

EQUALITY IMPACT ASSESSMENT – COMMUNITY

Early Help & Targeted Support

| STAGE 1: What is being assessed and by whom? | |
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| What is being assessed - including a brief description of aims and objectives? | <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>Early Help - In order to deliver an effective integrated Early Help offer we will create a network of community-based Family Hubs, offering support to CYP aged 0-19, their families and carers. The Family Hub model is a 'one-stop-shop' for families with children of all ages, offering support and signposting. The locations of Family Hubs would need to align with local need and the most effective children's centre buildings, whilst recognising the interdependencies with the aims of the wellbeing hubs.</p> <p>Targeted Support - The project will create a small number of Targeted Support Teams; located so that they work across the PCC city-wide footprint. Co-location of practitioners working with more complex families would allow professionals to work creatively together, including shared assessments of need and risk, to ensure that any service offer is collectively managed and sequenced by a multi-disciplinary approach. Professionals will be deployed from the Targeted Support Teams to support Family Hubs staff and deliver interventions to families in the community, including the homes of CYP & families and from the family hubs themselves. The Targeted Support Teams would offer services such as crisis response to prevent escalation, as well as an interface with related services such as the parent and child offer and complex lives alliance.</p> <p>The EH&TS project has adopted a system approach to strategic participation, to ensure the voices of children, young people & families (CYP&F) are captured and embedded into system improvements.</p> |
| Responsible Officer | Anna Coles – Director of Integrated Commissioning |
| Department and Service | People, Strategic Cooperative Commissioning |
| Date of Assessment | 9 th May 2019 |
| Author | Mark Mortimer MBE |

| STAGE 2: Evidence and Impact | | | | |
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| Protected Characteristics (Equality Act) | Evidence and information (e.g. data and feedback) | Any adverse impact? | Actions | Timescale and who is responsible? |
| Age | There 60,200 CYP aged 0-19 in the city (22.9% 2015). Of the 16 SW authorities we have the fifth highest percentage of children and young people (under 18). CYP under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16. | No. Intentions confirm the ambition to truly give every Child the “Best Start to Life”, by commissioning a place based Integrated Children, Young People and Families services/covering wellbeing, physical and mental health, social care and education. Children, young people and families will be supported to stay healthy, achieve and aspire. This proposal takes into account the health and well-being of children, young people and their family’s levels of disposable income and poverty and aims to minimise the impact on outcomes of children and young people by delivering a partnership approach to address need. | Identify areas of greater efficiency and potential savings whilst exploring better ways to deliver our statutory obligations by increasing our commissioning approach and reducing our direct provision of services. Where services are shared with partners we will ensure that efficiencies are maximised to deliver cost effective and sustainable offers. | July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond). Anna Coles |
| Disability | There are 3,142 children with disability. Plymouth schools report that of every 1,000 children 17.5 have a | No adverse disability related impact has been identified as a consequence of the project or its | The project and its workstreams aim to improve the collaboration between teams and | July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond). |

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| | <p>learning difficulty.</p> <p>Young people felt that disability can lead to things like social isolation and bad behaviour. Schools should be made more aware of individuals' circumstances as many disabilities are hidden.</p> <p>Young carers should have more understanding from teachers about the difficulties they face.</p> <p>There has to be an expectation when people leave school that they can access further education, get a job, get a home, have a relationship etc.</p> | <p>related workstreams.</p> <p>Scoping for the appropriate buildings for the establishment of community-based Family Hubs will include assessment of accessibility.</p> | <p>agencies that support Children & Young People (CYP), especially those with Special Education Need and/or a Disability (SEND).</p> <p>The project will develop a workforce, to ensure that Education Health & Care Plans (EHCP), Continuing Healthcare Checklists (CHC) and related processes are considered where appropriate.</p> | <p>Anna Coles</p> |

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| <p>Faith, Religion or Belief</p> | <p>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 such as Paganism or Spiritualism.</p> | <p>This project and its workstreams will not discriminate against faith, religion or belief as those affected will have social equality proactively enhanced. The in-scope services and functions affected will work with all CYP & partners requiring EH&TS services, irrespective of faith, religion or belief.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p> | <p>A periodic, comprehensive census is required to capture relevant data related to CYP, within the confines of data protection legislation and requirements.</p> <p>The Authority will ensure service accessibility via on-going commissioning management</p> | <p>Ongoing. Policy and Intelligence Team</p> |
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| <p>Gender - including marriage, pregnancy and maternity</p> | <p>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 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</p> | <p>The project and its workstreams 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 workstreams will work with all CYP, irrespective of gender.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p> <p>The project will consider victims/potential victims of gender based violence and/or abuse. Commissioning will consider the extent to which the workforce needs to be able to identify this, and the services that may need to consider how to adapt support to keep those affected safe.</p> | <p>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</p> <p>The Authority will ensure service accessibility via on-going commissioning management</p> | <p>Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles</p> |
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| | <p>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>There is no specific CYP data for this category, but given the average age for presentation for reassignment of male-to-females is 40-49. For female-to-male the age group is 20-29, it is anticipated the number of CYP affected in the city is small.</p> | <p>No gender reassignment related impact has been identified. The services affected by the project and its workstreams will work with all CYP, regardless of gender reassignment.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p> | <p>PCC will ensure service accessibility via on-going commissioning management.</p> | <p>July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond).</p> <p>Anna Coles</p> |
| Race | <p>White British boys are less likely to do well 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.</p> | <p>PCC is acutely aware of the 151 hate incidents 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 race.</p> | <p>PCC will ensure service accessibility via on-going commissioning 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>July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond).</p> <p>Anna Coles</p> |

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| | <p>Roma and Irish Traveller children do least well. Overall schools with high ethnic mix tend to do better than those that are more monoculture. Locally at the current time immigration is not significantly adding to the pressure on school places as migrant children tend to attend schools that would otherwise have unwanted places. 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. Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. Whilst rates are poor across the City they are not especially so amongst (BAME). The Plymouth Wellbeing Survey 2014 found that 52.7 per cent of Plymouth residents felt that people from different backgrounds get on well together in their local area. Non-white British residents were more likely to agree that people from different backgrounds get on well together (68 per cent)</p> | <p>Recent anecdotal evidence in some areas suggests that comprehensive, person centred assessments may be adversely effected by language and cultural barriers.</p> | | |
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| | compared with white British residents (51 per cent). There is a strong correlation between areas 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 workstreams. | PCC will ensure service accessibility via on-going commissioning management. | July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond). Anna Coles |

| STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken | | |
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| Local Priorities | Implications | Timescale and who is responsible? |
| Reduce the inequality gap, particularly in health between communities. | <p>The actions identified above will positively impact on CYP & their families. The statutory requirements and proposals highlighted in briefing papers will reduce the inequality gap. This proposal takes into account the health and well-being of CYP & their family's levels of disposable income and poverty and aims to minimise the impact on outcomes of children and young people by delivering a partnership approach to address need.</p> <p>CYP & families will experience improved EH&TS services which will support them. We and our partners are committed to being an effective, caring, and ambitious in our delivery of EH&TS and other CYP related services.</p> | <p>July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond).</p> <p>Anna Coles</p> |

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| Local Priorities | Implications | Timescale and who is responsible? |
| | We care both about and for the CYP & families in our community and seek to give them the quality of life to thrive and to fulfil their ambitions. Commissioning strategies, action plans and workforce development will improve cooperation between all the services that support CYP & their families. | |
| Good relations between different communities (community cohesion). | 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. | July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond). Anna Coles |
| Human Rights | It is important that all CYP are treated fairly, their views are taken into account and that their human rights have been respected. No adverse impact on human rights has been identified. | July 2019 – April 2021 (with benefit realisation throughout 2019 and beyond). Anna Coles |

| STAGE 4: Publication | | | |
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| Director, Assistant Director/Head of Service approving EIA. | Anna Coles | Date | 14 th May 2019 |