

## Equality Impact Assessment (EIA) Day Centre

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

### 1. Background

Directorate	Children's
Service area	Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Commissioning Day Service provision for care assisted Young People
Brief outline of the proposal(s)	<p>There is a plethora of national research consistently demonstrating that care experienced Young People experience some of the poorest outcomes in adult life. They are at higher risk of being exploited, having poor mental health, being drug or alcohol dependent, often with experience of homelessness and are unable to manage daily living.</p> <p>Based on evidence to improve Young People's outcomes, Commissioners believe there are real benefits in having a structured Day Service provision at Trevone House, providing support services for care assisted Young People, to enhance their quality of life, supporting them into employment and training opportunities as they transition into adulthood and learn to live as a productive member of the community.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Delivery Partners"/></p>
Decision to be taken and decision maker	Cabinet – November 2021
Person(s) responsible for completing this assessment	James Nwaogwugwu, Head of Service - Youth Young People and Quality Assurance Commissioning
Date of this assessment	September 2021

## 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	See: GCC <a href="#">Service User Diversity Report 2019/20</a> Service users, and other young people, will be engaged on any proposed service changes.
Workforce	The successful Provider awarded the Day Centre contract will be expected to provide evidence of their organisation's commitment to equality within the workforce. This can be demonstrated through evidence of appropriate staff professional development and training, for example nationally recognised workforce accreditation such as the National Equality Standard assessment
Partners	Public Health Clinical Commissioning Group and NHS Health Trusts National Partners: NHSE Voluntary Sector Partners Education Job Centre
Other	

## 3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	The Day Service will support care assisted young people aged 16 plus to obtain employment, training, accreditation or other relevant skills ready to transition to adult life. The recruited workforce will	The agreed Provider will be expected to engage in or demonstrate evidence of relevant training which ensures that they do not employ people who are similar to themselves, not

	<p>therefore be highly skilled at working with this key group to enhance their choices as they progress.</p>	<p>just in age, but in all other protected characteristics. This training will help the workforce to identify unconscious or explicit bias, thereby ensuring they recruit candidates accordingly based on their qualifications and skills for a particular job.</p>
Disability	<p>The Service will continue to work inclusively with young people with additional needs, building a holistic team around the young people to meet their individual needs. This will include support services such as the Children in Care Health Team, Speech and Language Therapy, and nationally-recognised SEND bubble for youth justice.</p> <p>The Youth Support Team will work closely with the appointed Provider; by offering a wide range of support services for care assisted young people with disabilities, and offer Duke of Edinburgh Award activities for all service users.</p>	<p>The County Council will mandate that the agreed Provider must review and provide any equipment required to provide a work space suitable for the needs of all current and potential employees, and where required will provide extra auxiliary aids or services such as a portable induction Loop.</p> <p>Other physical features of the Day Service were considered and inbuilt as part of the design of Trevone, for example appropriate steps, doors or passageways which allow wheelchair access.</p> <p>There is also dedicated disabled parking.</p>
Sex	<p>The Youth Support Team is relaunching an intensive work programme for girls and young women on the cusp of offending/reoffending and will extend this to all young people attending the Day Service.</p> <p>Additionally the Day Service will provide targeted support for young people around sexual identity and other related services.</p>	<p>The Day Service provider will be expected to adhere to GCC anti-discriminatory policies and make no occupational requirement for their roles to be filled with men or women and continually check that access to opportunities for promotion, transfer and training is not restricted on grounds of sex.</p>

	<p>Service provision within the day service will be needs lead, where targeted/ specialist work needs to be undertaken this will be within the core offer of the contract.</p>	
Race	<p>We know that children and young people with BaME backgrounds represent 22% of families known to Children's Social care which is disproportionately high compared to 6% of the general population. Therefore the appointed provider will be assessed as to how they will support our young people within the day service to reflect their diverse needs.</p> <p>Day Service to actively promote racial equality within the programme as part of the links with the YST's ongoing work programme which actively reaches out to young people from underrepresented communities and is reflected in the higher proportion of young people from diverse backgrounds accessing Youth Support compared with the Gloucestershire population.</p>	<p>The winning Provider must demonstrate their commitment to anti-racism to the satisfaction of the Council.</p> <p>GCC Commissioning will require evidence that the Provider's anti-racism policy is not a mere tick-box exercise, but a systematic structured programme to educate and drive positive change.</p> <p>GCC Commissioning will also require evidence of the Provider's efforts to actively reduce bias through training along with embedding processes, policies and expectations that help create a culture rooted in diversity and inclusion and have clear robust disciplinary policies for any violations.</p>
Gender reassignment	<p>This information is not currently collected.</p> <p>However, the Council will set an expectation that the Day Service Provider must be committed to creating a conducive environment that helps recognise all forms of gender identity and expression, and handle the changing needs of transgender young people with sensitivity.</p>	<p>This information is not currently collected.</p> <p>However, the Council will set an expectation that the Day Service Provider must be committed to creating a conducive environment that helps recognise all forms of gender identity and expression and managers lead by example on diversity and equality issues, and handle the changing needs of</p>

		transgender employees with sensitivity.
Marriage & civil partnership	This information is not currently collected.	This information is not currently collected.
Pregnancy & maternity	The Service will work alongside the Youth Support Team, Children centres, local voluntary and statutory services concerned with supporting teenage mothers and fathers and pregnant young women from the same age range, including those in care.	Once a colleague identifies themselves as being pregnant, the organisation will be expected to follow its equality policies and practice and immediately ensure managers are engaged in an interactive process to ensure that parent and unborn child are kept safe with all reasonable adjustments to working role implemented.
Religion and/or belief	This information is not currently collected	This information is not currently collected
Sexual orientation	This information is not currently collected. However the Council will lead with the expectation that the Day Service provider will be committed to support and promote LGBTQ+ work as part of the core equality principles that all Children's services Providers operate within	The Service Provider will be expected to promote a conducive environment by providing training and establishing an inclusive culture where all are conscious of the effects that generalised assumptions and prejudices can have on selection decisions. All policies will be assessed to ensure they are robust and promote the rights of lesbian, gay, bisexual and, transgender colleagues so that they are assured on their equal rights to paternity leave, adoption leave, parental leave, shared parental leave, the right to request flexible working rights and the right to time off work to care for dependants.

#### 4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Independent consultation with young people in 2019, with a focus on the experience of minority ethnic young people and of girls/young women.	Findings have been built in to revisions of Gloucestershire youth strategy and subsequent proposals for Day Service provision

#### 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	The agreed Provider will be expected to amply demonstrate a consistently high level of experience in the provision of services for care assisted young people and must be able to immediately implement all expected equalities action points as directed by the Council.	2021	Wendy Williams


#### 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director.


#### 7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that

information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams
Date	04/10/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	28.10.21

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.