

Equality Impact Assessment

Relating to:

Date:

Introduction

This Impact Assessment supports the County Council in meeting its legal obligations under the **Public Sector Equality Duty**, now contained in section 149 of the Equality Act 2010. The Equality Duty ensures that public bodies have due regard to the statutory needs referred to in section 149 when exercising their functions.

Section 149 provides that in exercising its functions an authority must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and others who do not share it; and
- foster good relations between people who share a protected characteristic and those who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and others who do not share it involves having due regard (in particular) to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and those who do not share it involves having due regard (in particular) to the need to tackle prejudice and to promote understanding.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled person's disabilities.

Compliance with the duties in section 149 may involve treating some persons more favourably than others; but not if that would itself involve conduct which is made unlawful under the Equality Act 2010.

The protected characteristics to which the duty applies are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, also marriage and civil partnership but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having **due regard to** means consciously thinking about the statutory needs as part of the process of decision making, when the proposals are still at a formative stage, and before a decision is reached. This means that consideration of those equality issues must influence the decisions reached by public bodies. The Equality Duty must be exercised in substance, with rigour and with an open mind.

Indirect discrimination occurs where a condition criterion or practice is applied which would put people with one of the protected characteristics at a disadvantage, and the imposition of that condition, criterion or practice is not a proportionate means of achieving a legitimate aim, i.e. it cannot be objectively justified.

It is important to understand and consider how different people will be affected by the decisions the Council makes, so that policies and services are appropriate and accessible to all and meet different people's needs.

This assessment will help you think about the potential impact your proposals will have on all sections of the community. Recognising these impacts early on in the process of developing policies will assist good decision making and ensure that the County Council delivers services appropriate to people's needs. Remember that the Equality Duty involves having due regard to the needs to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not, as well as to eliminate discrimination and other conduct which is unlawful under the Equality Act 2010.

1. Person responsible for undertaking this assessment:

Name: Helen Price	Telephone: 01452 426773
Service: Commissioning	E-mail: helen.price@gloucestershire.gov.uk
	Date of Assessment: 29 February 2012

2. Name and brief description of the policy, service, strategy, procedure or function: (indicate whether new or revised)

<p>This Equality Impact Assessment addresses the impact of commissioning an new evidenced based service to:</p> <ul style="list-style-type: none">• Prevent young people being taken into care• To offer an intervention to troubled families with teenage young people who may be at risk of/or engaged in criminal activity, exclusion from education and employment. <p>This service is part of the Right First Time Programme and associated Meeting the Challenge savings. This EIA therefore builds on the EIA which addresses the overall programme.</p>
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3. Briefly describe its aims and expected outcomes

<p>The main aim of the Right First Time programme is to transform services in order to improve outcomes for vulnerable children and young people. A key objective is that vulnerable children's needs are met at the earliest opportunity thereby increasing the number of successful outcomes. The programme is also required to deliver the Council's proposals to reduce the funding of the CYPD Operational Services by £4.9m over the next 3 years. That programme identified that that these savings will be made by providing the right interventions for children at the right time to prevent needs escalating and more complex and disruptive interventions being provided.</p> <p>This commission will address these main aims by providing an evidenced based service that will prevent young people being taken into care (preventing escalation, more costly and disruptive interventions) and intervene earlier and more effectively in order to address the needs of troubled families.</p>

The expected outcomes of the service are:

- To ensure that these vulnerable young people's needs are met at the earliest opportunity by effective, evidence based intervention in order to increase the number of successful outcomes
- To reduce and divert the demand for high cost, high dependency specialist services specifically placements in care, youth offending and criminal justice services.
- To provide a service which is part of a continuum that enables savings in the reduced use of care to become sustainable due to the availability of alternative effective interventions.

To enable these young people and their families to live successfully within their 'home communities', decreasing the disruption and difficulties that may be evident to them and their wider community.

4. Describe how this policy will impact on the Council's duty to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

Identify what particular groups of people will be affected by this policy.

The intended beneficiaries of this service are young people and families identified as vulnerable or in high need. The impact on the Council's duty to advance equality of opportunity is assessed as positive in that it will seek to narrow the gap between vulnerable young people and all young people. This intervention will seek to ensure these young people have increased life chances and opportunities to succeed.

5. Provide details of the evidence you have gathered in making this assessment, including data sources, consultation undertaken and the outcome/s of this.

This EIA builds on the Right First Time consultation, with some more specific advice and consultation. The Right First time consultation includes:

- Management and staff away days to involve staff in setting the vision and in setting objectives.
- A review and refresh of the programme took place with wider group of partners.

Specific to this commission

- Expert advice and analysis from the Dartington Social Research Unit
- Main providers of children’s services (Social Care, Localities and Young People’s) to ensure best fit and complimentary provision to current services

Professional partners (NHS commissioners and 2gether trust)

6. Is this Policy affected by, or will it have an impact on other Meeting the Challenge proposals? Yes/No. (If yes, please specify relevant project and indicate how it is affected).

Yes forms part of the Right First Time programme and is a key project in making the MTC savings sustainable.

7. Where any particular group is affected differently by the policy in either a negative or a positive way, if you identify a negative impact, explain what actions you have undertaken or you plan to undertake, including consideration of any alternative proposals, to lessen or negate this impact.

	Negative	Positive	Neutral	Evidence	Mitigating actions where a negative impact has been identified	How will the mitigating action be monitored/evaluated, including who will be responsible for monitoring.
Age		√		Aim of the project is to improve services provided to vulnerable young people so they may experience the same life chances as their peers.		Positive impacts measured through contract monitoring and evaluation

Disability (indicate different impacts on different types of disability)			√	We do not anticipate any impact upon disability either positively or negatively.		
Gender reassignment			√	We do not anticipate any impact upon disability either positively or negatively.		
Marriage & civil partnership			√	We do not anticipate any impact either positively or negatively.		
Pregnancy & maternity			√	We do not anticipate any impact either positively or negatively. Pregnancy and maternity services are not within the scope of this project.		
Race (including Gypsy & Traveller)			√	We do not anticipate any impact either positively or negatively.		
Religion or Belief			√	We do not anticipate any impact either positively or negatively.		
Sex			√	We do not anticipate any impact upon gender either positively or negatively. Young males may be more likely to be recipients of this service as they do figure more highly in some of the need groups.		
Sexual Orientation			√	We do not anticipate any impact either positively or negatively.		

Indirect Discrimination			√	We do not anticipate any impact either positively or negatively.		
Other groups: e.g. rural isolation, long term unemployed, health inequality, carers		√		It is anticipated that the overall approach to troubled families and children in care will impact on long term unemployment, and in the longer term health inequalities.		Positive impacts measured through contract monitoring and evaluation
Socio-economically deprived groups		√		It is anticipated that this service will increase the life chances of deprived you people their families. It will offer the opportunities following this intervention for these families to become engaged in education and offer the basis for them to become able to access training and employment opportunities.		Positive impacts measured through contract monitoring and evaluation
Community Cohesion	<p>Provide details of any ways in which the proposed activity would promote equality in the community between those who share a protected characteristic and those who do not, and how it would promote good relations between such groups</p> <ul style="list-style-type: none"> • Is there equality between those who will and won't benefit from the proposal? • Are there strong relationships between groups and communities in the area affected and will 			There is a potential opportunity this service will reduce the disruption experienced in some communities by troubled families. These interventions should enable them to become more successful citizens and could potentially improve community cohesion in local areas.		

	<p>the proposed action promote positive relationships?</p> <ul style="list-style-type: none"> • Does the proposal bring groups/communities into increased contact with each other? 			
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Declaration

We are satisfied that an Assessment has been carried out and where a negative impact has been identified, actions have been developed to lessen or negate this impact where possible.

Where the impact on equalities of the policy or proposals is very significant, and mitigating actions do not sufficiently lessen the impact, or mitigating actions cannot be identified, we have considered whether to go ahead with the original proposal at all, or whether to reformulate it.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment.

Completed by: Helen Price

Date: 27/03/12

Role: Lead Commissioner Families

Countersigned by Head of Service:

Date:

Name of relevant Portfolio Holder/Cabinet Member:

I confirm that I have examined and understood the potential impact of the proposal and confirm that I have had due regard to the needs set out in section 149 of the Equality Act 2010.

..... Portfolio Holder/Cabinet Member

Date: