

Equality Impact and Needs Assessment Form

A) General Information

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

Housing-Related Support for Vulnerable Young People

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

Children and Families and Adult Wellbeing

Date of assessment

22nd April 2020

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

Christa Jackson, Senior Commissioning Officer

Accountable person

Chris Baird, Director for Children and Families
Stephen Vickers, Directors for Adult Wellbeing

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

To commission a housing-related support service for vulnerable young people, complimented by an offer of targeted and universal prevention services specifically developed for vulnerable young people aged 16 to 25 through an open competitive tender process.

The proposed new model will form part of Herefordshire's growing offer of accommodation to young people and ensure flexible responses to people accessing services via multiple routes. 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 care leavers and young people homeless or at risk of homelessness through the provision of accommodation based support to include an emergency unit, mediation and floating support services. The service aims are to;

- offer safe and supported affordable accommodation to meet the individual needs of young people, underpinned by opportunities for learning and work.
- develop or build on independent living skills of vulnerable young people through the provision of accommodation based support, mediation and floating support services to enable young people to maintain or transition towards successful independent living.
- support young people who are at risk of becoming homeless through prevention and universal services with an emphasis on preventing family relationships or foster care placement breakdowns.

The provision of this service will meet strategic objectives relating to young people's accommodation and support 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 range of support services tailored specifically to young people to prevent homelessness

C) Context - describe, in summary;

The number of people and/or providers that may be affected by the proposal.

The accommodation will deliver a supported housing provision of 11 units offering up to 16 places to vulnerable young people.

The mediation and floating support services will work across the county and it is estimated these services will support 70 young people at any one time.

	A provider will be sought to deliver these services by means of a competitive tender process.
What are the values of the contract(s) affected by the proposal? (If appropriate).	To be determined by competitive tender process
What are the geographical locations of those that might be affected by the proposal?	Herefordshire

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

- a. Care leavers and young people in care
- b. Young people homeless or at risk of homelessness
- c. Herefordshire Council's Children and Families Directorate
- d. Herefordshire Council's Adult and Communities Directorate
- e. Wider community

E) What are the anticipated impacts of the proposal?

Positive impacts

Improved outcomes for care leavers, young people in care and young people homeless or at risk of homelessness by increasing the offer of support services to include mediation and floating support to meet their needs to enable them 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 and into independent accommodation.

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.

To continue growing Herefordshire's offer of accommodation to young people and achieving cost efficiencies for the council.

Negative impacts

The accommodation is contained in a three storey high building with all the units having shared entrances and stair ways.

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 a two bed unit being utilised within the building for service provision and the delivery of a 24 hours support service.

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.

The support provider will ensure that there is a suitable mix of young people at any one time through a robust and supportive lettings agreement.

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	<p>Yes – the accommodation and floating support service is to meet the specific needs of vulnerable young people and is therefore restricted to 16-25 year olds by exception.</p> <p>The mediation service will support 16-25 year olds and young people in care at risk of losing placements as deemed appropriate by Children’s Services.</p>	<p>Yes.</p> <p>The service will benefit a cohort of vulnerable young people including care leavers, young people in care and those homeless or at risk of homelessness with different circumstances and levels of need. There has been an identified current and future gap in available provision.</p> <p>In a 12 month period 2018/19, 85 households under the age of 25 were placed in temporary accommodation in Herefordshire. The households included 13 single pregnant young people, 17 young people with dependants and 17 couples.</p> <p>There are up to 17 care leavers at any time with complex or very complex needs including substance misuse, anti-social or challenging behaviour, vulnerability to exploitation and mental health needs.</p>	
Disability	Yes, this service will meet the needs of specific user groups, which may include positive inclusion of those with mental health needs.	No	<p>Yes.</p> <p>The service will benefit young people with varying mental health needs to include; substance misuse,</p>	The commissioned support will be available 24/7 to meet the specific complex needs of this user group.

			mental health needs, antisocial or challenging behaviour, offending history and 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 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 Housing Solutions Team
- Data from Children's services