

## Full Equality Impact Assessment (EQIA)

An EQIA Screening has identified that this proposal/policy/project requires a full EQIA. This means there is a risk of significant adverse impact on service users/ residents including 'vulnerable groups' and/or and those from certain protected characteristics. An EQIA shows how you have and intend to ensure equalities issues are taken into account in:

1. making key decisions e.g. there are 3 cost saving proposals and you need to agree one
2. implementing an agreed decision e.g. you have agreed the proposals and need take on board the needs of those affected and reduce any negative impact where possible
3. reviewing the outcome of the decision e.g. reviewing the actual impact on people and whether it was successful in achieving savings

This document is a way of recording processes and is a key part of our obligation to show 'due regard'. The document can be updated and shared with decision makers throughout the project to inform which approaches/ ideas etc. are taken forward, how it is implemented and to review its success.

### Please append all related:

- **EQIA screenings**
- **Full Equality Impact Assessment (EQIA)**
- **Equality Impact Assessment Quality Assurance Checklist**
- **Proposals- budget/ practice/ policy**

Officers Involved in completing screening	
Officer completing Equality Impact Assessment: <i>Responsible for gathering the information needed for the forms and completing the forms</i>	Lucy Lewis – Acting Lead Commissioner
Head of Service or Operational Director authorising Equality Impact Assessment: <i>Responsible for ensuring that equality impact of any proposal has been fully considered</i>	Helen Jones – Director of Commissioning
Date Equality Impact Assessment completed:	4 <sup>th</sup> September 2019

<b>1. Proposal being Assessed</b>	
Title of Budget Option/ Report: <i>Name of the proposed new or changed legislation, policy, strategy, project or service being assessed</i>	Care Leaver's Accommodation and Support
Service Area and Directorate:	Children's Commissioning Team – Joint Commissioning
Budget Option:	
Budget Reference: <i>Relevant reference if this screening is being used for a formal budget proposal as part of the budget cycle</i>	N/A
Date proposal to be considered at Cabinet (if known):	Nov 2019
Is this a new proposal?	Yes
If linked to previous years give details:	N/A
On whom will the policy / decision impact?	<input type="checkbox"/> <b>Service users</b> <input type="checkbox"/> <b>Staff</b> <input type="checkbox"/> <b>Other public-sector organisations</b> <input type="checkbox"/> Voluntary / community groups / trade unions <input type="checkbox"/> Others, please specify below
Brief description of policy / decision to be screened: <i>This needs to be written in plain English so that the public are able to ascertain exactly what is being assessed. This should include a brief description of the current service, function, policy and the proposed changes.</i>	Wiltshire Council currently commissions a 10-bed block contract for accommodation and support for care experienced young people and other vulnerable 16- and 17-year olds. Due to the increasing demand for this kind of accommodation and support in Wiltshire and the desire to offer placement choice for all young people within Wiltshire, the proposal is to increase the block contract to up to 25 beds.

## 2. Reasoning behind the Proposal

**Note: This proposal received an equality risk score that did not require a full Equality Impact Analysis to be completed due to the low level of risk. However, this document has been completed to ensure that stakeholders are aware of the risks identified and to safeguard against them.**

As described above, the proposal is the expansion of the current block contract for accommodation and support for care leavers. The benefits of this are:

- Greater placement choice.
- More placement choice within Wiltshire.
- More consistent, high-quality accommodation available for vulnerable young people.
- Greater accountability on providers to deliver outcomes for young people.
- Potential savings delivered to the Placement Budget.

It is not anticipated that there would be any negative impact on equalities resulting from this proposal. Young people who cannot currently be supported through the block contract are housed with providers who are part of our regional framework agreement. This agreement provides a similar but less consistent level of support, often a greater distance from young people's communities and networks. Expanding the block contract will offer these young people greater placement choice, closer to home.

It is anticipated that the largest providers currently working with us through the framework agreement will bid to join the block contract, which will minimise any disruption to existing placements.

The service will be going out to full tender and each interested provider will have the opportunity to bid. A market engagement event held in July indicated that the provider group believed the approach suggested held many benefits and a further event will be held in November to allow providers to input into the final service specification.

**The key risk identified** is that several providers currently offering placements through the regional framework are prohibitively expensive to proffer viable tenders. This may restrict the availability of placements from these providers when matching young people. However, it is anticipated that approximately 20% of placements will continue to be made through the framework agreement, so these providers will not be completely excluded from the market where they are best placed to meet the needs of individuals.

A further risk identified is that the Council may carry voids if matching is problematic. This presents a risk to the placement budget, which would impact the resources available to support other young people. However, the size of the contract, timescale for mobilising beds and terms and conditions of the contract have been designed to minimise this risk.

The successful provider will need to demonstrate how they can meet the needs of the most vulnerable young people, including those with protected characteristics. Therefore, it is not believed that there will be adverse impact on any protected groups.

## Results from the screening

Specify which protected characteristics (and groups within) were identified in the screening as at risk of adverse impact

<b>Age</b>	<b>Disability</b>	<b>Race</b>	<b>Religion or belief</b>	<b>Gender</b>
This Service is open to 16-19 year olds in line with statutory duties and best practice. The criteria are not changing under this approach.	The Service will have more frequent contact with commissioners to understand and respond to local needs, increasing the likelihood these providers will be able to meet the needs of young people with disabilities.	The Service will be open to all races. Staff will have specific training to support UASC.	The Service will be open to all religions.	The Service will be open to all gender identifications.
<b>Maternity or pregnancy</b>	<b>Transgender</b>	<b>Sexual Orientation</b>	<b>Marriage or Civil Partnership</b>	<b>Socio-economics/ at risk groups</b>
N/A	The Service will be open to all gender identifications.	The Service will be open to young people of any sexual orientation.	N/A	N/A

### 3. Making Informed Decisions – Useful Data

#### Data Gathering - Summary

If not clearly identified above briefly summarise how different groups will be affected by the proposal(s)

Profile:	Are any groups disproportionately impacted by the changes (who, how and why):
Age profile:	Are any age groups disproportionately impacted by the changes (who, how and why): N/A
Disability profile:	Are disabled people or those with certain disabilities disproportionately impacted by the changes (how and why): N/A
Race profile:	Are any ethnic groups disproportionately impacted by the changes (how and why): N/A
Religion or belief profile:	Are any faith groups disproportionately impacted by the changes (how and why): N/A
Gender profile:	Are male/female residents disproportionately impacted by the changes (how and why): N/A
Maternity or pregnancy:	Are pregnant women or breastfeeding mothers disproportionately impacted by the changes (how and why): N/A
Transgender profile:	Are transgender residents disproportionately impacted by the changes (how and why): N/A
Sexual Orientation profile:	Are heterosexual/ gay/ lesbian/ bisexual residents disproportionately impacted by the changes (how and why):

	N/A
Marriage or Civil Partnership:	Are people who are married or who have entered into a civil partnership disproportionately impacted by the changes (how and why): N/A
Socio-economics/ at risk groups profile:	Are any groups disproportionately impacted by the changes (how and why): N/A
Multiple characteristics : (e.g. males with a learning disability)	Are there any groups which may be impacted in a cumulative way due to multiple protected characteristics? N/A

#### 4. Making Informed Decisions – Stakeholder Consultation/Engagement

A market engagement event was held in 16 July 2019, which was open to all organisations with an interest in tendering for the Service. Attendees were informed of the proposal and were given an opportunity to feedback their views.

An engagement exercise has been conducted with young people who have recently left care, or who will shortly leave care. The findings will directly inform the final Service Specification, specifically the quality and location of accommodation expected.

A full Cabinet paper is being prepared and will be considered by:

- The Head of Service for Looked After Children
- The Head of Service for Joint Commissioning
- Procurement, Finance and Legal
- Public Health

#### Views of Service Users and Other Stakeholders - Summary

Young people have told us that what is important to them is:

- Being able to move on to independence gradually, with support from trusted professionals

- Having choice and control over where they live and with whom they live.
- Being treated as individuals and supported with the things they find difficult.
- Living close to their college or job and/or their wider support networks.
- Living in safe, appropriate housing where they can feel at home.

These principles have informed the Service Specification and the Outcomes Framework at its heart. Further feedback will be collected in September about specific elements of the Service, to ensure it meets the needs and aspirations of Wiltshire’s young people.

Care experienced young people will be invited to join the evaluation panel.

## 5. Overall Impact

The overall impact of the proposal is considered to be low. The proposal is to expand the current Service to support more young people and support them more consistently through the development of a local sufficiency partnership, rather than the current framework agreement.

Following this assessment there are no identified changes to the proposal. It is felt that the risks identified will be mitigated against through the proposed actions.

## 6. EQIA Outcome

**No change – continue to implementation**

**Adjust the policy and continue with implementation**

**Stop and remove**

## 7. Mitigating Action Plan

Action	Anticipated Outcome	Lead	Deadline	Actual Outcome	Comments
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A robust tender process to ensure we fully and clearly specify the service required and ensure the successful provider is capable of delivering this	Tender questions and provider presentations will evidence capability to fully understand and deliver the service required.  Ongoing contract monitoring.	Lucy Lewis	31 Dec 2020		
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<b>8. Next Steps</b>	
Are there plans to provide feedback to the groups or people that have been consulted in preparing for this assessment?	No
How is it proposed that the Mitigating Actions Plan will be monitored?	N/A
Has the assessment been included with Cabinet papers?	To be added.
Has a review date been identified to revisit this assessment to consider if there has been a significant change in circumstance	As any new information becomes available this EIA would be reviewed at the time should it be required.

<b>Officers Involved in Completing Screening</b>	
Officer completing Equality Impact Assessment	Lucy Lewis – Acting Lead Commissioner
Date submitted	

Head of Service or Operational Director sign off	
Date approved by Head of Service or Operational Director	