

Equality Impact Assessment (EIA)

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 Services
Service area	Integrated Children and Families Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Southfield House - Development of Semi-Independent Accommodation
Brief outline of the proposal(s)	<p>This paper outlines Gloucestershire's ambition to build on the success of Trevone House, by proposing plans to use Southfield House for services to young people. Southfield House is owned by Gloucestershire County Council and has previously been utilised as an older people's residential home. The building has been declared surplus to requirement by Adult Social Care (ASC) and is currently empty.</p> <p>The re-model is based on two elements:</p> <p>Southfield Main House: for care leavers</p> <ul style="list-style-type: none"> • Area 1: flexible semi-independent provision (maximum 18 young people aged 16 plus, plus 1 emergency bed) • Area 2: designated "drop in" service • Area 3: wellbeing flats <p>Southfield Old House: for the purpose of providing accommodation for young people who are in employment, training, or apprenticeships</p> <ul style="list-style-type: none"> • 7 one bed flats • 1 two bed flat • 1 crash pad
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify:</p>

Decision to be taken and decision maker	Cabinet to approve the re-model of Southfield Main House and Southfield Old House. A paper is due to go to Cabinet in March 2022.
Person(s) responsible for completing this assessment	Stephanie Cook, Project Officer, Children's Commissioning
Date of this assessment	26/01/2022

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	<p>This proposal is based on the outcome success at Trevone House e.g., a significant reduction in the number of missing hours of young people since opening, and 63% of young people at Trevone House are in education, employment or training. This model has been based on Trevone House. Also, calculations have been undertaken and this redevelopment presents significant cost avoidance for GCC.</p> <p>This duty of "sufficiency" requires local authorities and partners to ensure that, through direct provision or commissioned services, a range of placements sufficient to meet the needs of all children are available locally, or that there is a plan in place to move towards that position. The semi- independent market within Gloucestershire and the Southwest framework is underdeveloped, with limited accommodation in county. Research has been undertaken demonstrating an increased number of young people requiring complex supported living placements.</p> <p>Profiling of the young people that would have been placed in Southfield but have been placed out of county has been conducted, and the benefits of placing them locally have been identified. Accommodation for the 16 – 25 age groups is particularly needed, and this proposal will provide accommodation for 16- 25 year olds. This age group are the second biggest cohort to enter care and have the poorest outcomes.</p> <p>All of the young people at Trevone are registered with a GP, some of whom had not previously been registered for years. An onsite mental health nurse forms part of the core offer, which gives young people access to health advice and support.</p> <p>Also, 63% of young people living at Trevone House are in education,</p>

	<p>employment or training.</p> <p>Young people are also able to remain in contact with their families and friends, having provision in county allows them to preserve strong community connectedness.</p> <p>The Staying Close facility has been more successful than anticipated within Trevone House, young people have moved on quicker from the main building due to this dedicated support, creating through-put within the main building that enables young people to transition to adulthood. Given this success the funding will be included from year one at Southfield House.</p> <p>To ensure the maximum engagement and involvement from young people in this project, GCC is currently in the process of setting up between 2 and 4 young people to have involvement on the project group. This will enable them to voice their opinions throughout the project.</p> <p>The relevant literature on the provision of placements for young people has been consulted.</p>
Workforce	The successful provider that is awarded the contract for the running of Southfield 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.
Partners	N/A
Other	N/A

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	This accommodation will be for young people aged 16-25 years old. The intended age range of service users will be reflected	The required workforce will need to be highly skilled

	in the tender documents and provider's responses will need to consider this.	in working with this age group.
Disability	<p>These placements are for young people who have experienced complex trauma, therefore require additional trauma informed support. It is imperative that the needs of the individuals will be catered for by the provider.</p> <p>The cohort of young people that may use Southfield House will have varying needs, including mental health needs. The inclusion of Well-Being suites within the accommodation offers allows young people who are stepping down from Tier 4 provision to live at Southfields. Other young people may have some additional needs, but they are able to live within local community provision.</p>	<p>The provider will need to demonstrate a clear track record of working with young people who have experienced extreme and complex Trauma</p> <p>Also, the provider will need to provide any training for Trauma informed care.</p>
Sex	<p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females account for 50.9%. This situation is also reflected at district, regional and national levels. It is recommended that specific consideration is given to the design of the service to reflect the gender profile of service users.</p>	<p>The successful provider will be expected to adhere to GCC anti-discriminatory policies and not employ staff on the basis of their sex.</p>
Race	<p>In 2017 there were approximately 20% of children from minority ethnic backgrounds which is an increase from around 12% in 2013. This is a 67% increase over 5 years and is an over representation compared to the local population.</p> <p>A key determinant for residents in each home will be achieving the most appropriate match of young people rather than the race of the individual. As part of the specification there will be expectation of a mixed staff group reflecting the sex and race of the young people accessing the service.</p>	<p>The successful provider must demonstrate their commitment to anti-racism. GCC will require evidence that the Provider's anti-racism policy. GCC Commissioning will also require evidence of the provider's efforts to actively reduce bias through training along with</p>

		<p>embedding processes, policies and expectations that help create a culture rooted in diversity and inclusion and have clear robust disciplinary policies for any violations. The provider will be expected to demonstrate their commitment to recruiting a staff team that reflects the cultural diversity of our Children in care.</p>
Gender reassignment	<p>Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. There are no official estimates of gender reassignment at either national or local level.</p> <p>However, the provider must create an environment that recognises all forms gender identity.</p>	<p>Managers must create an environment that is accepting of all gender identities and recognise that some young people and employees may have different needs.</p>
Marriage & civil partnership	<p>Children's services do not collect data against certain protected characteristics of young people, for example marriage and civil partnership.</p>	<p>No significant impact identified</p>
Pregnancy & maternity	<p>Children services do not routinely report the number of young people who are pregnant given the possibility of that information being used to identify the particular young person concerned. The needs of individual children and young people will be reflected in the service specification for the tender and on placement.</p>	<p>The successful provider must demonstrate a track record of working with young people who are pregnant or who have maternity status.</p>
Religion and/or belief	<p>As this strategy covers all young people those with all religions and beliefs will be represented at population levels. According</p>	<p>The successful provider will be expected in their</p>

	<p>to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population. Those aged 0-19 are more likely to report no religion than older age groups. This trend is reflected at a regional, national and district level. The needs of individual children and young people will be reflected in the service specification for the tender and on placement.</p>	<p>tender to evidence successful provision of services for young people and staff with differing religious beliefs.</p>
<p>Sexual orientation</p>	<p>Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status.</p> <p>The needs of individual children and young people will be reflected in the service specification for the tender and on placement. The successful provider will be expected to support and promote LGBTQ+ work as part of the core equality principles that are shared throughout GCC.</p>	<p>The successful provider will be expected to provide a working environment that is conducive and supportive of LGBTQ+ equality principles. The provider must assure 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.</p>

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
<p>Between 2 and 4 young people will be represented on the project group. This will enable them to provide suggestions/ comments at all stages of the project.</p>	<p>Representatives on behalf of between 2 and 4 young people that are currently based at Trevone House are to be included on the project team from its commencement. These representatives will convey the views and opinions of the young people based on their real-life</p>

	experience at Trevone. This is expected to be instrumental in further improving the already significant outcomes of Trevone.
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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	Significant positive outcomes of Trevone House have been identified. These will be replicated in Southfield House.	Ongoing	Wendy Williams
Positive	The successful provider must be able to demonstrate and implement from the contract commencement the expected equalities expectations as set out in this EIA by GCC.	Ongoing	Wendy Williams


6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
<p>There will be regular project meetings to monitor the progress of the project.</p> <p>Feedback will be given at Senior Leadership Meetings.</p> <p>Comments from young people and staff will be used to monitor the success of Southfield House.</p>

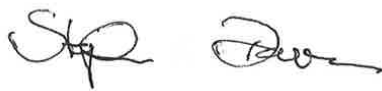
7. Officer / Decision-maker Sign off

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	16/03/22

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 for Children's Safeguarding and Early Years
Date	16/03/22

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.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	Service users at Southfield House will be between 16-25.
Disability <i>percentage/profile of service users who have a disability</i>	Some of the most complex children and young people are those with a disability. At present Children Services does not routinely report on the number of Children Looked After with a disability.
Sex <i>percentage/profile of service users who are male and who are female</i>	<p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%.</p> <p>At Southfield House it will be key to achieving the most appropriate match of young people rather than the sex of the individual.</p>
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	<p>In 2017 there were approximately 20% of children from minority ethnic backgrounds which is an increase from around 12% in 2013. This is a 67% increase over 5 years and is an over representation compared to the local population.</p> <p>A key determinant for residents in Southfield House will be achieving the most appropriate match of young people rather than the race of the individual. As part of the specification for the facility there will be expectation of a mixed staffing group.</p>
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. There are no official estimates of gender reassignment at either national or local level.
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	Children's services do not collect data against certain protected characteristics of young people, for example marriage and civil partnership.
Pregnancy & maternity	Children services do not routinely report the number of young people who are pregnant given the possibility of that information being used to identify the particular young person concerned. The

<i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	needs of individual children and young people will be reflected in the service specification for the tender and on placement.
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	As this strategy covers all young people those with all religions and beliefs will be represented at population levels. According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population. Those aged 0-19 are more likely to report no religion than older age groups. This trend is reflected at a regional, national and district level. The needs of individual children and young people will be reflected in the service specification for the tender and on placement. Potential providers will be asked in the tender process to evidence successful provision of services for young people and staff with differing religious beliefs.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. The needs of individual children and young people will be reflected in the service specification for the tender and on placement. Potential providers will be asked in the tender process to evidence successful provision of services for young people and staff with differing religious beliefs.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	N/A
Disability	N/A
Sex	N/A
Race	N/A
Gender reassignment	N/A
Marriage & civil partnership	N/A

Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A
