

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	Children and Families Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Contract extension in respect of an agreement relating to the supply of Independent Visitor services entered into between Gloucestershire County Council and Change, Grow, Live (CGL) <i>(Formally SOVA)</i>
Brief outline of the proposal(s)	<p>The Independent Visitors service is a statutory duty to the local authority under the Children Act 1989. Section 23ZB of the Children's Act 1989 states "(1) A local authority looking after a child must appoint an independent person to be the child's visitor if – (a) the child falls within a description prescribed in regulations made by the appropriate national authority; or (b) in any other case, it appears to them that it would be in the child's interests to do so. (2) A person appointed under this section must visit, befriend, and advise the child."</p> <p>The service is currently commissioned, and the initial term has now come to an end. An extension is required which will allow a full review of the service and the needs for the service to take place in the 2-year extension period to inform any future service provision.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input type="text" value="None"/></p>
Decision to be taken and decision maker	<p>To approve the extension of the Independent Visitor Service for Children in Care.</p> <p>Decision Maker – Wendy Williams, Assistant Director for Integrated Children and Families Commissioning</p>

Person(s) responsible for completing this assessment	Daniel Gillingham, Head of Service – Children’s Commissioning
Date of this assessment	July 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	We have not consulted children and young people (‘service users’) at this stage. Due to the small amount of existing young people using the IV service, it will prove difficult to gain any meaningful coproduction from service users; however, we will be looking to see how the service can be co-produced through future procurement process following this extension and evaluated by young people from the cohort during contract management.
Workforce	Workforce is not affected by this decision, so no consultation is necessary at this stage. At the end of the extension period and during any procurement exercise for the service in 2024, consultation will include children’s social care staff and foster carers.
Partners	Not applicable
Other	Not applicable

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	All children in care between the ages 4 and 17 are eligible to have an appointed Independent Visitor. It is an ‘opt in’ service and referrals will be considered as part of the development of the care plan for the child and reviewed at each review of	No significant impact

Disability	<p>the child's case. Any decision not to appoint an independent visitor should be kept under review to make sure that the opportunity to appoint such a person is considered if the child's circumstances change. Independent visitor services are child-led. The needs and views of the child are at the centre of all work including referrals, matching, visits, and endings.</p> <p>As part of the referral process for an IV and the initial assessment by social worker and provider, will ensure that the IV service is aware of child's needs and how best to realise those needs.</p> <p>The IV service has regard to the profile of children when recruiting volunteers to undertake the role and, where possible, will match volunteers to the individual child/young person who best meet that need.</p> <p>The service should not have a negative impact on any specific equalities group. The service will be flexible and tailored to the needs of the service users.</p>	No significant impact
Sex		No significant impact
Race		No significant impact
Gender reassignment		No significant impact
Marriage & civil partnership		No significant impact
Pregnancy & maternity		No significant impact
Religion and/or belief		No significant impact
Sexual orientation		No significant impact

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
N/A	N/A

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
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<p>Raising awareness/increasing access</p> <p>Promoting an understanding of children's rights and independent visitor services is essential for key professionals that work with Children in Care to avoid individual young people and groups being disadvantaged.</p> <p>Social care professionals must receive training about children's rights, appreciate what the independent visitor service is and how it can benefit looked after children. They must be able to appropriately signpost children to independent Visitor services</p>	<p>1) The manager of the IV service will be required to attend team meetings in Children's Social Care periodically. This will be a monitored in quarterly and annual contract monitoring information.</p> <p>2) The Provider will also, at commencement of new contract, consult with those key stakeholders</p>	<p>Ongoing – and reviewed as part of contract management</p>	<p>Daniel Gillingham / C&F Commissioning Hub</p>
<p>Ensuring, if necessary, that translators and interpreters are available</p>	<p>1) The commissioner to ensure that the provider is aware of how to access the interpreter and translation service</p> <p>2) The provider, in consultation with the social worker and young person, to identify appropriateness of an interpreter/translator or being allocated alongside the IV match</p>	<p>Ongoing</p>	<p>Daniel Gillingham / C&F Commissioning Hub</p>

Ensuring the service has access to training and, where necessary, specialist training to meet the individual needs of children/young people	<ol style="list-style-type: none"> 1) Commissioners, through contract monitoring, review training undertaken by the provider 2) The provider to ensure relevant training is being identified and to ensure IV's access training 	Ongoing	Daniel Gillingham / C&F Commissioning Hub
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6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
The contract monitoring process will act as a check and balance. In addition to this, regular liaison meetings will take place between Social Work managers and the commissioned provider to address service/quality issues. An annual review of the service will be carried out, which will include feedback from service users.

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	Daniel Gillingham, Head of Service (Children and Families Commissioning)
Date	09/08/2022

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	Wendy Williams, Assistant Director for Integrated Children and Families Commissioning
Date	15/08/2022

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														
<p>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care who are classed as a looked after child, and through referral, could be in need of an Independent Visitor under this proposal and will be in receipt of the support.</p>															
<p>Age <i>percentage/profile of service user ages</i></p>	<p>NB: This data is as of July 2022</p> <table border="1" data-bbox="517 663 1385 864"> <thead> <tr> <th>Age</th> <th>Count of Age at Report End</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>19.30%</td> </tr> <tr> <td>5-10</td> <td>19.54%</td> </tr> <tr> <td>11-18</td> <td>61.17%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </tbody> </table>	Age	Count of Age at Report End	0-4	19.30%	5-10	19.54%	11-18	61.17%	Grand Total	100.00%				
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<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>NB: This data is as of July 2022</p> <table border="1" data-bbox="517 1032 1385 1189"> <thead> <tr> <th>Disability</th> <th>Count of Disability Flag at Report End</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>92.51%</td> </tr> <tr> <td>Yes</td> <td>7.49%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </tbody> </table>	Disability	Count of Disability Flag at Report End	No	92.51%	Yes	7.49%	Grand Total	100.00%						
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<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>NB: This data is as of July 2022</p> <table border="1" data-bbox="517 1357 1385 1559"> <thead> <tr> <th>Gender</th> <th>Count of Gender</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>41.99%</td> </tr> <tr> <td>Indeterminate</td> <td>0.23%</td> </tr> <tr> <td>Male</td> <td>57.78%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </tbody> </table>	Gender	Count of Gender	Female	41.99%	Indeterminate	0.23%	Male	57.78%	Grand Total	100.00%				
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<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>NB: This data is as of July 2022</p> <table border="1" data-bbox="517 1727 1385 2000"> <thead> <tr> <th>Ethnicity</th> <th>Count of Ethnicity</th> </tr> </thead> <tbody> <tr> <td>A1 - White British</td> <td>72.98%</td> </tr> <tr> <td>A2 - White Irish</td> <td>0.12%</td> </tr> <tr> <td>A3 - Any other White background</td> <td>5.03%</td> </tr> <tr> <td>A5 - Gypsy / Roma</td> <td>0.70%</td> </tr> <tr> <td>B1 - White and Black Caribbean</td> <td>6.67%</td> </tr> <tr> <td>B2 - White and Black African</td> <td>0.94%</td> </tr> </tbody> </table>	Ethnicity	Count of Ethnicity	A1 - White British	72.98%	A2 - White Irish	0.12%	A3 - Any other White background	5.03%	A5 - Gypsy / Roma	0.70%	B1 - White and Black Caribbean	6.67%	B2 - White and Black African	0.94%
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	<p>B3 - White and Asian 0.47%</p> <p>B4 - Any other mixed background 3.63%</p> <p>C1 - Indian 0.58%</p> <p>C4 - Any other Asian background 1.87%</p> <p>D1 - Caribbean 0.58%</p> <p>D2 - African 2.92%</p> <p>D3 - Any other Black background 0.70%</p> <p>E2 - Any other ethnic group 2.34%</p> <p>E4 - Information not yet obtained 0.47%</p> <p>Grand Total 100.00%</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
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Age	Not affected
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	