



Equality Impact Assessment (EIA) Form

1. Service Area/Directorate

Name of Head of Service for activity being assessed: Stacie Edwards

Directorate: Children and Young People

Name of lead person for this activity: Wendy Dyer

Individual(s) completing this assessment: Kay Hughes

Date assessment completed: 28/04/2025

2. What is being assessed

Activity being assessed (eg. policy, procedure, budget, service redesign, strategy etc.)

Housing Related Support for Children in Care and Care Leavers aged 16-25 years service

What is the aim, purpose, or intended outcome of this activity?

To increase the capacity of locally available accommodation with support for children in care and care leavers aged 16-25 years.

Who will be affected by the development and implementation of this activity?

- | | |
|---|---|
| <input checked="" type="checkbox"/> Service users | <input type="checkbox"/> Visitors to the county |
| <input checked="" type="checkbox"/> Communities | <input type="checkbox"/> Carers |
| <input type="checkbox"/> Children | <input type="checkbox"/> Patients |
| <input type="checkbox"/> All staff | <input type="checkbox"/> All part-time staff |
| <input type="checkbox"/> Staff at a particular location | <input type="checkbox"/> Other: |

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

Equality Act 2010 guidance published on GOV.UK website.

Monitoring, financial and key performance data related to the current contract.

The contract monitoring diversity data recorded from the period 1 April 2024 to 31 March 2025 shows 64% are male and 36% are female, 42% are disabled and 21% are BAME.

Data from Housing Solutions Team and Children's Social Care.

Herefordshire Council's 16/17 year old Homelessness Protocol and Joint Working Protocol for Care Leavers.

Summary of engagement or consultation undertaken (eg. who you've engaged with, and how, or why do you believe this is not required)

Consultation has taken place with key stakeholders including current provider to gain their view on the development opportunities for the service.

Co-production activities with young people who have experience of living in supported accommodation is planned and will be held face to face with the support of the Children's Social Care Participation Team. The findings from the co-production activities will inform the development of the service design and delivery.

Key stakeholders within the Children's Social Care Directorate and Strategic Housing have been consulted with to review the potential impact and ensure all options and the impact have been given due consideration.

Summary of relevant findings (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

The current service offers 16 homes, 10 homes allocated to Children's Social Care for children in care and care leavers and 6 homes allocated to Housing Solutions Team for homeless young people. Considering the data from Children's Social Care, Housing Solutions Team and the current provider, the service is being redesigned to solely accommodate children in care and care leavers. Current data from Children's Services indicates 107 young people aged 15-17 will require supported accommodation, of these 107 young people, 54% are male and 46 are female, 12% are disabled and 30% are BAME.

Data and evaluation of the current service has shown that a service for homeless young people can be provided in an alternative format whilst providing a more cost-effective solution, this is being progressed by the Council's Strategic Housing Team.

The Council's Sufficient Strategy for Children and Young People 2023-2028 highlight the need to take multiple approaches to build capacity across all placements. Increasing the availability of local supported accommodation supports the Council's commitment to its care leavers as Corporate Parent. There are options for accommodating care leavers and 16-17 year old children in care in Herefordshire however due to levels of demand for this type of accommodation a number of young people continue to be accommodated out of county which are often spot purchased placements at a significant cost.

When it is factored that the likelihood that young people who live out of county grow roots in that area but may have to wait longer to be housed there is often an additional cost to the Council in supporting these young people for longer as a result. The provision of additional local accommodation with support will enable vulnerable young people to remain close to their local connections, live in good quality accommodation, receive support and is cost effective for the Council and this expected to improve outcomes for the young people.

Opportunities for children in care and care leavers to develop and achieve improved outcomes will be enabled by a service that will work in partnership to develop and implement a personalised support plan for each young person, identifying how they can manage their own needs, mitigate risks and take up opportunities. The service will provide housing management to promote all young people's capacity to manage their own tenancies in the future. The aim is for young people to transition from this accommodation towards independent living within 2 years, however this can be flexed if needed. The service will also deliver floating support up to 12 months for those young people who have secured independent tenancies in the community to ensure any risk of future tenancy failure is mitigated against. It is recognised that care experienced young people need support for longer to feel confident and able to live independently. This service strengthens this by providing strong accommodation and support which will, in turn, reduce the number of our young people experiencing homelessness.

The service will provide a mixture of single and shared occupancy flats including 2 single flats as emergency provision and there is a 24 hour staffing presence.

Young people who present as homeless who are not care experienced or do not wish to become a child in care will be assessed by the Housing Solutions Team who may offer the alternative model of accommodation.

4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

Equality Duty	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

The service will be commissioned using an outcome focused approach and the provider will select their own delivery model. The support service will be procured via a single tender approaching the market in this way supports competitive tendering and provides opportunities for new partnerships to develop. The service will be delivered to a mix of young people with a variety of needs. Whilst each young person will have their own space there is the opportunity for group work within the service which provides opportunities for interactions between young people and external agencies and professionals.

This service also supports the agreed priorities in Herefordshire's health and wellbeing strategy, including mental health and wellbeing. This service is for vulnerable children in care and care leavers, and it is expected the service will have a positive impact on young people particularly people with mental health needs.

Young people have their own flat, however there are shared areas such as communal hallways and the common room where it is possible that relationships between and behaviours of the young people living in the flats, or those they associate with within the building, may lead to cohesion issues. This will be mitigated by the service being 24/7 support, staff having access to the communal areas and CCTV. The provider will work with the young people to address any issues that arise within the building, with neighbours and within the wider community.

5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations. It may be useful to include data within these sections if you know the diversity make-up of the people likely to be affected.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
<p>Age (include safeguarding, consent and child welfare)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The service is to meet the specific needs of children in care and care leavers aged 16-25 years and will have a positive impact.</p> <p>The service supports the delivery of the 16/17 year old homelessness protocol and the Joint Housing Protocol for Care Leavers.</p> <p>Homeless young people aged 16 -25 years who do not wish to be a child in care or care leaver following a joint assessment with Housing and Children Social care will not be accommodated in this service, however an alternative service model will offer a service to this cohort.</p>
<p>Disability (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Acceptance to the service will not be affected by disability status. However, the service must be delivered in line with the Supported Accommodation Act 2023 and subsequent regulations. This means a child/care leaver must not have their liberty restricted or require help and support with personal care. Should a child/care leaver need this level of care then an alternative provision would be required such as a CQC registered placement.</p> <p>The single and shared accommodation is situated on the ground floor, first floor and second floor of the building. There is no lift available for young people who would require the use of a lift to access the first floor of the building. During the assessment process a young person's physical needs would be considered when allocating a flat. The provider would consider installing handrails adaptations to support young people accessing the bath.</p> <p>The provider shall ensure that it is sensitive to each person's needs and facilitate access to information in alternative formats as appropriate. The provider will ensure that written information about their services and how to obtain them is readily available.</p>
<p>Gender Reassignment (include gender identity, and consider privacy of data and harassment)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Acceptance to the service will not be affected by gender reassignment status. The provider will be required to set out how the provider will promote access to the service and hard to reach young people and provide training for</p>

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
				<p>staff supporting young people with this protected characteristic.</p> <p>For shared accommodation young people are matched based on their needs taken from their Pathway Plan and assessment. Young people are involved in the decision making as to whether a single or shared flat is offered.</p>
Marriage & Civil Partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Marital and Civil partnerships will not affect acceptance into the service; however, the service is only single person accommodation. If a young person wishes to live with their partner an alternative service would be sought.</p>
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Acceptance to the service will not be refused if the young person is pregnant and the service could accommodate a child if the young person gave birth, however this would be short term while alternative accommodation was sought as part of their move on plan for suitable accommodation for the young person and their child.</p>
Race (including Travelling Communities and people of other nationalities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The service is open to young people of all race and nationalities. The provider will be required to ensure young people and staff have access to interpreting and translation services in order to meet the communication needs of those whose first language is not English.</p>
Religion & Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Religions and beliefs will not be a factor in determining acceptance for the service. The provider will set out how to promote opportunities for young people to practice their religion and belief and provide training for staff supporting young people with this protected characteristic.</p>

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
Sex (consider issues of safety and sexual violence, part-time work)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The sex of young people will not affect whether they are accepted to the service. The accommodation is not assigned to a particular gender, the accommodation is determined by the needs of the young person and the matching process if considered for the shared accommodation.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Sexual orientation will not be a factor in determining access to the service. The provider will be required to set out how the provider intends to promote opportunities for young people and provide training for staff supporting young people with this protected characteristic.
Others: carers, care leavers, homeless, social/economic deprivation (consider shift-patterns, caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The service forms part of the council's approach to preventing and relieving homelessness and supports the council's commitment to its care leavers as Corporate Parent.</p> <p>The Supported Accommodation Act 2023 brought new national standards and regulations into law. The regulations include the Quality Standards which set out the outcomes that we expect supported accommodation providers to achieve, as well as the underpinning requirements that providers must meet.</p> <p>The service will focus on housing related support including development of independent living skills to help young people develop skills for adult living. This may include support with education and training, including opportunities such as apprenticeships; tools and/or resources to support their mental and physical health; employment, including job and interview skills; domestic skills such as cooking nutritious meals, budgeting and financial literacy.</p> <p>It will be a requirement that the service operates a Psychologically Informed Environments approach (PIE). PIE should be</p>

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
				<p>embedded in service delivery to enable staff to feel confident to collaborate from a strengths-based approach.</p> <p>The needs of each individual young person and therefore the support they require while living in supported accommodation will differ. The provider will be required to consider the individual needs of the young people they accommodate and ensure that the package of support that is put in place for them is consistent with meeting their individual needs.</p>
<p>Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The service will support vulnerable young people to access health services and work within the guidelines set out in the Making Every Contact Count.</p> <p>The provider will be required to understand the physical and mental health needs of young people and support them to access services where appropriate and/or necessary, such as working with young people to encourage them to attend appointments or supporting young people to put measures in place for them to manage their own medication responsibly.</p> <p>The provider will be required to ensure staff have the relevant skills and knowledge to be able to help young people understand, and where necessary work to support them to change negative behaviours in key areas of health and wellbeing such as, but not limited to: nutrition and healthy diet, exercise, mental health, sexual relationships, sexual health, contraception and use of psychoactive substances (legal highs), drugs, alcohol and tobacco.</p> <p>The Supported Accommodation regulations set out the provider should work to make the setting an environment that supports young people’s physical, mental and emotional health, this approach enables the delivery of consistent and concise health and wellbeing information and encourages young people to engage in conversations about their health.</p>

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Potential negative impact	What action will be taken	Who will lead	Timeframe
Child/young person found not be eligible for the service due to supported accommodation regulations.	An alternative provision would be sought such as a CQC registered placement.	Home Finding Team	On-going
Young person does not wish to be a child in care.	An alternative provision would be sought.	Housing Solutions Team	On-going
Promoting access for priority and hard to reach people.	The provider will be required to set out how they intend to promote access for priority and hard-to-reach people and provide training for staff on working with young people with different protected characteristics.	Commissioning	As part of the tender/service specification

7. Monitoring and review

How will you monitor these actions?

As part of on-going contract monitoring process.

As part of on-going contract monitoring process. Any changes in the delivery of the service that result in potentially negative impact on any equality group will be immediately raised with the provider by the commissioning lead.

When will you review this EIA?

The EIA will be reviewed as part of the contract mobilisation and implementation phase and revisited throughout the contract period. The EIA will be formally reviewed in the event the services delivered are varied in any way.

8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

Date signed

9. Make this EIA available (and delete this section)

- Attach your EIA as an appendix to any decision reports so that decision-makers have all the equality data they need in order to make robust and fair decisions.
- Upload your EIA to the shared Teams site: [Equality Impact Assessment | General | Microsoft Teams](#)
- Staff, trade unions, service users or members of the public may want to see this EIA, so it must be published on our website along with the decision report.