

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Childrens
Service area	Commissioning
Title of the proposed change being assessed i.e. the policy, service or other development	Supported Accommodation for 16 & 17 year old looked after children and care leavers – Open Framework for in county provision.

Describe the purpose of the proposed change and the intended outcomes
<p>To develop and deliver a local open framework for the call off, of Supported Accommodation provision in the county of Gloucestershire for looked after children and care leavers aged 16+.</p> <p>By working with local providers to co-produce a procurement solution the proposal seeks to better shape local provision to meet the needs of the looked after children and care leavers aged 16+.</p> <p>Ensure that contract and commissioning arrangements are mapped to the Supported Accommodation Regulation 2023.</p> <p>The proposal seeks to offer improved value for money to the Council while maintaining standards for those children and young people accommodated by the services.</p>

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Who is affected by the proposals?

Service users:	Yes/No
Wider community:	Yes /No
Workforce:	Yes /No
Other (please specify):	Local Supported Accommodation Providers

Decision to be taken and decision maker	<ol style="list-style-type: none">1. Procure an Open Framework for the provision of Supported Accommodation for 16 & 17 year old Looked After Children and Care Leavers;2. Admit or remove suppliers to/from the Framework during its term in accordance with the selection criteria thereunder,3. Procure contracts for such Supported Accommodation services from suppliers admitted to the Open Framework, whose combined aggregate value shall not exceed £50,000,000 (Fifty Million Pounds);4. Withdraw from regional commissioning arrangements in respect of the supply of Supported Accommodation provision with effect from 1st April 2024; <p>Cabinet decision</p>
Person(s) responsible for completing this assessment	Simon Bower
Date of this assessment	07/05/2024

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	TBC	Regulating supported accommodation -analysis of responses (publishing.service.gov.uk)
Workforce	<p>Proposal has been shaped in line with activity with the Commissioning and Placements Team in the Council.</p> <p>Further engagement and consultation will take place with staff to shape the proposed procurement route.</p>	N/A
Partners	Engagement with existing partners has demonstrated a commitment to engage with	Wider South West Commissioning Forums

	<p>the Council with a view to improving relationships. Round Table discussion with local providers at the Supported Accommodation 5th March 2023.</p> <p>Further market engagement activity will take place should the proposal be agreed.</p>	
Other		

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
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Protected Characteristics (Equality Act 2010)	No anticipated change	No anticipated change
Additional Groups (including care leavers / care experienced adults)	Increased opportunity for young people to live in the county in services better matched to their assessed need.	No anticipated change

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X				
Disability		X				

Sex		X				
Race		X				
Gender reassignment		X				
Pregnancy & maternity		X				
Religion and/or belief		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Armed Forces community		X				
Carers		X				
Care leavers / care experienced adults	X				Ensuring that the sufficiency and quality of supported accommodation meets and exceeds the Supported Accommodation Regulation 2023 and meets the needs of service users.	
Digital exclusion		X				
Geography, for example, urban and rural areas		X				
Socio-economic disadvantage		X				
Vulnerable groups of society		X				

Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Looked After Children	X				The quality and sufficiency of local Supported Accommodation is such that Looked After Children aged 16+ may have the opportunity to benefit from local services either now or in the future.	

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X				
Disability		X				

Sex		X				
Race		X				
Gender reassignment		X				
Pregnancy & maternity		X				
Religion and/or belief		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Armed Forces community		X				
Carers		X				
Care leavers / care experienced adults		X				
Digital exclusion		X				
Geography, for example, urban and rural areas		X				
Socio-economic disadvantage		X				
Vulnerable groups of society		X				

Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Sufficiency and quality of local Supported Accommodation is improved.	Engagement with looked after children and care leavers currently accessing supported accommodation to co-produce the proposed procurement specification.	Simon Bower	31/08/2024

5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Simon Bower
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	01/10/2025
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<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none">▪ What mechanisms will be used?▪ How will service users / the wider community / GCC staff and other stakeholders be involved?	<p>Internal comparison measures to consider year on year data in respect to the accommodation location for 16+ children and young people accommodated in local supported accommodation.</p> <p>Year on year data to compare the sufficiency number of service provision in county, Ofsted data sets.</p> <p>Contract will include key performance indicators aligned to Ofsted data sets which will be required at least annually. KPI's will include compliments and complaints from the local community.</p> <p>GCC Commissioning and Placement Team, Contract Officer and Due Diligence Officer are in place and will be involved in ongoing contract monitoring, management and quality assurance.</p> <p>Young people (service users) will have various feedback loops including social workers, pathways workers and independent review officers.</p>
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Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	<p>Contract documentation will include contract monitoring for quality standards on an annual basis.</p> <p>Supported Accommodation is now regulated by Ofsted which will complement ongoing quality assurance by GCC.</p>
<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>Contract will define KPI and contract monitoring arrangements.</p>

6. Approval

Signature of Senior Officer	
Name of Senior Officer	Ann James
Date	08.07.24

Signature of Decision Maker	
Name of Decision Maker	Cllr Stephen Davies
Date	09.07.24

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	No
Disability	No
Sex	No
Race	No
Gender reassignment	No
Pregnancy & maternity	No
Religion and/or belief	No
Sexual orientation	No

Marriage & civil partnership	No
Armed Forces community	No
Carers	No
Care leavers / care experienced adults	Yes. 16 + Looked after children and care leavers who are assessed as being suitable for local Supported Accommodation provision.
Digital exclusion	No
Geography, for example, urban and rural areas	No
Socio-economic disadvantage	No
Vulnerable groups of society	No

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	No
Disability	No
Sex	No
Race	No
Gender reassignment	No

Marriage & civil partnership	No
Pregnancy & maternity	No
Religion and/or belief	No
Sexual orientation	No
Armed Forces community	No
Carers	No
Care leavers / care experienced adults	No
Digital exclusion	No
Geography, for example, urban and rural areas	No
Socio-economic disadvantage	No
Vulnerable groups of society	No

