

EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

Section A

1. Name of Activity (EQIA Title):	Unregulated Accommodation and Support Pathway
2. Directorate	Children, Young People and Education
3. Responsible Service/Division	Strategic Commissioning

Accountability and Responsibility

4. Officer completing EQIA Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Robin Cahill
5. Head of Service Note: This should be the Head of Service who will be approving your submitted EQIA.	Clare Maynard
6. Director of Service Note: This should be the name of your responsible director.	Sarah Hammond

The type of Activity you are undertaking

7. What type of activity are you undertaking?	
Tick if Yes	Activity Type
	Service Change – operational changes in the way we deliver the service to people.
√	Service Redesign – restructure, new operating model or changes to ways of working
	Project/Programme – includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.
√	Commissioning/Procurement – means commissioning activity which requires commercial judgement.
	Strategy /Policy – includes review, refresh or creating a new document
	Other – Please add details of any other activity type here.

8. Aims and Objectives and Equality Recommendations – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

Kent County Council currently purchase two separate services, namely, an Accommodation Service for Older Children in Care and Care Leavers Aged 16-21 (known as 'KCC Shared Accommodation'.) and the Young People Supported Accommodation and Floating Support (YPSAFS) service. These services are delivered by different organisations on behalf of KCC. The contracts for both services are due to end on the 31 March 2023.

The Council is working to redesign and align the accommodation and support pathway for Care Leavers, Children in Care and Children in Need 16- and 17-year-olds. This includes purchasing a good range of stable,

safe, and well-maintained accommodation and support services that are flexible to meet individual and changing demands. The specifications for the proposed new services and pathway and is currently being developed with key stakeholders.

The aim of the activity is to commission adequate accommodation ensuring equal access to all eligible children and young people and that there are no restrictions based on protected characteristics. The process will include stakeholder engagement including consultation with children and young people, to produce a new operating model for an Unregulated Accommodation and Support Pathway prior to going out to procurement.

Section B – Evidence

Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.

9. Do you have data related to the protected groups of the people impacted by this activity? <i>Answer: Yes/No</i>	Yes
10. Is it possible to get the data in a timely and cost effective way? <i>Answer: Yes/No</i>	Yes
11. Is there national evidence/data that you can use? <i>Answer: Yes/No</i>	Yes
12. Have you consulted with Stakeholders? <i>Answer: Yes/No</i> <i>Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.</i>	Yes
13. Who have you involved, consulted and engaged with? <i>Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.</i>	
Children and Young People (service users) Staff (service providers) Support Staff (service providers) KCC Staff (internal) District and Borough Staff (external) Kent Police	
14. Has there been a previous equality analysis (EQIA) in the last 3 years? <i>Answer: Yes/No</i>	Yes – separate EqIA’s were submitted for both services in July 2021. Prior to that previous EqIA was August 2017.
15. Do you have evidence/data that can help you understand the potential impact of your activity? <i>Answer: Yes/No</i>	Yes
Uploading Evidence/Data/related information into the App <i>Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you</i>	Upload Sufficiency Strategy

have this information to upload as the Equality analysis cannot be sent for approval without this.

Section C – Impact

16. Who may be impacted by the activity? Select all that apply.

Service users/clients <i>Answer: Yes/No</i>	Yes	Residents/Communities/Citizens <i>Answer: Yes/No</i>	Yes
Staff/Volunteers <i>Answer: Yes/No</i>	Yes		

17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? *Answer: Yes/No*

Yes

18. Please give details of Positive Impacts

The development of an Unregulated Accommodation and Support Pathway through the recommissioning of both the Shared Accommodation service and YPSAFS service through a joint procurement will offer the opportunity to build on lessons learnt from the previous contracts and improve the overall service offering.

The aim of the activity is to ensure service users are accessing safe, secure, and well-maintained accommodation at the correct price point for KCC. Service users will benefit from an improved service that offers a defined step-down pathway to assist young people to achieve full independence.

The recommissioning of Shared Transitional Accommodation and YPSAFS Service will ensure that we shape the service around the wants and needs of children and young people with a focus on long term impact and achieving positive outcomes whilst also ensuring that resources are used effectively across the whole service pathway.

Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

19. Negative Impacts and Mitigating actions for Age

a) Are there negative impacts for age? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
b) Details of Negative Impacts for Age	<p>This commissioning exercise will affect 16–25-year-olds Children in Care and Care Leavers as well as 16-17 Children in Need. Any changes will apply to these cohorts only.</p> <p>There are currently 75 young people (13%) over 21 within Shared, and 13 young people in YPSAFS (8%).</p> <p>The Shared Accommodation service predominantly accommodates UASC new arrivals, as well as accommodating citizen 16/17-year-old Children in Care and 18+ citizen Care Leavers. Current ratio is 90% non-citizen, 10% citizen.</p> <p>The number of 16/17 year olds has decreased from 107 (March 2021) to 75 (March 2022) due to the implementation of the National Transfer Scheme where KCC are now capped to accept 242 UASC.</p> <p>The majority of 18+ service users are former UASC that</p>

	<p>have aged through this provision.</p> <p>It is proposed that the new service will include the delivery of transitional outreach support into shared for new placements in response to feedback from practitioners and service users. This will have a positive impact as Service Users are supported in developing their independent living skills and settling within the local community.</p>
c) Mitigating Actions for age	<p>Engage with range of stake holders to establish potential impact. Ensure EQIA is shared.</p> <p>All non-eligible former Children in Need young adults will be signposted to Adult services and the Local Housing Authorities.</p> <p>Ensure practitioners are making young people aware of which cohort they are and expectations around move on.</p>
d) Responsible Officer for Mitigating Actions - Age	Robin Cahill
20. Negative Impacts and Mitigating actions for Disability	
a) Are there negative impacts for Disability? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
b) Details of Negative Impacts for Disability	Several of the current provisions in the YPSAFS service do not offer disabled access.
c) Mitigating Actions for Disability	Include requirement to provide a minimum quota of accessible disabled accommodation within the new model. Share EqIA.
d) Responsible Officer for Mitigating Actions - Disability	Robin Cahill
21. Negative Impacts and Mitigating actions for Sex	
a) Are there negative impacts for Sex? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
b) Details of Negative Impacts for Sex	
c) Mitigating Actions for Sex	
d) Responsible Officer for Mitigating Actions - Sex	
22. Negative Impacts and Mitigating actions for Gender identity/transgender	
a) Are there negative impacts for Gender identity/transgender? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
b) Details of Negative Impacts for Gender identity/transgender	The YPSAFS service does not adversely impact on gender identity/transgender, however, could be improved upon. Where a young person identifies as transgender the young person would be equally entitled and supported to access the service. All operational staff will be expected to provide a service to meet the needs of all individuals. Any needs regarding the gender identity of the young person will be identified through care planning and placement matching processes.

<p>c) Mitigating actions for Gender identity/transgender</p>	<p>Engage with existing providers to establish potential impact. Ensure EqIA is shared.</p> <p>As part of the data analysis exercise understand the requirements of service users gender identity and look to address these.</p> <p>As part of the specification, there will be a requirement within Shared to have transgender properties (as currently).</p>
<p>d) Responsible Officer for Mitigating Actions - Gender identity/transgender</p>	<p>Robin Cahill</p>
<p>23. Negative Impacts and Mitigating actions for Race</p>	
<p>a) Are there negative impacts for Race? Answer: Yes/No (If yes, please also complete sections b, c, and d).</p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Race</p>	<p>Most service users of Shared Transitional Accommodation Service are UASC/Asylum Care Leavers:</p> <p>UASC/Asylum Care Leavers – 499 (90%) Citizen – 57 (10%)</p> <p>Most service users do not speak English as their first language.</p> <p>Location of some properties across Kent for both services fall into areas known to be xenophobic which can result in emotional / physical harm to service users.</p>
<p>c) Mitigating Actions for Race</p>	<p>Ensure that service users are placed in areas where they can access community services safely.</p> <p>Social Workers and Personal Advisors will consider the challenges when considering race/nationality when completing referrals to the service and will ensure their protected characteristics are not compromised in any way.</p>
<p>d) Responsible Officer for Mitigating Actions - Race</p>	<p>Robin Cahill</p>
<p>24. Negative Impacts and Mitigating actions for Religion and belief</p>	
<p>a) Are there negative impacts for Religion and Belief? Answer: Yes/No (If yes, please also complete sections b, c, and d).</p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Religion and belief</p>	<p>Provision size does not allow for in house prayer rooms/religious facilities. Properties are shared and may not be exclusive to any one religion.</p>
<p>c) Mitigating Actions for Religion and belief</p>	<p>Ensure provisions and placements are located within reasonable distance to religious facilities.</p> <p>Social Workers and Personal Advisors will understand the challenges faced by this group when completing their referrals and will ensure their protected characteristics are not compromised in anyway, as well as providing information to their young people about available provisions.</p>

	Any needs regarding the religion and beliefs of the young person will be identified through care planning and placement matching processes.
d) Responsible Officer for Mitigating Actions - Religion and belief	Robin Cahill
25. Negative Impacts and Mitigating actions for Sexual Orientation	
a) Are there negative impacts for sexual orientation. <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No
b) Details of Negative Impacts for Sexual Orientation	
c) Mitigating Actions for Sexual Orientation	
d) Responsible Officer for Mitigating Actions - Sexual Orientation	
26. Negative Impacts and Mitigating actions for Pregnancy and Maternity	
a) Are there negative impacts for Pregnancy and Maternity? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	Yes
b) Details of Negative Impacts for Pregnancy and Maternity	<p>Size of accommodation available within the YPSAFS service does not always allow for appropriate space required by Parents and Child.</p> <p>Partners are often not able to stay with the parent due to house rules/ size of accommodation/ previous history.</p> <p>If the child is a Looked After Child, then the Parent and Child are no longer eligible for the service due to YPSAFS being unregulated. Support offered is only for the Parent.</p> <p>The YPSAFS service does not adversely impact on pregnancy and maternity however, health assessments are completed on all children up to the age of 18 on a yearly basis. Those identified as pregnant will be identified and any additional support accessed.</p> <p>Shared transitional accommodation properties facilitate parent and child, where the child is not under Social Services (i.e., a Child in Care).</p>
c) Mitigating Actions for Pregnancy and Maternity	<p>Ensure accommodation allows for dedicated Parent and Child per area for YPSAFS service.</p> <p>Where matching issues are established due to offences other housing options are considered.</p> <p>Engage with current parents in stakeholder engagement with a view to involving partners more actively in childcare including overnight care.</p> <p>Engage with current and potential providers to encourage service locations closer to affordable childcare</p>

	where possible.
d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity	Robin Cahill
27. Negative Impacts and Mitigating actions for marriage and civil partnerships	
a) Are there negative impacts for Marriage and Civil Partnerships? Answer: Yes/No (If yes, please also complete sections b, c, and d).	Yes
b) Details of Negative Impacts for Marriage and Civil Partnerships	Partners are not currently allowed to stay permanently overnight in the accommodation. Rooms are not of sufficient size to allow this regularly.
c) Mitigating Actions for Marriage and Civil Partnerships	Support will be provided to sign post service users onto accommodation that will allow partners to stay more often/permanently. If both young people meet the eligibility criteria, support and accommodation will be provided but with a view to supporting service users in finding more suitable accommodation.
d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships	Robin Cahill
28. Negative Impacts and Mitigating actions for Carer's responsibilities	
a) Are there negative impacts for Carer's responsibilities? Answer: Yes/No (If yes, please also complete sections b, c, and d).	No
b) Details of Negative Impacts for Carer's Responsibilities	
c) Mitigating Actions for Carer's responsibilities	
d) Responsible Officer for Mitigating Actions - Carer's Responsibilities	