

## Appendix C - Kent Young Person Drug and Alcohol Equality Impact Assessment

EQIA Submission Form  
Information collected from the EQIA Submission

### EQIA Submission – ID Number

#### Section A

**EQIA Title**

Children and Young Persons Drug and Alcohol Service Recommission

**Responsible Officer**

Max Guest - CED SC

**Approved by (Note: approval of this EqIA must be completed within the EqIA App)**

Jessica Mookherjee - CED SC

#### Type of Activity

**Service Change**

No

**Service Redesign**

No

**Project/Programme**

No

**Commissioning/Procurement**

Commissioning/Procurement

**Strategy/Policy**

No

**Details of other Service Activity**

No

#### Accountability and Responsibility

**Directorate**

Adult Social Care and Health

**Responsible Service**

Integrated Commissioning

**Responsible Head of Service**

Jessica Mookherjee - CED SC

**Responsible Director**

Anjan Ghosh - CED SC

#### Aims and Objectives

The Public Health Service Transformation Programme aims to:

Improve services for our communities; targeting those who need them most; informed by evidence and ensuring join up and alignment internally as well as with other related services

Maximise impact of investment; spending where it can have the biggest impact. This will ensure Public Health Services are efficient and reprofile funding into a new prevention proposition

Quality assure services against best practice; ensuring they are safe and effective

Ensure services are fit for the future, sustainable and responsive to need (political, economic, social, technological, legal, international and environmental) and continue to be affordable. This will include managing changes in demand, ensuring provider capacity and capability, insights-led changing trends in society and utilising new technology.

#### Section B – Evidence

<b>Do you have data related to the protected groups of the people impacted by this activity?</b>
Yes
<b>It is possible to get the data in a timely and cost effective way?</b>
Yes
<b>Is there national evidence/data that you can use?</b>
Yes
<b>Have you consulted with stakeholders?</b>
Yes
<b>Who have you involved, consulted and engaged with?</b>
Service Provider & Stakeholder Engagement Workshops
<b>Has there been a previous Equality Analysis (EQIA) in the last 3 years?</b>
Yes
<b>Do you have evidence that can help you understand the potential impact of your activity?</b>
Yes
<b>Section C – Impact</b>
<b>Who may be impacted by the activity?</b>
<b>Service Users/clients</b> Service users/clients
<b>Staff</b> Staff/Volunteers
<b>Residents/Communities/Citizens</b> Residents/communities/citizens
<b>Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?</b>
Yes
<b>Details of Positive Impacts</b>
<p>The service's specification is being refined to ensure all protected groups are able to have equal access and benefit from the service.</p> <p>The service attends LGBTQ+ events and has an LGBTQ+ lead who monitors and shares any new training, information or guidance to the wider teams as it becomes available. LGBTQ+ is a regular agenda item on practice development days focusing on different areas of knowledge and promoting open and regular conversation.</p> <p>Staff wear LGBTQ+ support badges on their lanyards to signify to service users that it is an LGBTQ+ inclusive space. The current incumbent provider works closely with the local support charity, BE You project, to support young people and ensure that the agency is aware of We Are With You's support.</p> <p>Religious events are on the service's calendar to recognise and celebrate different religions and beliefs and their festivals and celebrations and to ensure there is a mindfulness of periods where young people of specific faiths may be fasting or have additional periods of prayer or observance which may impact their ability to engage with support at that time.</p> <p>All staff receive training around diversity and inclusion. Kent's young persons team have also had training around unconscious bias in the last twelve months.</p> <p>The service provides information in different formats, including web-based information (such as digital and social media), printed information and in easy-read formats. The service facilitates adjustments to individual needs e.g. providing written and verbal information, access to interpreter services, considering sensory needs when deciding on settings for neurodiverse service users. Specific funding for coaching staff on supporting the neurodivergent community is being pursued.</p>

The service has service user's involvement intrinsic in their service model: VOICE (Valued, Opportunities, Involvement, Choice, Equality), which is We Are With You's young persons' participation service, which will provide important contribution development to ensure further co-production of the service offer and accessibility.

The service has a safeguarding lead who will lead and support staff to link in with maternity specialists and social care to ensure expecting mothers get the specialist support they need. The service is delivered in family friendly venues such as Children's Centres to ensure that parents with dependent children are able to access services.

## Negative impacts and Mitigating Actions

### 19. Negative Impacts and Mitigating actions for Age

#### Are there negative impacts for age?

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

#### Details of negative impacts for Age

Not Completed

#### Mitigating Actions for Age

Not Completed

#### Responsible Officer for Mitigating Actions – Age

Not Completed

### 20. Negative impacts and Mitigating actions for Disability

#### Are there negative impacts for Disability?

No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval

#### Details of Negative Impacts for Disability

Not Completed

#### Mitigating actions for Disability

Not Completed

#### Responsible Officer for Disability

Not Completed

### 21. Negative Impacts and Mitigating actions for Sex

#### Are there negative impacts for Sex

No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval

#### Details of negative impacts for Sex

Not Completed

#### Mitigating actions for Sex

Not Completed

#### Responsible Officer for Sex

Not Completed

### 22. Negative Impacts and Mitigating actions for Gender identity/transgender

#### Are there negative impacts for Gender identity/transgender

No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval

#### Negative impacts for Gender identity/transgender

Not Completed

#### Mitigating actions for Gender identity/transgender

Not Completed
<b>Responsible Officer for mitigating actions for Gender identity/transgender</b>
Not Completed
<b>23. Negative impacts and Mitigating actions for Race</b>
<b>Are there negative impacts for Race</b>
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Race</b>
Not Completed
<b>Mitigating actions for Race</b>
Not Completed
<b>Responsible Officer for mitigating actions for Race</b>
Not Completed
<b>24. Negative impacts and Mitigating actions for Religion and belief</b>
<b>Are there negative impacts for Religion and belief</b>
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Religion and belief</b>
Not Completed
<b>Mitigating actions for Religion and belief</b>
Not Completed
<b>Responsible Officer for mitigating actions for Religion and Belief</b>
Not Completed
<b>25. Negative impacts and Mitigating actions for Sexual Orientation</b>
<b>Are there negative impacts for Sexual Orientation</b>
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Sexual Orientation</b>
Not Completed
<b>Mitigating actions for Sexual Orientation</b>
Not Completed
<b>Responsible Officer for mitigating actions for Sexual Orientation</b>
Not Completed
<b>26. Negative impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>Are there negative impacts for Pregnancy and Maternity</b>
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Pregnancy and Maternity</b>
Not Completed
<b>Mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>Responsible Officer for mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships</b>
<b>Are there negative impacts for Marriage and Civil Partnerships</b>
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Marriage and Civil Partnerships</b>
Not Completed
<b>Mitigating actions for Marriage and Civil Partnerships</b>

Not Completed
<b>Responsible Officer for Marriage and Civil Partnerships</b>
Not Completed
<b>28. Negative impacts and Mitigating actions for Carer's responsibilities</b>
<b>Are there negative impacts for Carer's responsibilities</b>
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Carer's responsibilities</b>
Not Completed
<b>Mitigating actions for Carer's responsibilities</b>
Not Completed
<b>Responsible Officer for Carer's responsibilities</b>
Not Completed