

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):

Young Carers – Commissioning of a new contract

2. Directorate

Children, Young People and Education

3. Responsible Service/Division

Operational Integrated Children's Services

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.

Annabel Roberts

5. Head of Service

Note: This should be the Head of Service who will be approving your submitted EQIA.

Christy Holden

6. Director of Service

Note: This should be the name of your responsible director.

Ingrid Chrisan

The type of Activity you are undertaking

7. What type of activity are you undertaking?

Service Change – operational changes in the way we deliver the service to people. Answer Yes/No

No

Service Redesign – restructure, new operating model or changes to ways of working. Answer Yes/No

Yes

Project/Programme – includes limited delivery of change activity, including partnership projects, external funding projects and capital projects. Answer Yes/No

No

Commissioning/Procurement – means commissioning activity which requires commercial judgement. Answer Yes/No

Yes

Strategy /Policy – includes review, refresh or creating a new document. Answer Yes/No
No
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. Context: The Children and Families Act, specifically section 96, requires that young carers receive an assessment of their support needs, and that this assessment is repeated whenever those needs change. The assessment must consider whether the young carer is taking part in, or wishes to take part in, education, training or recreation, along with the extent and impact of the caring responsibilities they carry. A young carer is someone aged 18 or under who helps look after a relative with a disability, illness, mental health condition, or drug or alcohol problem. A young carer usually looks after their parent(s), or cares for a brother or sister, however the term is not limited to those individuals. There are expected to be over 10,000 young carers in Kent, however, many young carers remain hidden from services. KCC needs to identify and support young carers and ensure that all services are more ‘carer aware’. Research by Action for Children and Nottingham University (Action for Children - Hidden Young Carers) estimates that 90% of young carers are currently ‘hidden’ and are missing out on vital support. Services for Young Carers Support have been in place since at least 2013, with a fully commissioned service operating continuously since 2016. The current contract was competitively tendered in 2022 with the service, delivered by Imago, commencing on 1 May 2022. This contract was for an initial term of three years and has used its two one-year extensions, with the service coming to an end on 30 April 2027. Aims and objectives: The service will allow Kent County Council to meet its statutory duty for young carers to receive an assessment and also provide support to those that require it. The current contract (2022-2027) comprises two distinct elements: workforce development; and direct support for children and young people. The new service will cease to maintain the workforce development element; however, this will not directly impact on either or existing service users. The service aims to provide support tailored to the individual taking into account their individual caring responsibilities, what this means for the individual and dealing with the impact that caring has on a young person’s life. This includes 1-1, peer group support and support around both education and community activities, opportunities to socialise with their peers and ensuring that wherever possible, the aspirations of young people are not lost whilst in their caring role. This service is open to self-referrals or referrals from a range of agencies and is accessible for children and young people that are young carers from the ages of 5 to 18. Equality impact: This EqIA finds that there is a low adverse equality impact rating. It was found the impact of this work to be positive for the protected group that have caring responsibilities therefore supports the Equality Act 2010. This service will offer an assessment and support for all young carers in Kent, therefore able to provide support for those with protected characteristics that may experience barriers to accessing support. The service will be needs-led by young people meaning children and young who experience barriers can receive support through the service.

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? Answer: Yes/No

Yes

10. Is it possible to get the data in a timely and cost effective way? Answer: Yes/No

Yes

11. Is there national evidence/data that you can use? Answer: Yes/No

Yes

12. Have you consulted with Stakeholders?

Answer: Yes/No

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.

No

13. Who have you involved, consulted and engaged with?

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.

The intention is to co-design the new service model with practitioners, partners, and families. Time has been allocated through the procurement to ensure co-production with various stakeholders. As the project is in the initial scoping stage, engagement with stakeholders has not occurred yet. Building these steps into the timeline avoids rushed design and reduces the risk of commissioning a service that fails to meet statutory duties or expectations.

Ensuring that the voice of the child and young carers is embedded throughout the service design is paramount.

Children's commissioning will work with the Participation Team and Kent Youth Council to consult young people on the proposed service. Commissioning will also utilise the Participation Workers within the Family Hubs that are focused on seldom heard groups to reach out to young people/young carers to participate. This will involve facilitating workshops both in-person and online with young carers and young people to gain feedback on the proposed service.

Workshops will also be held with practitioners and partners, such as Family Hubs workers and schools to gain their perspective on what the service should look like.

A market engagement event with potential providers/organisations that have an interest in young carers will also be held to gain insight into themes that should be included in a service to support this cohort. This will be an online workshop and hosted by Children's Commissioning working closely with the Commercial and Procurement Division.

Findings from all co-production activity will be incorporated into the service specification.

Data

As of September 2025, 9,680 young carers registered with the current young carers service. Statistics from the Young Carers service show 56% of the young carers on caseload are female, 43% are male and 1% are other. This differs slightly from The Big Ask 2021 Young Carers consultation data which indicates 43% of young carers are female and 50% are male and 4% other and 3% don't want to say. However, data indicates that females are more likely to access support services than males, with women making up 56.1% of all individuals accessing long-term support in England, compared with 43.4% for men ([What is the gender split of people in long-term support? | Local Government Association](#)).

The current young carers service data shows 88.25% of the children identify as White, 5.38% as Mixed or Multiple ethnic groups 2.69% as Black, 1.53% as Asian. Comparing this to the 2021 Census in Kent with 89.4% identifying as White, 2.3% as Mixed or multiple ethnic groups, 2.6% as Black, and 4.4% identifying as Asian ([Equality and diversity data - Kent County Council](#)). Although there is a slight disparity between Mixed or multiple ethnic groups and Asian, the data is comparable suggesting the current service is supporting appropriate proportions of each ethnic group. We would expect the new service to collect this data to demonstrate it is catering to all groups.

14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No

No

15. Do you have evidence/data that can help you understand the potential impact of your activity?

Answer: Yes/No

Yes

Uploading Evidence/Data/related information into the App

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 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 - Answer: Yes/No

Yes

Residents/Communities/Citizens - Answer: Yes/No
No
Staff/Volunteers - Answer: Yes/No
Yes – if a new provider
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
Caring responsibilities can have a profound effect on a child's health, education and overall development. Many young carers face social isolation and reduced school attendance, and some struggle to keep up academically, with many feeling caught between loyalty to their family and the natural desire to have their own needs recognised and supported. This service will enable young carers to be assessed and receive appropriate support to increase their general wellbeing and academic success. The specification for this service will include clear age-based criteria for all children under secondary school age for Front Door referrals. The aim of this is to ensure that there are no safeguarding concerns and that their health, general wellbeing and school attendance is not being impacted by their caring role. This will not only to reduce or remove inappropriate caring tasks (for example personal care, lifting or administering medication), it will also operate under a whole-family approach, triggering joint consideration of support for the adult or sibling with needs, so that necessary services to the cared-for person are in place and a caring responsibility is not placed onto a child. Currently 23% of Kents 9,680 young carers are under the age of 11.
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? Answer: Yes/No (If yes, please also complete sections b, c, and d).
No
b) Details of Negative Impacts for Age
c) Mitigating Actions for Age
d) Responsible Officer for Mitigating Actions - Age
20. Negative Impacts and Mitigating actions for Disability
a) Are there negative impacts for Disability? Answer: Yes/No

(If yes, please also complete sections b, c, and d).
No
b) Details of Negative Impacts for Disability
c) Mitigating Actions for Disability
d) Responsible Officer for Mitigating Actions - Disability
21. Negative Impacts and Mitigating actions for Sex
a) Are there negative impacts for Sex? Answer: Yes/No (If yes, please also complete sections b, c, and d).
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? Answer: Yes/No (If yes, please also complete sections b, c, and d).
No
b) Details of Negative Impacts for Gender identity/transgender
c) Mitigating actions for Gender identity/transgender

d) Responsible Officer for Mitigating Actions - Gender identity/transgender
23. Negative Impacts and Mitigating actions for Race
a) Are there negative impacts for Race? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
No
b) Details of Negative Impacts for Race
c) Mitigating Actions for Race
d) Responsible Officer for Mitigating Actions – Race
24. Negative Impacts and Mitigating actions for Religion and belief
a) Are there negative impacts for Religion and Belief? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
No
b) Details of Negative Impacts for Religion and belief
c) Mitigating Actions for Religion and belief
d) Responsible Officer for Mitigating Actions - Religion and belief
25. Negative Impacts and Mitigating actions for Sexual Orientation
a) Are there negative impacts for sexual orientation. <i>Answer:</i> <i>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</i> <i>(If yes, please also complete sections b, c, and d).</i>
No
b) Details of Negative Impacts for Pregnancy and Maternity
c) Mitigating Actions for Pregnancy and Maternity
d) Responsible Officer for Mitigating Actions - Pregnancy and Maternity
27. Negative Impacts and Mitigating actions for marriage and civil partnerships
a) Are there negative impacts for Marriage and Civil Partnerships? <i>Answer: Yes/No</i> <i>(If yes, please also complete sections b, c, and d).</i>
No
b) Details of Negative Impacts for Marriage and Civil Partnerships
c) Mitigating Actions for Marriage and Civil Partnerships
d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships

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).

Yes

b) Details of Negative Impacts for Carer's Responsibilities

An element of the current Young Carers Service that will not be continuing into the new service specification from May 2027 is the workforce development offer. This includes tailoring informative sessions to professionals working with young carers to educate and inform them on aspects such as the identification of a young carer, the services available to Young Carers, and the right questions to ask. The removal of this element may reduce the ability of professionals to recognise and refer young carers at an early stage. Without this targeted training, there is a risk that fewer young carers will be identified, particularly those who may already be less visible or part of under-represented groups. This reduced identification could lead to delays in support, widening existing inequalities and having a negative impact on young carers' wellbeing, access to services, and overall outcomes. As such, the change may disproportionately and adversely affect young carers.

c) Mitigating Actions for Carer's responsibilities

This risk will be mitigated through a strengthened internal approach by providing in-house training to ensure staff continue to develop the skills and confidence needed to identify young carers effectively and services available to them. In addition, regular awareness-raising content will be shared through organisational newsletters, alongside Microsoft Sways that offer accessible resources. Together, these measures will help maintain practitioner awareness, identification and support of young carers.

d) Responsible Officer for Mitigating Actions - Carer's Responsibilities

Ingrid Crisan