelling. They helped her understand how to keep herself and her child safe and supported her to attend college and engage with a course in customer service. This encouraged her to achieve employment opportunities.

S completed her "passport to independence", with improved confidence and a belief that she could successfully provide for and parent her child. Children's Services closed the case as there was no longer a "risk" and S moved to independent accommodation with her partner. The family continues to receive floating support from HomeWorks.