

Equality Impact Assessment
Corporate Assessment Template



Policy/Strategy/Project/Procedure/Service/Function Title:

Recommissioning of Accommodation & Support Services for Young People

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy?

Name: Jane Thomas

Job Title: AD (Housing & Communities)

Service Team: Housing & Communities

Service Area: Communities, Housing and Customer Services

Assessment Date: December 2017

1. What are the objectives of the Policy?

To recommission housing-related support services for young people. The recommissioning process will be undertaken in line with procurement and legal advice and in consultation with providers and services users, to secure quality services for service users and best value for Commissioners.

2. Please provide background information on the Policy / Strategy / Project / Procedure / Service / Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Support Services for Young People

Background

1. There are currently 9 providers delivering 17 different accommodation and support projects for young people, funded by 3 funding streams managed by the Council:
 - Supporting People Funding
 - Families First Funding
 - Children's Services funding
2. The Council currently receives Supporting People Programme Grant to provide housing-related support services. The Council commissions these services from third sector providers and, based on advice from both Legal Services and Commissioning & Procurement, has embarked on a phased recommissioning of the services. EIAs have already been prepared relating to the recommissioning of Generic Floating Support and Gender Specific services.

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3. Local Authorities have a duty to assess and meet the needs of eligible young people aged 16 plus who are homeless and to assist former Looked After Children with regards to their housing, education, training and employment. One of the Council's four corporate priorities is the supporting of vulnerable people. The Council believes that how we treat people in most need of support is a real test of the values of our city. This support aligns well with the preventative work required under the Housing (Wales) Act and Social Services and Wellbeing (Wales) Act.
4. There are three separate but interlinked support elements that are being commissioned: a 'one stop shop'; supported accommodation; and move-on accommodation and support.
One Stop Shop – In October 2015 the Council established a Young Person's Gateway to manage all accommodation and support for young people. The service operates as a partnership between Homelessness, Children's Services and Llamau, a third sector organisation which carries out homeless prevention and mediation services. It is intended to recommission the prevention and mediation work.
Supported Accommodation - There are currently 9 providers delivering accommodation under 15 different contracts, with the size of the contracts ranging from 4 units to 29 units. Overall 159 units of support are provided; generally a unit equates to a room.
Move-on and support – The Contractor will be expected to facilitate a range of safe, decent and affordable independent housing options. Floating support will be delivered in the home for young people moving into independent living accommodation. This will include training tenancies in social housing and support in the private rented sector.
5. The large number of providers and contracts increases administration and prevents effective contract management; it is more difficult to ensure consistency of service delivery and to monitor quality and it prevents economies of scale being achieved. In the current economic climate with reduction in funding likely, smaller contracts are less likely to be sustainable. It is also more difficult to ensure continuity of support for the young people under the current arrangements.
6. Overall there are opportunities to deliver greater economies of scale, reduce administration, improve contract management, improve the sustainability of services and improve the services users' journey by significantly reducing the number of contracts.

Proposal

7. It is therefore proposed to commission two larger contracts, both to deliver a mix of supported accommodation and floating support services for young people.

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8. The reduction in the number of contracts should generate significant economies of scale; it will also reduce administration and allow for more robust contract management. Only having two contractors will also allow greater alignment with council services and promote consistency of service for clients.

Data Review

A review of data relating to young people supported under the current contracts was undertaken.

Supported Young People - 2016/17 data

Gender		
Male	261	42.0%
Female	357	57.5%
Transgender	3	0.5%
Total	621	

Disability		
Male	27	4.3%
Female	26	4.2%
Transgender	0	0.0%
Total disabled	53	8.5%
Total	621	

Use of services was higher among women than among men and higher than for this age group in Cardiff as a whole where women make up 50.9% of the population aged 16 to 24.

The numbers identifying as disabled (8.5%) was nearly twice the level (4.6%) in the Cardiff population in this age group identifying as having a long-term health problem or disability.

Ethnicity		
White	476	76.6%
Mixed	56	9.0%
Asian	29	4.7%
Black	54	8.7%
Other	3	0.5%
Not Known	3	0.5%
Total	621	

Sexuality		
Heterosexual	554	89.2%
Gay	7	1.1%
Lesbian	6	1.0%
Bisexual	16	2.6%
Not Known	38	6.1%
Total	621	

Relatively few service users were from an Asian (4.7%) or White (76.6%) background compared to the population in the 16-24 age cohort in Cardiff as a whole (9.0% and 83.1% respectively), while the service users of Black (8.7%) and Mixed (9.0%) ethnicity is higher (2.0% and 3.5% respectively) than the equivalent figures for Cardiff.

[Source of Cardiff population figures: 2011 Census]

An analysis of sexuality was not available in the Census data.

3 Assess Impact on the Protected Characteristics

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3.1 Age

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on younger / older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Support for young people will be enhanced and monitoring of the outcome of services will improve as a result of the recommissioning.

The expectation is that the level of service to young people will remain unchanged however spend may reduce following recommissioning as it is anticipated that economies of scale will be delivered. It is not anticipated that there will be any reduction in the number of clients supported, however the type of service provision is likely to change following the completion of the full needs assessment.

What action(s) can you take to address the differential impact?

Positive impact is expected, careful specification of services will ensure that services for young people improve as a result of the recommissioning.

3.2 Disability

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	x		
Physical Impairment	x		
Visual Impairment	x		
Learning Disability	x		
Long-Standing Illness or Health Condition	x		
Mental Health	x		
Substance Misuse	x		
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The demographic data in the Data Review above shows that a high number of clients identify as disabled.

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Table A: Young People who Identify as Disabled

Lead Needs	%age
Learning Disabilities	9
Mental Health	58
Developmental Disorder	3
Substance misuse*	30

*For Supporting People reporting purposes includes substance misuse / alcohol

The figures in Table A above show the clients' identified needs in more detail. Of those young people who identified as having a disability, a very high level (58%) quoted mental health issues as a lead need.

It is not anticipated that there will be any negative impact on these clients. Positive impacts are anticipated from the greater expertise expected under the new arrangements in helping those with mental health difficulties. Accessible accommodation will also be a requirement of the new service.

What action(s) can you take to address the differential impact?

The specification of services will require that the provider have expertise in mental health issues in young people.

Careful monitoring and targeting of support will take place to ensure that no service users are unduly impacted by the change and that the most vulnerable are supported.

The Contractor will be advised of all the current available units for accommodation-based support and the specification makes a requirement that some of the units to be used in the service delivery must be suitable for those with disabilities. The details of which existing units are Disability Discrimination Act compliant will be identified.

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.

3.3 Gender Reassignment

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	X		

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Currently services are provided to a very small number of clients identifying as transgender. It is anticipated that the new arrangements will make it easier to move individuals between schemes to ensure appropriate accommodation is provided for the most vulnerable young people.

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no service users are unduly impacted by the change and that the most vulnerable are supported.

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.

3.4. Marriage and Civil Partnership

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No negative impact is expected as part of the change.

What action(s) can you take to address the differential impact?

As a rule the Young Person's Gateway does not generally accommodate couples. There are exceptions to this rule, but these are rare. Alternative provision exists to accommodate couples. No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change.

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment.

3.5 Pregnancy and Maternity

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Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	X		
Maternity	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The change will have a positive impact. Part of the service supports those who are pregnant. Provision for those with children will be dealt with as part of a separate commissioning process, and in the interim these services will remain unaffected.

What action(s) can you take to address the differential impact?

Delivery of the contract as outlined in the service specification will address the delivery of services to those who are pregnant. (NB those with children will be assisted via the separate recommissioning of Family Accommodation.)

Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported.

3.6 Race

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on the following groups?

	Yes	No	N/A
White		x	
Mixed / Multiple Ethnic Groups	x		
Asian / Asian British		x	
Black / African / Caribbean / Black British	x		
Other Ethnic Groups		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There is a differential impact identified as there is a high level of young people who identify as mixed race or black. It is anticipated the impact will be positive due to improvements in services. ...

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the

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most vulnerable are supported

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.

3.7 Religion, Belief or Non-Belief

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact identified.

What action(s) can you take to address the differential impact?

None anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported.

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.

3.8 Sex

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women	X		

Please give details/consequences of the differential impact, and provide supporting evidence,

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if any.
<p>There will be a differential impact as a result of the changes as there are a higher proportion of clients of services for young people who are female. The differential impact will be positive as it is anticipated that units of support will be sufficient to assist current client numbers. Indeed there could be positive impacts for both male and female clients as a result of the joined up services and clear pathway.</p>
What action(s) can you take to address the differential impact?
<p>None anticipated, however careful monitoring and targeting of support will take place to ensure that no service users are unduly impacted by the change and that the most vulnerable are supported</p> <p>Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.</p>

Sexual Orientation

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
<p>No impact identified.</p>
What action(s) can you take to address the differential impact?
<p>Delivery of the contract as outlined in the service specification will address the delivery of services to those with any sexual orientation and ensure that no groups are unduly impacted by the change.</p> <p>Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.</p>

3.10 Welsh Language

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Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

All Welsh language policies will be followed. Service users should be able to express a language preference upon first contact with services.

What action(s) can you take to address the differential impact?

The Welsh Language Act has been identified in the service specification in terms of requiring the Contractor to ensure they can facilitate responding to initial enquiries in the Welsh language where required and that all publicity materials must be bilingual as a minimum.

Delivery of the contract as outlined in the service specification will address the delivery of services in Welsh insofar as it is manageable within the contract amount.

Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring to ensure that no groups are unduly impacted by the change.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Consultation has taken place with current and prospective providers of services. Two workshops have taken place with all organisations that express an interest in tendering for the contract(s) having been invited to participate. A further workshop is planned for early 2018. These have and will provide an opportunity for potential suppliers to be involved in the design of services and to help inform the type and quality of services to be commissioned.

Consultation has taken place with service users to establish views on current services and what young people would like to change. These views will inform the specification for services.

It is proposed to involve service users in the evaluation of the tenders at the presentation stage.

Consultation on the specification of services will take place with representatives from Cardiff and Vale University Health Board, Careers Wales, the National Youth Advocacy Service and Registered Social Landlords.

5. Summary of Actions [Listed in the Sections above]

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Groups	Actions
Age	<p>The specification of services will require that the provider have expertise in mental health issues.</p> <p>Careful monitoring and targeting of support will take place to ensure that no service users are unduly impacted by the change and that the most vulnerable are supported</p> <p>Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment and in ongoing performance monitoring.</p> <p>The details of which existing units are Disability Discrimination Act compliant will be identified. This information to be sourced from the current landlords.</p>
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Jane Thomas	Date:
Designation: Assistant Director Housing and Communities	
Approved By: Sarah McGill	
Designation: Director of Communities, Housing and Customer Services	
Service Area: Housing & Communities	

7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk