

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	P1 Children's Semi-Independent Care Support
Lead officer:	<i>Paul Burgin, Senior Commissioner and Project Manager, Joint Commissioning Unit, Chief Operating Officer</i>
Approved by:	Vernal Scott, Corporate Diversity Advisor
Date completed:	<i>12th April 2019</i>
Scheduled date for review:	<i>August 2020</i>

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Did you seek advice from the Public Health team?	No
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	Semi-Independent support and accommodation service		
2	Type of activity	Award of contract		
3	Scope of activity	Provision of semi-independent accommodation and support for looked after and leaving care children & young people based in Havering (in Council owned property).		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	The service will have an impact on individuals and groups		
6	If you answered NO:	N/a		

Completed by:	Paul Burgin, Senior Commissioner & Project Manager, Joint Commissioning Unit
Date:	12 th April 2019

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p>Background</p> <p>The service was specified to identify a service provider to deliver a semi-independent provision to children or young people in care locally at two properties owned by the local authority but to be operated by Provider A</p> <p>The overall aim is to ensure young people leaving care are placed in safe, instructive and homely semi-independent accommodation within Havering that is most suited to their requirements and represents best value to the Council.</p> <p>The provision will provide an overall flexible and responsive package of support and accommodation, alongside tailored packages of support, to young people in care to enable them to develop and maintain independence skills and develop strategies that will prepare them for their transition into adulthood.</p> <p>The London Borough of Havering has identified two properties, (former residential homes) one in Central Romford and the other in Harold Hill, for the provision of 24 hour semi-independent support for young people. One site will support young people aged 16-17 (up to the age of 18) and the second site from the age of 18 to 25 (if still in education).</p> <p>Each unit will accommodate six young people with a range of needs from medium to high. The authority is looking to allocate a block of support hours at each unit in order for young people to achieve successful full independence. Within this block of hours the Provider will be able to flex the support required by individuals to ensure it is responsive to fluctuating needs; this will be monitored through monthly reports and quarterly contract monitoring.</p> <p>Our expectation is that the Provider will identify experienced staff with the right skills and levels of resilience to work with the range of individuals that will be referred to the service. Both units will be staffed 24 hours a day with waking night staff to support those individuals who may go missing overnight or not return to the accommodation for any reason.</p> <p>There is a need for this type of accommodation for looked after and leaving care young people as we currently place a number of children and young people out of borough.</p> <p>Vision</p> <p>The service will contribute to Havering Children's Services vision of:</p> <p><i>'Enabling our children and families to live happy, healthy lives'</i> <i>'Enabling 'more children to be cared for locally'</i> <i>'Improving the life chances for children in care and listening to their voice'</i> <i>'Working in partnership with Children's Services to ensure the best quality care'</i> <i>'Helping young people grow up confidently'</i> <i>'Holding the highest aspirations for children in our care'</i></p>

Service Outcomes

Havering is seeking to continue to improve its semi-independent offer for young people by commissioning an outcomes-focused accommodation and support service from an experienced provider.

The Provider will be required to deliver the outcomes set out within this service specification and the individual outcomes detailed within young people's Individual Placement Contract (IPCs) and care planning documentation.

The Provider will deliver high quality, family orientated accommodation and support services, which is aspirational in achieving improved individual outcomes for young people.

This will be achieved through quality, child-centred support, commitment and innovation. It is required that Providers work to ensure that all young people are;

- Safe and feel safe
- Physically and mentally healthy and have access to services relevant to their physical, emotional and mental health needs
- Socially and emotionally resilient and understand how to and when to access appropriate support
- Achieving their potential in education, training or employment
- Enjoying, pursuing and developing skills within their individual areas of interests
- Listened to and participate in decision making in the planning of their care, the running of their home and their local community environment
- Provided with opportunities to form and maintain healthy and appropriate attachments and relationships with family, friends and support network
- Prepared with the skills required for successful independent living, including effectively managing their budget and all personal administration

Monitoring

Provider performance will be monitored by reviewing their ability to achieve and evidence improved outcomes of the young people placed within their provision.

Contract and Performance Management will include as a minimum:

- Quarterly Monitoring Returns
- Quarterly Contract Review Meetings
- Annual Performance Meetings
- Monthly Reports (to the allocated Social Workers and the Placement Team)
- Quality Standard
- Quality Assurance Visits

Further monitoring and evaluation methods will include; information gathering, feedback and consultation with young people, their families and relevant professionals (e.g. Social Care, CAMHS, Education). Information gathering may include;

- Evidence of how the Provider is meeting the young person's Care Plan/Placement

Plan, Education and Health Support plan and the IPC

- Information from stakeholders in respect to young people placed in the provision, including but not limited to; Social Workers, Independent Reviewing Officers, Education, Health and CAMHS Workers, Independent Visitors and Advocates
- Information obtained via the statutory review process
- Information regarding a Provider's on-going financial viability. The London Borough of Havering reserves the right to assess a Provider's financial viability at the Council's discretion
- Information obtained from other local authorities and professional bodies or agencies including safeguarding inspections and Serious Case Reviews
- Information regarding a provider's business continuity planning, to evidence that the service will be delivered reliably and consistently

Qualitative information may be gathered via formal and informal interviews, phone conversations, case studies, E-mails and questionnaires. Both parties will co-operate with any reasonable request to obtain the views of young people who live in the provision

Staff Training

The Provider shall ensure all Key workers and their line managers complete mandatory training, the minimum training requirements being:

- Diversity/Equal opportunities training e.g. Cultural Awareness training
- Health and Safety
- Manual Handling
- First Aid
- Child protection awareness including the London Child Protection Procedures published by the London Child Safeguarding Board
- Working with challenging behaviour/conflict resolution
- Disability awareness
- Mental Health Awareness Training
- Introduction to relevant legislation
- Drug and Alcohol Awareness
- Exploitation awareness (Sexual, Financial, Gangs and Religious)
- An understanding of outcomes based delivery of housing related support including needs and risk assessment and support planning
- Counselling skills

The Provider will have to evidence during the lifetime of the contract that staff are accessing training on a periodic basis.

Who will be affected by the activity?

Children in Care aged 16-17 and Care Leavers aged 18-25.

Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

Positive

✓

Neutral

Negative

Overall impact:

- Semi-independent care and support service will be accessible to all children and young people who may come into care or currently in care aged 16-17 or care leavers aged 18-25. The service will provide accommodation in borough for six individuals aged 16-17 and another six young people aged 18-25.
- It is expected that this will deliver improved outcomes and higher levels of independence for young people who when they leave this service will be equipped with the skills and strategies to manage their own property or accommodation when placed successfully.

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Evidence:

Table 1: The number of children in care by age Jan 2019, Havering

Count of Age		Count of Age		Count of Age	
Under One	7	Nine	10	Eighteen	54
One	6	Ten	14	Nineteen	32
Two	3	Eleven	9	Twenty	14
Three	2	Twelve	13	Twenty-One	2
Four	4	Thirteen	15	Twenty-Two	1
Five	4	Fourteen	17	Twenty-Three	2
Six	5	Fifteen	19	Twenty-Four	0
Seven	4	Sixteen	40	Twenty-Five	0
Eight	11	Seventeen	51		
				Grand Total	339

Table 2: Children looked after at 31 March by age, England

	Numbers					Percentage				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Age at 31 March (years)	68,810	69,470	70,400	72,590	75,420	100	100	100	100	100
Under 1	3,880	3,700	3,540	3,820	4,280	6	5	5	5	6
1 to 4	11,410	10,050	9,090	9,110	9,810	17	14	13	13	13
5 to 9	13,920	14,310	14,070	14,090	14,290	20	21	20	19	19
10 to 15	25,170	26,180	27,240	28,550	29,710	37	38	39	39	39
16 and over	14,440	15,240	16,470	17,030	17,330	21	22	23	23	23

Table 3: Care Leavers now aged 19,20 and 21 by age, England

			2016				2017				2018			
			All care leavers aged 19, 20 and 21 years old	19	20	21	All care leavers aged 19, 20 and 21 years old	19	20	21	All care leavers aged 19, 20 and 21 years old	19	20	21
Gender														
	Male		26,330	9,030	8,540	8,760	26,990	9,450	9,030	8,510	28,510	10,090	9,430	8,980
	Female		15,320	5,290	4,910	5,110	15,700	5,500	5,290	4,910	16,880	6,120	5,490	5,260
			11,010	3,740	3,630	3,650	11,290	3,950	3,740	3,610	11,630	3,970	3,940	3,720

Sources used:

Table 1: Havering's Business & Performance Team; January 2019

Table 2 & 3: Children looked after in England (including adoption year ending 31 March 2018, Department for Education <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>)

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓) the relevant box:		Overall impact:
Positive	✓	<p>The service to be provided is fully inclusive and steps would be taken to ensure that if a person with a disability was to be referred – they would be accommodated and where required adaptations made to ensure that a person with a disability would have access to the accommodation and benefit from the service we are looking to provide.</p> <p>The specification and contract outlines in detail our requirements of the Provider and duties in line with the Equality Act 2010 and the Public Sector Equality Duty and that staff have the appropriate training to work with people from a diverse background.</p>
Neutral		
Negative		

Evidence:

The provider awarded this contract will be fully compliant with the following clause

Table 1: Equal opportunities contract clauses.

<p>27 EQUAL OPPORTUNITIES</p> <p>27.1 The Supplier shall not unlawfully harass or victimise a person or discriminate either directly or indirectly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion, or belief, sex, or sexual orientation (the Protected Characteristics) and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof.</p> <p>27.2 The Supplier shall give due regard to the need to eliminate discrimination, advance equality and foster good relations within the meaning and scope of the Public Sector Equality Duty in Section 149 of the Equality Act 2010 in the execution of the Agreement.</p> <p>27.3 The Supplier shall take all reasonable steps to secure the observance of Clauses 27.1 and 27.2 by all servants, employees or agents of the Supplier and all suppliers and Subcontractors employed in the execution of the Agreement.</p> <p>27.4 The Supplier shall demonstrate to the Council that it has a policy to comply with its statutory obligations under the legislation referred to above in Clauses 27.1 and 27.2.</p> <p>27.5 If there should be any findings of unlawful discrimination made against the Supplier by any court or employment tribunal, or an adverse finding in a formal investigation by a Commission, the Supplier shall take appropriate steps to prevent repetition of the unlawful discrimination.</p> <p>27.6 The Council reserve the right to test the Supplier's equality performance</p>	
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through the life of the Agreement. The Supplier shall cooperate with the Council regarding the provision of a date and/or access for site visits as reasonably required by the Council.

Sources used:

Table 1: London Borough of Havering, Contract (terms and conditions), for the Provision of Support Services for Young People Aged 16-25 at two units in the Borough.

Protected Characteristic - Sex/gender: Consider both men and women

Please tick (✓) the relevant box:

Positive

✓

Neutral

Negative

Overall impact:

- Semi-independent care and support service will be accessible to all children and young people who may come into care or currently in care aged 16-17 or care leavers aged 18-25. The service will provide accommodation in borough for six individuals aged 16-17 and another six young people aged 18-25. With no regard to sex or gender.
- It is expected that this will deliver improved outcomes and higher levels of independence for young people who when they leave this service will be equipped with the skills and strategies to manage their own property or accommodation when placed successfully

Evidence:

Table 1: Children in Care data by gender at January 2019, Havering

Count of M/F	
M/F	Total
F	95
M	139
Grand Total	234

Table 2: Children looked after at 31 March by gender 2014-2018, England

					Numbers				Percentage			
					2014	2015	2016	2018				
All children looked after at 31 March					68,810	69,470	70,400	75,420	100	100	100	100
Gender					68,810	69,470	70,400	75,420	100	100	100	100
	Male				38,020	38,500	39,660	42,320	55	55	56	56
	Female				30,790	30,970	30,740	33,100	45	45	44	44

Table 3: Care leavers now aged 19,20 and 21 by age 2016-2018, England

		2016						2017				2018			
		All care leavers aged 19, 20 and 21 years old	19	20	21	All care leavers aged 19, 20 and 21 years old	19	20	21	All care leavers aged 19, 20 and 21 years old	19	20	21		
Gender															
	Male		26,330	9,030	8,540	8,760	26,990	9,450	9,030	8,510	28,510	10,090	9,430	8,980	
	Female		15,320	5,290	4,910	5,110	15,700	5,500	5,290	4,910	16,880	6,120	5,490	5,260	
			11,010	3,740	3,630	3,650	11,290	3,950	3,740	3,610	11,630	3,970	3,940	3,720	

Sources used:

Table 1 : Table 1: Havering's Business & Performance Team; January 2019

Table 2 & 3: Children looked after in England (including adoption year ending 31 March 2018, Department for Education <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities

Please tick (✓) the relevant box:

Positive	✓
Neutral	
Negative	

Overall impact:

- Semi-independent care and support service will be accessible to all children and young people who may come into care or currently in care aged 16-17 or care leavers aged 18-25. The service will provide accommodation in borough for six individuals aged 16-17 and another six young people aged 18-25. No Matter what race or ethnicity an individual has.
- It is expected that this will deliver improved outcomes and higher levels of independence for young people who when they leave this service will be equipped with the skills and strategies to manage their own property or accommodation when placed successfully.
- The specification and contract outlines in detail our requirements of the Provider and duties in line with the Equality Act 2010 and the Public Sector Equality Duty and that staff have the appropriate training to work with

people from a diverse background.

Evidence

Table 1: Havering's Children in Care data by ethnicity at January 2019

Count of Ethnicity	
Ethnicity	Total
Any other Asian background	17
White British	135
Any other White background	9
White and Black Caribbean	12
Any other mixed background	6
Black African	29
Black Caribbean	13
White and Black African	4
White Traveller of Irish Heritage	2
Any other ethnic group	3
Any other Black background	1
White and Asian	2
Bangladeshi	1
Grand Total	234

Table 2: Children looked after at 31 March by ethnic origin 2014 to 2018, England

			Numbers					Percentages				
			2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Ethnic origin			68,810	69,470	70,400	72,590	75,420	100	100	100	100	100
White			53,500	53,610	53,160	54,310	56,300	78	77	76	75	75
	White British		50,650	50,410	49,880	50,900	52,760	74	73	71	70	70
	White Irish		310	280	260	240	230	-	-	-	-	-
	Traveller of Irish Heritage		70	80	90	100	100	-	-	-	-	-
	Gypsy/Roma		230	260	280	320	360	-	-	-	-	-
	Any other White background		2,240	2,580	2,660	2,760	2,860	3	4	4	4	4
Mixed			6,430	6,370	6,390	6,750	7,150	9	9	9	9	9
	White and Black Caribbean		2,410	2,390	2,350	2,420	2,550	4	3	3	3	3
	White and Black African		670	660	660	700	770	1	1	1	1	1
	White and Asian		1,240	1,220	1,230	1,320	1,360	2	2	2	2	2
	Any other mixed background		2,100	2,090	2,160	2,310	2,480	3	3	3	3	3
Asian or	Asian British		2,550	2,680	3,100	3,400	3,400	4	4	4	5	5
	Indian		300	300	300	290	330	-	-	-	-	-
	Pakistani		800	870	850	890	940	1	1	1	1	1
	Bangladeshi		470	460	420	410	400	1	1	1	1	1
	Any other Asian background		990	1,050	1,530	1,800	1,730	1	2	2	2	2
Black or	Black British		4,640	4,990	5,240	5,280	5,370	7	7	7	7	7
	Caribbean		1,520	1,490	1,390	1,410	1,330	2	2	2	2	2
	African		2,250	2,590	2,950	2,840	2,960	3	4	4	4	4
	Any other Black background		870	920	910	1,030	1,080	1	1	1	1	1
Other ethnic groups			1,400	1,580	2,240	2,470	2,530	2	2	3	3	3
	Chinese		60	60	80	80	90	-	-	-	-	-
	Any other ethnic group		1,340	1,530	2,160	2,390	2,430	2	2	3	3	3
Other			300	240	270	390	670	-	-	-	1	1
	Refused		30	30	30	30	40	-	-	-	-	-
	Information not yet available		270	220	240	360	630	-	-	-	1	1

Table 3: Equal opportunities contract clauses.

27 EQUAL OPPORTUNITIES

- 27.1 The Supplier shall not unlawfully harass or victimise a person or discriminate either directly or indirectly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion, or belief, sex, or sexual orientation (the Protected Characteristics) and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof.
- 27.2 The Supplier shall give due regard to the need to eliminate discrimination, advance equality and foster good relations within the meaning and scope of the Public Sector Equality Duty in Section 149 of the Equality Act 2010 in the execution of the Agreement.
- 27.3 The Supplier shall take all reasonable steps to secure the observance of Clauses 27.1 and 27.2 by all servants, employees or agents of the Supplier and all suppliers and Subcontractors employed in the execution of the Agreement.
- 27.4 The Supplier shall demonstrate to the Council that it has a policy to comply with its statutory obligations under the legislation referred to above in Clauses 27.1 and 27.2.
- 27.5 If there should be any findings of unlawful discrimination made against the Supplier by any court or employment tribunal, or an adverse finding in a formal investigation by a Commission, the Supplier shall take appropriate steps to prevent repetition of the unlawful discrimination.
- 27.6 The Council reserve the right to test the Supplier's equality performance through the life of the Agreement. The Supplier shall cooperate with the Council regarding the provision of a date and/or access for site visits as reasonably required by the Council.

Table 4: Fair Access Diversity and Inclusion

The Provider will ensure that:

- A written statement of equal opportunity policy covering anti-discriminatory practice, bullying and harassment, hate crime and anti-social behaviour is in place along with a documented plan for implementing it. The effectiveness of the policy and plan is reviewed annually and updated in line with any legislative or good practice changes. Staff and service users will be made aware of the policy.
- Assessment, eligibility and allocations processes and procedures are kept up-to-date and ensure fair access to the service. The Provider will ensure that these documents are distributed to all relevant agencies and interested parties
- Referrals, acceptances and rejections to the service are monitored, records are maintained and written outcomes are provided to the referring party. The Provider will actively seek to ensure fair access to the service for young people from all protected

characteristics.

- Service users who are referred but are rejected, are written to and, where possible, signposted to alternative service provision
- Staff are sensitive and responsive to the diverse and/or complex needs of service users with protected characteristics, including, but not limited to, disability, race ethnicity, religion and sexual orientation. Staff will undertake appropriate training to ensure this (e.g. Diversity training, Cultural Awareness training, Disability Confidence training etc.).
- Service users are provided with information on organisations representing protected groups. Services users are also provided with relevant information on cultural and religious organisations and community centres
- The communication needs of all service users are catered for in terms of information in other languages or other suitable formats, with due regard to proportionality. The Provider shall ensure service users are aware of, and have access to, translation services where required (at no additional cost to the Council).
- The Provider shall ensure that service users are aware of, and have access to, an independent advocate who may pursue matters on their behalf within the service. Where the service user is unable to nominate anyone the Provider will seek to provide an appropriate independent advocate as requested. Service users must give their permission to the Provider in writing or by signing a form designed for this purpose for the advocate to pursue matters on their behalf within the service.
- Service users are able, and are supported, to observe their religious and cultural customs.

Sources used:

Table 1 : Table 1: Havering's Business & Performance Team; January 2019

Table 2: Children looked after in England (including adoption year ending 31 March 2018, Department for Education <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>

Table 3: London Borough of Havering, Contract (terms and conditions), for the Provision of Support Services for Young People Aged 16-25 at two units in the Borough.

Table 4: Service specification for the Provision of Support Services for Young People Aged 16-25. At two units in the Borough

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief		
Please tick (✓) the relevant box:		Overall impact: The service will have a neutral impact on this characteristic as the service will be provided in neutral way with no regard to a person's religious background or any other characteristic. This is in line with our expectation as outlined in the Equality Act 2010, the Public Sector Equality Duty and the service contract.
Positive		
Neutral	✓	
Negative		
Evidence: At present there is a lack of data on how religious belief and faith have an impact of providing services. We have an expectation that everyone accessing this service will be treated with respect and that the staff delivering this service have the skills, experience and knowledge to deliver this service competently.		
Table: 1 Equal opportunities contract clauses.		
27	EQUAL OPPORTUNITIES	
27.1	The Supplier shall not unlawfully harass or victimise a person or discriminate either directly or indirectly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion, or belief, sex, or sexual orientation (the Protected Characteristics) and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof.	
27.2	The Supplier shall give due regard to the need to eliminate discrimination, advance equality and foster good relations within the meaning and scope of the Public Sector Equality Duty in Section 149 of the Equality Act 2010 in the execution of the Agreement.	
27.3	The Supplier shall take all reasonable steps to secure the observance of Clauses 27.1 and 27.2 by all servants, employees or agents of the Supplier and all suppliers and Subcontractors employed in the execution of the Agreement.	
27.4	The Supplier shall demonstrate to the Council that it has a policy to comply with its statutory obligations under the legislation referred to above in Clauses 27.1 and 27.2.	
27.5	If there should be any findings of unlawful discrimination made against the Supplier by any court or employment tribunal, or an adverse finding in a formal investigation by a Commission, the Supplier shall take appropriate steps to prevent repetition of the unlawful discrimination.	
27.6	The Council reserve the right to test the Supplier's equality performance through the life of the Agreement. The Supplier shall cooperate with the Council	

regarding the provision of a date and/or access for site visits as reasonably required by the Council.

In general the religious make up in Havering was as follows:

Table 2: Havering Religious/ faith breakdown Havering 2011

2011	Number	Percentage of population (%)
All religions	237,232	100.0
Christian	155,597	65.6
Muslim	4,829	2.0
Hindu	2,963	1.2
Sikh	1,928	0.8
Jewish	1,159	0.5
Buddhist	760	0.3
Other religion	648	0.3
No religion	53,549	22.6
Religion not stated	15,799	6.7

Table 3: Fair Access Diversity and Inclusion Clause

Service users are able, and are supported, to observe their religious and cultural customs.

Sources used:

Table 1: London Borough of Havering, Contract (terms and conditions), for the Provision of Support Services for Young People Aged 16-25 at two units in the Borough.

Table 2: Religion/ faith data: *Census, Office of National Statistics, 2011*

Table 3: London Borough of Havering, Service Specification for the Provision of Support Services for Young People Aged 16-25 at two units in the Borough.

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		Overall impact: The service will have a neutral impact on this characteristic as the service will be provided in neutral way with no regard to a person's sexual orientation or any other characteristic. This is in line with our expectation as outlined in the Equality Act 2010, the Public Sector Equality Duty and the service contract.
Positive		
Neutral	✓	
Negative		

Evidence:

Table: 1 Equal opportunities contract clauses.

27 EQUAL OPPORTUNITIES	
27.1	The Supplier shall not unlawfully harass or victimise a person or discriminate either directly or indirectly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion, or belief, sex, or sexual orientation (the Protected Characteristics) and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof.
27.2	The Supplier shall give due regard to the need to eliminate discrimination, advance equality and foster good relations within the meaning and scope of the Public Sector Equality Duty in Section 149 of the Equality Act 2010 in the execution of the Agreement.
27.3	The Supplier shall take all reasonable steps to secure the observance of Clauses 27.1 and 27.2 by all servants, employees or agents of the Supplier and all suppliers and Subcontractors employed in the execution of the Agreement.
27.4	The Supplier shall demonstrate to the Council that it has a policy to comply with its statutory obligations under the legislation referred to above in Clauses 27.1 and 27.2.
27.5	If there should be any findings of unlawful discrimination made against the Supplier by any court or employment tribunal, or an adverse finding in a formal investigation by a Commission, the Supplier shall take appropriate steps to prevent repetition of the unlawful discrimination.
27.6	The Council reserve the right to test the Supplier's equality performance through the life of the Agreement. The Supplier shall cooperate with the Council regarding the provision of a date and/or access for site visits as reasonably required by the Council.

Sources used:

Table 1: London Borough of Havering, Contract (terms and conditions), for the Provision of Support Services for Young People Aged 16-25 at two units in the Borough.

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

Please tick (✓)
the relevant box:

Overall impact:

Positive

The service will have a neutral impact on this characteristic as the service will be provided in neutral way with no regard to a person's gender reassignment status or any other characteristic. This is in line with our expectation as outlined in the Equality Act 2010, the Public Sector Equality Duty and the service contract.

Neutral

✓

Negative

Evidence:

Table:1 Equal opportunities contract clauses

27 EQUAL OPPORTUNITIES

- 27.1 The Supplier shall not unlawfully harass or victimise a person or discriminate either directly or indirectly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion, or belief, sex, or sexual orientation (the Protected Characteristics) and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof.
- 27.2 The Supplier shall give due regard to the need to eliminate discrimination, advance equality and foster good relations within the meaning and scope of the Public Sector Equality Duty in Section 149 of the Equality Act 2010 in the execution of the Agreement.
- 27.3 The Supplier shall take all reasonable steps to secure the observance of Clauses 27.1 and 27.2 by all servants, employees or agents of the Supplier and all suppliers and Subcontractors employed in the execution of the Agreement.
- 27.4 The Supplier shall demonstrate to the Council that it has a policy to comply with its statutory obligations under the legislation referred to above in Clauses 27.1 and 27.2.
- 27.5 If there should be any findings of unlawful discrimination made against the Supplier by any court or employment tribunal, or an adverse finding in a formal investigation by a Commission, the Supplier shall take appropriate steps to prevent repetition of the unlawful discrimination.
- 27.6 The Council reserve the right to test the Supplier's equality performance through the life of the Agreement. The Supplier shall cooperate with the Council regarding the provision of a date and/or access for site visits as reasonably

required by the Council.

Sources used:

Table 1: London Borough of Havering, Contract (terms and conditions), for the Provision of Support Services for Young People Aged 16-25 at two units in the Borough.

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

Please tick (✓) the relevant box:

Positive

Neutral

Negative

✓

Overall impact:

The service will have a neutral impact on this characteristic as the service will be provided in neutral way with no regard to a person's marital or civil partnership status or any other characteristic. This is in line with our expectation as outlined in the Equality Act 2010, the Public Sector Equality Duty and the service contract.

Evidence:

Table1: Number of men marrying by age and previous marital status, 2016 (England & Wales).

Marital status	Marriages of opposite-sex couples																			80 and over	Age not stated ^d
	Total	Under 16	16	17	18	19	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 69	70 to 79				
Total	242,774	0	4	34	157	328	523	12,497	57,364	59,189	33,696	21,281	18,491	14,812	10,305	10,743	3,185	664	24		
Single	182,553	0	4	34	157	328	523	12,458	56,700	56,054	27,873	13,313	7,753	4,209	1,916	1,433	259	40	22		
Widowed	4,663	0	0	0	0	0	0	1	7	20	78	163	253	443	655	1,559	1,091	393	0		
Divorced	55,535	0	0	0	0	0	0	37	652	3,113	5,744	7,801	10,481	10,158	7,732	7,750	1,834	231	2		
Not State	23	0	0	0	0	0	0	1	5	2	1	4	4	2	2	1	1	0	0		

Table 2: Number of women marrying by age and previous marital status, 2016 (England & Wales)

Marital status	Marriages of opposite-sex couples																			Age not stated ^d
	Total	Under 16	16	17	18	19	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 69	70 to 79	80 and over		
Total	242,774	0	51	90	411	887	1,439	22,946	71,230	55,240	27,873	17,682	16,352	13,022	7,928	6,967	1,844	209	42	
Single	185,051	0	51	90	411	887	1,439	22,809	69,554	50,243	20,742	9,381	5,523	2,991	1,345	854	126	10	34	
Widowed	4,465	0	0	0	0	0	0	2	36	86	188	264	418	645	680	1,246	773	126	1	
Divorced	53,237	0	0	0	0	0	0	135	1,632	4,905	6,942	8,036	10,409	9,385	5,901	4,867	945	73	7	
Not State	21	0	0	0	0	0	0	0	8	6	1	1	2	1	2	0	0	0	0	

Table 3: Number same sex marriages by age and previous marital status, 2016 (England & Wales)

Marital status	Total	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 69	70 to 79	80 and over	Age not stated
Total	6,218	8	271	879	1,125	1,008	826	761	611	329	328	59	13	0
Single	5,511	8	270	870	1,092	942	722	633	483	225	215	42	9	0
Widowed	33	0	0	0	0	0	6	7	3	6	9	2	0	0
Divorced	674	0	1	9	33	66	98	121	125	98	104	15	4	0
Not State	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Sources used:

Tables 1, 2 & 3

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/marriagecohabitationandcivilpartnerships/datasets/marriagesinenglandandwales2013>

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

Please tick (✓) the relevant box:

Positive

✓

Neutral

Negative

Overall impact:

We do not hold data based on this protected characteristic in regards to Care Leavers and Children in Care, but there is an expectation as set out in our contract that a child or care leaver will be provided with support by the Provider and Children's Services in the identification of more appropriate accommodation for them and their child.

Until this information is available the Provider will provide the service in line with the duties and requirements under the Equality Act 2010 and the Public Sector Equality Duty.

Evidence:

Table1: Pregnancy – Service Specification

If a young person becomes pregnant their placement will not be immediately terminated, the Provider, Social Care and the Placement Team will provide support to the young person to transition to a more appropriate placement before the baby is born.

Table 2: The number of live births by Locality per quarter 2016.

2016	Quarter	North	Central	South	Havering
	Jan Feb Mar	321	299	217	837
	Apr May Jun	309	316	242	867
	Jul Aug Sep	328	316	218	862
	Oct Nov Dec	304	312	236	852

Sources used:

Table 1: London Borough of Havering, Service Specification, for the Provision of Support Services For Young People Aged 16-25 At two units in the Borough

Table 2: London Borough of Havering, Office for National Statistics, live births data (2013-16) 2017

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

Please tick (✓)
the relevant box:

Positive

✓

Neutral

Negative

Overall impact:

- Semi-independent care and support service will be accessible to all children and young people who may come into care or currently in care aged 16-17 or care leavers aged 18-25. The service will provide accommodation in borough for six individuals aged 16-17 and another six young people aged 18-25.
- It is expected that this will deliver improved outcomes and higher levels of independence for young people who when they leave this service will be equipped with the skills and strategies to manage their own property or accommodation when placed successfully
- *There is published research that suggests that the education of children in care has long been a concern for policy-makers, practitioners, foster carers, teachers and young people themselves. Government data and research have demonstrated an achievement gap between children in care and their peers that has sustained over many years.*

Furthermore, international research demonstrates that low educational attainment of children in care is an issue in many countries (Dill, Flynn, Hollingshead, & Fernandes, 2012). Research spanning several decades and three continents has also documented poor health, employment and general well-being outcomes of care experienced adults (Blome, 1997; Buehler, Orme, Post, & Patterson, 2000; Dill et al., 2012; Harris, Jackson, O'Brien, & Pecora, 2009; Jackson, 2013; Social Exclusion Unit, 2003).

Those who have been in care are more likely than the general population to be unemployed, have mental health problems, spend time in prison or psychiatric institutions or experience homelessness at some point in their lives (Centre for Social Justice, 2015; Jackson & McParlin, 2006).

Greater educational success has been linked to better long-term outcomes in the general population, so raising attainment is an important strategy to interrupt these negative life trajectories (Gorard, Beng, & Davies, 2012).

http://reescentre.education.ox.ac.uk/wordpress/wp-content/uploads/2015/09/ReesCentreReview_EducationalOutcomes.pdf

This service will have a focus on supporting and working with children in care and care leavers to achieve their full potential.

Evidence:

Table 1: Our Vision & Aims

Havering is seeking to continue to improve its semi-independent offer for young people by commissioning an outcomes-focused accommodation and support service from an experienced provider who will ensure that each young person placed is provided with the necessary support and opportunities to become a resilient, self-sufficient adult who;

- has a safe place to live independently in the future (either alone, in shared accommodation or with family)
- has the skills required to manage and maintain their tenancy in the long term
- is resilient, self-sufficient and aspirational with their life's ambitions
- understands how and when to access appropriate support
- **is engaged in or supported in seeking either employment, education or training.**

Table 2: Positive Activities

Providers should support young people to identify and take part in leisure, volunteering, education, training, employment, other activities and opportunities aimed at improving young people's self-esteem, confidence and economic well-being

Table 3: Not in education, employment or training (NEET)

	Havering	Havering	London	London	England	England
	Count	%	Count	%	Count	%
Male 16 and 17 year olds	110	3.7	5,120.00	5.8	38,340.00	6.6
Female 16 and 17 year olds	90	3.1	3,520.00	4.2	29,350.00	5.3

Sources used:

Table 1 & 2: London Borough of Havering, Service Specification, for the Provision of Support Services For Young People Aged 16-25 At two units in the Borough

Table 3: Havering Data Intelligence Hub, DFE 2017

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.	
Please tick (✓) all the relevant boxes that apply:	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact: <ul style="list-style-type: none"> • Semi-independent care and support service will be accessible to all children and young people who may come into care or currently in care aged 16-17 or care leavers aged 18-25. The service will provide accommodation in borough for six individuals aged 16-17 and another six young people aged 18-25. • It is expected that this will deliver improved outcomes and higher levels of independence for young people who when they leave this service will be equipped with the skills and strategies to manage their own property or accommodation when placed successfully • Providers should support young people to identify and take part in leisure, volunteering, education, training, employment, other activities and opportunities aimed at improving young people's self-esteem, confidence and economic well-being • The Provider is required to deliver the outcomes set out within this service specification and the individual outcomes detailed within young people's Individual Placement Contract (IPCs) and care planning documentation. The Provider will deliver high quality, family orientated accommodation and support services, which is aspirational in achieving improved individual outcomes for young people. This will be achieved through quality, child-centred support, commitment and innovation. It is required that Providers work to ensure that all young people are; <ul style="list-style-type: none"> ○ Safe and feel safe ○ Physically and mentally healthy and have access to services relevant to their physical, emotional and mental health needs ○ Socially and emotionally resilient and understand how to and when to access appropriate support ○ Prepared with the skills required for successful independent living, including effectively managing their budget and all personal administration 	
Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box No X	

Evidence:

Table 1: Our Vision & Aims

The Provider is required to fully understand the direction of travel for Children's Services in Havering. The Authority views this provision as an important element in contributing to its vision which is outlined below:

'Enabling our children and families to live happy, healthy lives'

'Enabling 'more children to be cared for locally'

'Improving the life chances for children in care and listening to their voice'

'Working in partnership with Children's Services to ensure the best quality care'

'Helping young people grow up confidently'

'Holding the highest aspirations for children in our care'

Havering is seeking to continue to improve its semi-independent offer for young people by commissioning an outcomes-focused accommodation and support service from an experienced provider who will ensure that each young person placed is provided with the necessary support and opportunities to become a resilient, self-sufficient adult who;

- has a safe place to live independently in the future (either alone, in shared accommodation or with family)
- has the skills required to manage and maintain their tenancy in the long term
- is resilient, self-sufficient and aspirational with their life's ambitions
- understands how and when to access appropriate support
- is engaged in or supported in seeking either employment, education or training
- is healthy, safe, and able to access to services relevant to their physical, emotional and mental health needs
- is able to maintain healthy and appropriate relationships
- effectively manages their finances and all personal administration
- makes a positive contribution to society
- has equal opportunities to reach their full potential

Table 2: Support

The vision is that young people will leave care as resilient, self-sufficient, aspirational individuals, equipped with the skills to achieve long-term successful independence. The provider is expected to deliver support packages in line with this vision and Provider success will be measured by the improved outcomes of the young people placed.

The Provider will undertake an assessment of support needs for each young person and agree support plans in line with Havering's Life Skills Programme (appendix 3) and with the contract from the young person's Social Worker/Personal Advisor.

The Provider is to ensure that young people are at the centre of the individual support planning process and have opportunities to feed into the production and regular review of their support plan.

Table 3: Outcomes

The Provider is required to deliver the outcomes set out within this service specification and the individual outcomes detailed within young people's Individual Placement Contract (IPCs) and care planning documentation.

The Provider will deliver high quality, family orientated accommodation and support services, which is aspirational in achieving improved individual outcomes for young people.

This will be achieved through quality, child-centered support, commitment and innovation. It is required that Providers work to ensure that all young people are;

- Safe and feel safe
- Physically and mentally healthy and have access to services relevant to their physical, emotional and mental health needs
- Socially and emotionally resilient and understand how to and when to access appropriate support
- Achieving their potential in education, training or employment
- Enjoying, pursuing and developing skills within their individual areas of interests
- Listened to and participate in decision making in the planning of their care, the running of their home and their local community environment
- Provided with opportunities to form and maintain healthy and appropriate attachments and relationships with family, friends and support network
- Prepared with the skills required for successful independent living, including effectively managing their budget and all personal administration

Sources used:

Table 1, 2 & 3: London Borough of Havering, Service Specification, for the Provision of Support Services For Young People Aged 16-25 At two units in the Borough

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u>	➔	COMPLETE SECTION 4: Complete action plan and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Health & Wellbeing	Positive feeling of well-being and independence		Monitoring various outcomes assigned in the pathway plan and referral document. SDQ Score	End of Placement	Children's Placement Manager or Children's Operational Team
Socio-economic	Into either sustainable employment, training or education		Monitoring various outcomes assigned in the pathway plan and referral document	End of Placement	Children's Placement Manager or Children's Operational Team.
Health & Wellbeing	Positive feeling of well-being and independence		Monitoring expected objectives and outcomes as set out in the pathway plan	Review of placements at 6 weeks and 12 months	Social workers or PA
Socio-economic	Into either sustainable employment, training or education		Monitoring expected objectives and outcomes as set out in the pathway plan	Review of placements at 6 weeks and 12 months	Social workers or PA
Socio-economic	Life Skills Programme		Monitoring and rating the attainment of the following life skills by the Provider. A Money Management and	Monthly submitted to LBH	Children's Placement Manager or Children's Operational Team

			Benefits B Food Management C Personal Appearance and Hygiene D Health E Housekeeping F Housing G Transport H Educational Planning I Job Seeking Skills J Job Maintenance Skills K Emergency and Safety Skills L Knowledge of Community Resources M Interpersonal Skills N Legal Skills O Pregnancy Prevention/Parenting		
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Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

The EqHiA will be reviewed annually as part of the annual review.

Scheduled date of review: August 2020.

Lead Officer conducting the review: Paul Burgin

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.