

EQUALITY IMPACT ASSESSMENT – COMMUNITY

Wood View Short Breaks Facility – In-Sourcing

STAGE I: What is being assessed and by whom?	
<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010</p> <p>Short breaks are part of a continuum of services which support children in need and their families. They include the provision of day, evening, overnight and weekend activities for the child or young person, and can take place in the child's own home, the home of an approved carer, or in a residential or community setting (<i>DCSF, Short Breaks: Statutory Guidance on how to safeguard and promote the welfare of disabled children using short breaks, April 2010 at para 2.1</i>).</p> <p>In March 2021 the Woodlands Governing Body decided to temporarily close the Wood View Short Breaks home, due to a lack of sufficient suitably qualified staff and management to be able to run the provision safely. Woodlands School Governing Body have since undertaken a consultation with regard to the longer term future of Wood View Children's Home. The consultation was completed on 9th May 2021 and the Governing Body have considered the findings, and have made a decision to close Wood View Children's Home. There were fourteen families who were accessing the service plus two families waiting to access the service. These families are currently being supported by the PCC Children with Disabilities service to receive alternative support while longer term decisions are made.</p> <p>However, the need for a service offering overnight short breaks away from the family home for Plymouth families of children with medical and physical needs remains. The SEND Local Offer and the Short Breaks Statement for the city has consistently identified that there is a need for specialist residential short breaks provision for this cohort of children as alternative provision, such as family based short breaks, are not always able to meet the complex medical needs of the children.</p> <p>The recommendation is to in-source the provision from Woodlands School in to Plymouth City Council (PCC) via TUPE of existing staff and asset transfer, to secure the availability of the provision for families. This EIA considers the impact on</p>
<p>Responsible Officer</p>	<p>Dr. Ming Zhang, Service Director, Education, Participation and Skills</p>

STAGE 1: What is being assessed and by whom?	
Department and Service	Education, Participation and Skills (EPS)
Date of Assessment	29 June 2021
Author	Mark Mortimer MBE

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	Children and young people (CYP) under 18 account for 20 per cent of our population, with 18 per cent being under 16.	No. In-sourcing will maintain service provision and adherence to statutory duties and regulation	In-house provision provides the opportunity to ensure service continuity and a more direct line of accountability for quality. It also provides the opportunity to consider integrated working with other in-house services. By bringing the service in-house it will be possible to agree places for children who have complex medical and health needs and who might otherwise not be offered a place by a commercial provider as they may not consider	June – October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

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			that their provision could meet the needs of the children. Some children's needs require a high staff ratio and if the provision was not in-house they might not be able to access a place.	
Disability	<p>This service being considered provides an offer for children with complex physical disabilities and health needs. Many of the children have associated additional needs.</p> <p>When compared with its statistical neighbours, Plymouth has continued to see a year-on-year increase in pupils identified with special educational needs and disabilities. The 2020 School Census identified 6625 school age children with SEND (17.1% of the school age population and the national average is 14.8%)</p>	No adverse disability related impact has been identified as a consequence of the project or its related work packages.	The approach will contribute to making sure that the LA is operating within legislation and guidance and this will continue to be adhered to.	June-October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

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	<p>In June 2021 there are 2376 children and young people aged 0-25 years old with an Education, Health and Care Plan.</p> <p>With the introduction of Education, Health and Care Plans in September 2014, early data indicates an initial fall in the number of requests for statutory assessment and the impact of the legislative changes will be monitored. Many of the children with Education, Health and Care Plans have complex medical needs, including continuing healthcare and mental health issues.</p> <p>School Census 2020 reported that of the school age children with identified SEND:</p> <p>4% - physical disability (266 children)</p> <p>0.3% - profound learning disability (21 children)</p>			

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	<p>0.3 % multi sensory needs (22 children)</p> <p>In the broader group of children with special educational needs/disability (including those without a Education Health and Care Plan), it has been identified that there are currently around 1,500 children and young people identified with communication interaction needs, including Autistic Spectrum Condition, on the school aged caseload for specialist support. Of these young people, 20% are identified as having significant and challenging needs.</p> <p>People with disabilities may experience harassment and discrimination. Consultation feedback tells us that children with disabilities often worry about being bullied.</p> <p>People with disabilities are less likely to feel valued and</p>			

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	score poorly against happiness and life satisfaction measures. People with disabilities report higher levels of anxiety and this has marginally increased as a result of the COVID-19 pandemic (4.47 out of 10, compared with 2.91 out of 10)			
Faith, Religion or Belief	There is no specific CYP data for this category. However, data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish or Sikh religion combined totalled less than 1%. 58.1% of those who responded declared themselves to be Christian. 0.8% declared that they were of Islam, 0.3% Buddhist; 0.2% Hindu; 0.1% Jewish; 0.1% Sikh. 0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh	This project and its work packages will not discriminate against faith, religion or belief as those affected will have social equality proactively enhanced. The in-scope service and functions affected will work with all CYP & partners, irrespective of faith, religion or belief.	A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection legislation and requirements.	Ongoing. Policy and Intelligence Team

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	such as Paganism or Spiritualism.			
Gender - including marriage, pregnancy and maternity	Analysis from the Office for National Statistics shows that one in five women (compared to 4% of men) have experienced some type of sexual assault since the age of 16. The Women and Equalities Select Committee are currently holding full inquiries on sexual harassment of women and girls in public places following the emergence of widespread allegations of sexual assault and harassment across the UK. A previous inquiry into sexual harassment and sexual violence in schools found that the sexual harassment and abuse of girls is accepted as part of daily life. Although there is a lack of data on this issue, survey results have shown that 59% of girls aged 13-21 have faced some form of sexual harassment at school or college in the past	The project and its work packages will not discriminate against gender, as those affected will have social equality proactively enhanced. The services affected by the requirements of the project and its work packages will work with all eligible CYP, irrespective of gender.	A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection and child protection legislation and requirements The Authority will ensure service accessibility via on-going commissioning management Children's home staff will receive relevant training in identifying abuse and harm, and also in equality issues.	Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles

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	<p>year and almost a third (29%) of 16-18 year old girls have experienced unwanted sexual touching at school. In 2014, approximately 30 girls aged under 18 conceived for every 1,000 women aged 15-17 years in this area. This is higher than the regional average (approximately 19 per 1,000). The area has a higher teenage conception rate compared with the England average (approximately 23 per 1,000), although there is a downward trend in under 18 conceptions in Plymouth.</p>			
Gender Reassignment	<p>Many young people experiencing gender issues who decide to Transition, may do so around the onset of puberty and this can bring them into conflict with parents, family and friends, who may find it difficult to accept their gender identity. Younger children can only Transition with parental consent, when this is given,</p>	<p>No gender reassignment related impact has been identified. The service affected by the project and its work packages will work with all CYP, regardless of gender reassignment.</p>	<p>PCC will ensure service accessibility via on-going operational management.</p> <p>Children's home staff will be trained in recognising and understanding equality and diversity.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>

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	<p>and accompanied with a diagnosis of gender dysphoria, they may be given drugs to delay the onset of puberty until they reach the age of consent.</p> <p>There is very little data to draw on when looking to provide a local Plymouth picture of gender identity issues, particularly as LGBT+ is the commonly used acronym to describe a number of different groups; Lesbian, Gay, Bisexual describe sexual orientation, (who you are emotionally, romantically or sexually attracted to), and Trans to describe gender identity, (whether an individual identifies that they are male or female or some other gender which does not fit into binary terminology). The '+' refers to those with a sexual orientation or gender identity which does not easily fit into the standard terms LGBT. As information is often grouped</p>			

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	<p>together under LGBT+ it makes it difficult to identify issues relating just to gender identity and to separate out any supporting data.</p> <p>Evidence shows that when people reveal their gender preference, they are exposed to a risk of discrimination, bullying and hate crime and are more likely to report mental health conditions and to attempt suicide than the general population. Dealing with victimisation can be difficult, for those Trans individuals who decide to Transition or not, evidence shows that other emotional or psychological issues may arise which can lead to life changing events such as homelessness, loss of employment or rejection by family and friends. Other known issues include the lack of gender neutral facilities in public spaces and the feeling of frustration of</p>			

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	having to change or explain legal documents (driver's license, passport, titles to property, diplomas, etc.)			
Race	<p>White British boys are less likely to do well in education than most Black and Minority Ethnic Communities (BAME) pupils. Pupils from Indian and Chinese communities outperform White British pupils whilst children from Black Afro Caribbean, Pakistani, and Bangladeshi communities do less well. Roma and Irish Traveller children do least well. Some areas of the city are more diverse than others: the area around the university, the city centre, Stonehouse and the East End are among the most diverse.</p> <p>Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. There is a strong correlation between areas</p>	<p>151 hate incidents were reported in 2016 (of which 64% were race incidents) and 392 hate crimes reported in the past year.</p> <p>The in-scope services and functions affected will work with all CYP, irrespective of race.</p> <p>Recent anecdotal evidence in some areas suggests that comprehensive, person centred assessments may be adversely effected by language and cultural barriers.</p>	<p>PCC will ensure service accessibility via on-going operational management.</p> <p>Appropriate measures need to be put in place to ensure that language barriers do not adversely affect person centred assessments.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>

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	with high levels of deprivation and low levels of community cohesion.			
Sexual Orientation -including Civil Partnership	There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) CYP in Plymouth. If such data were held, specifics would not be published owing to the sensitivity of the information, especially within this most vulnerable group.	No adverse impact has been identified in services affected by the project or its work packages.	PCC will ensure service accessibility via on-going operational management.	June-October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

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?
Reduce the inequality gap, particularly in health between communities.	The proposal aims to ensure that provision is available to contribute to the short breaks needs of children with complex disabilities. The availability of the short breaks home will help to reduce the impact of inequalities on children with complex disabilities, by offering them support to meet their needs, and opportunities to socialise with peers. The provision of the support will also help to maintain families, and ensure that other family members are able to have a break from caring.	June-October 2021 (with benefit realisation throughout 2022 and beyond). Ming Zhang

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Local Priorities	Implications	Timescale and who is responsible?
Good relations between different communities (community cohesion).	<p>No adverse impact on community cohesion has been identified, as support from statutory requirements will enable CYP & their families to access good quality support and services whatever their circumstances.</p> <p>A Registered Children's Home must undertake a Locality Risk Assessment, and this will include consideration of local relations.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>
Human Rights	<p>All CYP should be treated fairly, their views taken into account and that their human rights respected. No adverse impact on human rights has been identified.</p>	<p>June-October 2021 (with benefit realisation throughout 2022 and beyond).</p> <p>Ming Zhang</p>

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Ming Zhang	Date	29 June 2021