

## Equality Impact and Needs Assessment Form

### A) General Information

**Name of service, function, policy (or other) being assessed**

Accommodation based support service for care leavers

**Directorate or organisation responsible (and service, if it is a policy)**

Children and Families

**Date of assessment**

9<sup>th</sup> August 2019

**Names and/or job titles of people carrying out the assessment**

Amy Whiles, Senior Commissioning Officer (migration and communities)

**Accountable person**

Chris Baird, Director for Children and Families

**B) Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:**

To commission support and accommodation management services for care leavers through an open competitive tender process.

The local and national market for care leavers accommodation based support is currently delivered mainly through spot purchased placements, some via a regional framework. These placements typically have very high costs and there is limited availability within Herefordshire, resulting in many young people being placed outside of the county. The approach proposed here in utilising self-contained accommodation in premises owned by the council is somewhat innovative and has received a positive response to date. It

provides an opportunity for improving outcomes for young people and value for money to the council.

The purpose of this service is to improve the opportunities and outcomes for vulnerable care leavers through the provision of accommodation based support. The service aims are to;

- develop the independent living skills of care leavers with complex needs, through provision of accommodation based support, to enable them to transition towards living independently.
- refine the independent living skills of care leavers with light touch needs to enable them to move onto fully independent living.
- work in partnership with local partners, both statutory and voluntary, to explore opportunities to promote and encourage all young people to access education, training, work experience and employment.

The provision of this service will meet strategic objectives relating to vulnerable young care leavers accommodation needs by;

- Ensuring availability of appropriate and sustainable supported accommodation
- Reducing reliance on out of county placements
- Reducing the average unit price paid for accommodation based support
- Increasing the application of housing benefit in meeting some costs of accommodation and support.

**C) Context - describe, in summary;**

<b>The number of people and/or providers that may be affected by the proposal.</b>	<p>A total of eight care leavers (or by exception 16/17 year olds) will benefit from this proposal by having accommodation and support options available within the county they live in.</p> <p>It is anticipated that five of the young people will have complex needs and three will have light touch needs as they move towards independent living.</p> <p>A provider will be sought to deliver this service by means of a competitive tender process.</p>
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<b>What are the values of the contract(s) affected by the proposal? (If appropriate).</b>	To be determined by competitive tender process
<b>What are the geographical locations of those that might be affected by the proposal?</b>	Hereford city.

**D) Who are the main stakeholders in relation to the proposal?**

- |   |
|---|
| <ul style="list-style-type: none"> <li>a. Care leavers</li> <li>b. Herefordshire Council's Children and Families Directorate</li> <li>c. Herefordshire Council's Adult and Communities Directorate</li> <li>d. Wider community</li> </ul> |
|---|

**E) What are the anticipated impacts of the proposal?**

**Positive impacts**

Improved outcomes for care leavers by being provided with supported accommodation to meet their needs and be able to remain in their community.

Young people will be supported to identify how they can manage their own needs, mitigate risks and take up opportunities, with the aim to transition from the supported accommodation towards independent living within 2 years.

There will be a focus on developing independent living skills, which will include connecting young people to universal services and opportunities for education, training and employment, therefore increasing the numbers who are economically active.

Providing alternative options to current provision for accommodating young people with complex or light touch needs, achieving cost efficiencies for the council and making use of council assets.

## **Negative impacts**

Whilst each young person will have their own independent living area, there will be a shared front door and within the accommodation for those with complex needs there is also communal areas. It is possible that relationships between and behaviours of the young people living in the accommodation, or those they associate with within the property, may lead to cohesion issues. This will be mitigated by the provision of 24/7 support within the accommodation for those with complex needs, with support staff having access to the shared front door and communal areas. The support provider will work with the young people to address any issues that arise within the property, with neighbours or within the wider community.

**F) With regard to the stakeholders identified and the diversity groups set out below;**

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Age	Yes	Yes - this service is to meet the specific needs of care leavers and is therefore restricted to 18 – 25 year olds, or 16-17 year olds by exception.	Yes. The service will benefit a cohort of care leavers with specific needs where there has been an identified current and future gap in available provision. At any one time, there are between nine and 13 care leavers aged 18 to 22 with this combination of needs, for whom the proposed new service would be suitable. A further cohort of around 20 young people aged 16 or 17 have been identified who could benefit from the service in future years.  Where appropriate, for example in reducing number of potential moves, a 16/17 year old Looked After Child may also be accommodated. N/A	
Disability	Yes, this service will meet the needs of specific user groups, which may include positive inclusion of those with mental health needs.	No	Yes. The service will benefit a cohort of care leavers with complex needs that make them particularly vulnerable, these include; substance misuse, mental health needs, antisocial or challenging behaviour, offending history and	The commissioned support will be available 24/7 to meet the specific complex needs of this user group.

			vulnerability to criminal or sexual exploitation.	
Race	<i>No data available to allow analysis</i>			
Religion/ Belief / Non Belief	<i>No data available to allow analysis</i>			
Gender	<i>No data available to allow analysis</i>			
Sexual Orientation	<i>No data available to allow analysis</i>			
Pregnancy / maternity	<i>No data available to allow analysis</i>			
Marital Status	<i>No data available to allow analysis</i>			
Gender Reassignment	<i>No data available to allow analysis</i>			

## **G) Consultation**

**Please summarise the consultation(s) undertaken with stakeholders regarding this proposal**

In developing the design of the service and commissioning approach, the council has undertaken engagement with providers of specialist support and accommodation or housing management services in the wider regional and national market. This has informed in particular the approach to the proposed service.

Key stakeholders within the children and families, adult and communities and economy and place directorates have been consulted with to review the potential impact and ensure all options and the impact have been given due consideration.

## **H) Additional information and / or research**

Include here any references or other sources of data that you have used to inform this assessment.

Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact(s) of this proposal? If yes, please list them here

If you have identified gaps in your evidence or conclusions, how will you explore the proposal in greater depth? Or, if no further action is required, please explain why.

### **Information and research used:**

- Data from Mosaic
- Data from 16+ team