

EQUALITY IMPACT ASSESSMENT

Supported Accommodation for Young People aged 16+, Strategic Commissioning



PLYMOUTH
CITY COUNCIL

STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

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| <p>What is being assessed - including a brief description of aims and objectives?</p> | <p>The impact of carrying out a procurement to secure and develop good quality supported living accommodation in Plymouth for young people in care, aged 16 and 17 and care leavers. Young people in care and care leavers need to be able to access a range of living accommodation, including provision such as foster placements and children's homes. For older young people, it is important to also be able to offer placements which focus on developing independent living skills, as preparation for adulthood. The aim of the procurement is to work with the current providers who offer good quality provision, and attract others to work with us to support Plymouth young people.</p> |
| <p>Author</p> | <p>Emma Crowther, Strategic Commissioning Manager</p> |
| <p>Department and service</p> | <p>Strategic Commissioning, People Directorate</p> |
| <p>Date of assessment</p> | <p>7th September 2020</p> |

STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act) | Evidence and information (eg data and feedback) | Any adverse impact <i>See guidance on how to make judgement</i> | Actions | Timescale and who is responsible |
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| <p>Age</p> | <p>Number of young people in care aged 16: 47 on 31/08/2020 Number of young people in care aged 17: 57 on 31/08/2020 Number of care leavers aged 18 (the majority of care leavers will move on from this type of provision before their 19th birthday): 39 on 31/08/2020</p> | <p>No adverse impact: The procurement will aim to increase the supply of suitable placements, offering greater choice in meeting the needs of young people.</p> | <p>Ensure that the specific needs of 16 and 17 year olds and care leavers are reflected in the specification for the service.</p> | <p>Strategic Commissioning – by the time of the tender launch. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p> |

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| <p>Disability</p> | <p>A proportion of young people in care and care leavers will have a diagnosed disability such as a learning disability. Some will have an undiagnosed disability. It is important that young people with a disability are not disadvantaged by using the service. On 31/08/2020, 24.0% of the children in care had a 'disability' according to classifications. For care leavers this figure was reported at 11.4%.</p> | <p>No adverse impact: providers selected by the procurement will need to demonstrate a full understanding of the needs of service users.</p> | <p>Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.</p> | <p>Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p> |
| <p>Faith/religion or belief</p> | <p>Young people in care and care leavers may follow a range of religions or faiths. It is important that they are supported by placement providers to practice their beliefs and engage with religious and faith communities as they wish.</p> | <p>No adverse impact: providers selected by the procurement will need to demonstrate a full understanding of the needs of service users.</p> | <p>Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.</p> | <p>Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p> |
| <p>Gender - including marriage, pregnancy and maternity</p> | <p>Young people in care and care leavers will require support with a range of gender issues, including pregnancy for a small proportion prior to their 19th birthday.</p> | <p>No adverse impact: providers selected by the procurement will understand the need to support young people into the next phase of their life. Providers will also need to understand the range of support services in the city to facilitate effective pathway planning.</p> | <p>Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.</p> | <p>Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p> |
| <p>Gender reassignment</p> | <p>A proportion of young people in care and care leavers will</p> | <p>No adverse impact: providers selected by the procurement will</p> | <p>Ensure that the specification and service delivery reflect</p> | <p>Strategic Commissioning – by the time of the tender launch</p> |

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| | require support in considering issues related to gender reassignment | understand the need to support young people into the next phase of their life. Providers will also need to understand the range of support services in the city, including health partners, to facilitate effective pathway planning. | the full range of needs of the young people using the service. | and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning. |
| Race | The SSDA903 return to DfE showed that 94.2% of the Plymouth children in care population define themselves as White (as at 31/03/2020) Those identifying as White British or White English equated to 88.7% of the Plymouth children in care population. This figure excludes those identifying as White, White Irish and White Other. | No adverse impact: providers selected by the procurement will respect all races, including any specific cultural preferences. | Ensure that the specification and service delivery reflect the full range of needs of the young people using the service. | Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning. |
| Sexual orientation - including civil partnership | Young people in care and care leavers will mirror the wider population, with a range of sexual orientation. | No adverse impact: providers selected by the procurement will respect all sexual orientation. | Ensure that the specification and service delivery reflect the full range of needs of the young people using the service. | Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning. |

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

| Local priorities | Implications | Timescale and who is responsible |
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| Reduce the gap in average hourly pay between men and women by 2020. | None. Providers will support all service users, regardless of gender, to engage with training and education opportunities, to ensure that young people are maximising their opportunities for future employment. | N/A |

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| <p>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</p> | <p>Young people would be routinely supported by placement staff in the event of any hate crime incidents and encouraged to report any incidents.</p> | <p>Placement providers - ongoing</p> |
| <p>Good relations between different communities (community cohesion)</p> | <p>Young people will be supported by placement staff to engage appropriately with their local community and develop the skills needed to live as responsible adults.</p> | <p>Placement provider – ongoing</p> |
| <p>Human rights Please refer to <i>guidance</i></p> | <p>Ensuring a sufficient supply of good quality placements in Plymouth and the surrounding areas will enable young people to have a choice about where they live, in an environment that best meets their needs and supports their future life opportunities.</p> | <p>Strategic Commissioning – checked via contract monitoring.</p> |

STAGE 4: PUBLICATION

Responsible Officer Anna Coles  Date 15/9/20

Service Director, Integrated Commissioning