

March 2014

**KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

**This document is available in other formats, Please contact
commissioningadmin@Kent.gov.uk**

Directorate: Social Care, Health and Wellbeing

Name of policy, procedure, project or service

Youth Service

What is being assessed?

Provision of Early Help Commissioned Services for Young People

Responsible Owner/ Senior Officer

Paul Young

Date of Initial Screening

November 2015

Date of Full EqIA :

November 2015

Version	Author	Date	Comment
1	Helen Cook	11.11.15	Drafted following Commissioning Intentions for Young Carers
2	Janice Hill	16/11/2015	E & D Team Comments
3	Helen Cook	16/11/2015	Amended and developed following E& D Team Comments
4	Janice Hill	17/11/2015	E & D Comments
5	Helen Cook	17/11/2015	Amended and developed following E& D Team Comments

Screening Grid

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No – There is no negative impact.	LOW	LOW	<p>No internal action or further assessment required</p> <p>All future service provision will provide services across a wider age range than previously set out services, moving from 11-18 to an 8-18 provision.</p> <p>Youth Services will continue to work as an open access service. This has not changed from the current provision.</p> <p>However, across all future contracts, providers will have to consider whole family need, Emotional Health and Wellbeing, if individuals are young carers and/or at risk of becoming Not in Education Employment or Training and, where applicable raise Early Help Notifications as a way of accessing other Early Help Services. This is a change from the current provision – No further action is required</p>	

<p>Disability</p>	<p>No</p>	<p>LOW</p>	<p>LOW</p>	<p>All Youth Provision is open Access. All providers are expected to actively promote to all young people and are expected to make provision for those service users who have a disability.</p> <p>Individuals with disabilities do not access other Early Help Services in large numbers.. This is highlighted by the quarterly returns gathered from other Early Help (set out in appendix 1) Providers. However as the Youth offer has only just moved over to 'Early Help' we do not have the data for this specific service to analyse., Service providers will be expected to actively collect this information</p> <p>Provision is often made in local buildings, which are not controlled by services providers. However, in all specifications service providers are expected to actively promote to all young people and are expected to make provision for those service users who have a disability. All new service provision will require reasonable adjustments to be made for service users with disabilities covered by the Equality Act 2010</p> <p>Internal action is required to ensure that this data is collected in the future as part</p>	
--------------------------	-----------	------------	------------	---	--

				of the review of future services.	
Gender	No	LOW	LOW	<p>Service provision across other Early Help Services is currently accessed by an equal split of boys and girls However the current Young Carers Provider does not gather this information in future , Service providers will be expected to actively collect this information .</p> <p>Internal action is required to ensure that this data is collected in the future as part of the review of future services.</p>	
Gender identity	No	LOW	LOW	<p>All new service provision will be required to be accessible to all service users and service providers. Providers will need to be aware of gender identity and ensure service users are not treated less favourably as a result.</p> <p>. Internal action is required to ensure that this data is collected in the future as part of the review of future services.</p>	
Race	No	LOW	NONE	<p>Service provision across other Early Help Services is currently accessed by a low proportion of individuals from BME groups. However, as the current</p>	

				<p>YouthService does not gather this information it cannot be quantified for this specific service. In the future , any Service providers will be expected to actively collect this information</p> <p>Internal action is required to ensure that this data is collected in the future as part of the review of future services.</p>	
Religion or belief	No	LOW	NONE	<p>the current Young Carers Provider does not gather this information and therefor impact cannot be quantified. In the future any Service providers will be expected to actively collect this information</p> <p>Internal action is required to ensure that this data is collected in the future as part of the review of future services.</p>	
Sexual orientation	No	LOW	NONE	<p>It is largely unknown what percentages of individuals from this protected characteristic are accessing any of the Early Help Services.. Service providers (currently not Youth Services) are asking the questions (where appropriate) of service users but on average 98% do not disclose.</p> <p>Internal action is required to ensure that this data is collected in the future as part</p>	

				of the review of future services	
Pregnancy and maternity	No	LOW	NONE	Individuals will not be disadvantaged due to pregnancy or maternity. All service providers currently have to provide provision for service users that are either pregnant or breastfeeding, as well as link in with other service provision to support that young person. This will not change under the new service provision.	
Marriage and Civil Partnerships	No	LOW	NONE		
Carer's responsibilities	No	LOW	LOW	Youth Services will like all new Early Help Services have a responsibility to actively seek out those participants who have a caring responsibility as 'young carers' will be a common theme throughout all future service specifications with the onus being on all providers, regardless of service to recognise and support children and young people who have a caring responsibility.	

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening there would be a low weighting as initial screening suggests that none of the protected characteristics will suffer a disproportionate level of either positive or negative discrimination due to the change or potential removal of services.

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a judgement.	High relevance to equality, likely to have adverse impact on protected groups

In addition to this, there will be little change to front line service provision with regards to the protected characteristics.

Context

What is the current Youth Offer?

The current youth offer is a variety of youth clubs in community settings, delivered by a wide range of local providers. These Youth Clubs provide young people over the age of 11 years to promote personal and social development including, building resilience, better emotional health and wellbeing and attaining the best possible academic outcomes for that individual.

This is an Open Access Service meaning that young people can attend the youth clubs, they do not need to be referred, they can choose to attend as often or as little as they want. In addition to this the youth clubs are carried out in settings that are based within the community and is open to any young person between the ages of 11 and 18. There is no referral system although other organisations and services will often signpost young people to local youth clubs.

What changes are we proposing?

The service will remain largely the same, still offering provision across the whole county. The fundamental changes will be that the offer is to be widened from the existing 11 to 18 year olds to 8 to 18 year olds. In addition to this all future providers of youth services will be expected to consider whole family need when working with a young person and utilise the Early Help Notification process to bring in any additional support for the family if and when required.

Aims and Objectives

Kent's Early Help Services include, but are not limited to: information, advice and support, adolescent services, Youth Services, family mediation, parenting programmes, domestic abuse, emotional health and wellbeing services and other services that have the specific aim of enabling Children, young people and families to have resilience to life situations.

Kent County Council currently has a range of Commissioned Services (Set out in appendix 2) that were built around the Common assessment Framework process (CAF), with the aim of providing a range of services for children and their families. However, it is important to note that the new Youth specification will remain easily accessible to young people, working with the same cohort of children and young people with the aim of widening its reach.

Early Help and preventative services are pivotal in safeguarding and supporting the achievements and well-being of disadvantaged children and young people and families with multiple problems.

Beneficiaries

The intended beneficiaries for all future Early Help Services are children, young people; young adults aged 0-25 in Kent and their families. Youth Services that provide youth groups and rural access to youth groups will be aimed at 08-18 year old; it would be unrealistic to expand the offer below the age of 8 due to the nature of the service and the needs of this age group are met by other service provision.

Information and Data

Demographic Summary:

Data has been gathered from the Early Help quarterly service review to look specifically at which of the protected characteristics are accessing the current service provision and compared against the demographics of Kent as listed in KCC's Ward level summaries for Kent, provided by Research & Evaluation Statistical Bulletin February 2012. As well as national census data surrounding Gender and Religious

Kent Population 0-25

A profile of the population can be found on this link:

<http://www.kent.gov.uk/about-the-council/information-and-data/Facts-and-figures-about-Kent/equality-and-diversity-data>

Below is the profile of the 0-24 population of Kent by age, disability ethnicity and gender. This information has been compared to the in house data to highlight who should be accessing the Early Help services and in what percentage. It is from this comparison that conclusions have been made surrounding the small attendance from BME communities and those with disability

2011 Census Equality indicators: Population aged 0 to 24 in Kent					
Source: 2011 Census: Office for National Statistics (ONS) © Crown Copyright					
Table presented by Business Intelligence - Research & Evaluation, Kent County Council					
Total Resident Population	Total Population		Total Aged 0-24		
	Number	<i>% of total population</i>	Number	<i>% of population aged 0-24</i>	Population aged 0-24 as proportion of total population
Total	1,463,740	100%	448,284	100%	30.6%
Male	715,613	48.9%	228,837	51.0%	32.0%
Female	748,127	51.1%	219,447	49.0%	29.3%
BME	92,638	6.3%	41,908	9.3%	45.2%
Non Christian	548,540	37.5%	210,032	46.9%	38.3%
Day-to-day activities limited (either a lot or a little)	257,038	17.6%	21,675	4.8%	8.4%
Day-to-day activities NOT limited	1,206,702	82.4%	426,423	95.1%	35.3%

We currently do not have any information surrounding the protected characteristics on who uses our Youth service. This will be addressed in the action plan

Involvement and Engagement

The stakeholder analysis comprised of:

- Children and young people workshops aimed to better understand their needs and the issues that concern them,
- Workshop that identified and prioritised the local perception of need at District level and where EHPS external arrangements need to focus, Including
 - Emotional Health and Wellbeing
 - Family Centred approaches
 - Youth Offer
 - Domestic violence
- Within the priority themes highlighted from the workshop (set out above), A further workshop identified the supporting outcomes for each of the priorities. This was then worked up to give examples of successful programmes and models
- Separate Practitioner Consultations, aimed at internal Early Help teams and voluntary sector service providers, identified service gaps across Kent. Work at a local level through Area based quarterly Commissioning meetings (which include internal stakeholders, local providers and front line Early Help Kent County Council Staff to Identify areas of strengths, weaknesses, opportunities and threats that may emerge through any of the changes (particularly in relation to the, small and medium providers perhaps not being able to bid

In addition to this there was also a specific Youth and Young Carers 'Meet the Market' event to:

- Raise awareness amongst both current service providers and potential service providers of how KCC proposes to respond to demand and prioritise services
- Further identify areas of current duplication and gaps in service offer

By bringing together the intelligence gathered from these events and working groups, specification for the Youth Service was then developed

In addition to this, it is hoped that Young People will be involved in the analysis of bids and in the interviewing of potential service providers.

Potential Impact

We do not foresee any negative impacts that may impact on particular protected characteristics at this stage, but will keep these under review throughout the development of any service design and future delivery.

JUDGEMENT

March 2014

Option 3 – Full Impact Assessment

The changes suggested are going to be minimal; The Contractor will still be required to deliver a service that promotes personal and social development including, building resilience, better emotional health and wellbeing and attaining the best possible academic outcomes for that individual in a format That allows young people to attend the youth club of their choice without need for referral. Individuals can choose to attend as often or as little as they want. In addition to this the youth clubs are carried out in settings that are based within the community and is open to any young person between the ages of 8 and 18.

Action Plan

Please see attached plan

Monitoring and Review

Monitoring of the EqIA and Action plan will take place at provider contract monitoring.

In addition to this, the Early Help and Prevention Commissioning team will develop a monitoring process that will include a robust approach to collecting and collating equality data to support the understanding of who is using the services

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:



Name: Paul Young

Job Title: EHPS Commissioning Manager

DMT Member

Signed:



Name: Florence Kroll

Job Title: Director of Early Help and Preventative Services

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	How to ensure that the protected characteristics are accessing Young Carer Services	Workforce Development Action Plan	A widening of expertise in the Early Help Workforce to build confidence in relation to spotting young carers and enabling young people to access the service	Andrea Cahill	Ongoing	Staff Development
Age	Review of local and national evidence, as well as feedback from local young people and families, indicates that there may be significant positive impacts if we were to provide a more integrated whole family approach to Early Help	scoping work to be undertaken To ensure that Young Carers work is approached from a whole family perspective Implementation of a robust, structured and uniformed performance measure for Early Help services that will include quality	Options to be presented to for ways of integrated working as part of Early Help Transformation	Paul Young – Early Help and Prevention Commissioning Team Manager (Interim) Paul Young – Early Help and Prevention Commissioning Team Manager (Interim)	Jan 2016 January 2016	None None

	In addition, Equalities Monitoring information needs to be strengthened over the longer-term within service specification and performance monitoring schedules	assurance and data monitoring to ensure all protected characteristics are represented and considered in service provision.				
Disability and	Development of services may offer the opportunity to better understand and respond to the needs of children and young people affected by Autistic Spectrum Condition and ADHD, as well as children of parents with mental or physical disabilities.	scoping work to be undertaken To ensure that Young Carers work is approached from a whole family perspective Implementation of a robust, structured and uniformed performance measure for Early		Paul Young – Early Help and Prevention Commissioning Team Manager (Interim) Paul Young – Early Help and Prevention Commissioning Team Manager (Interim)	January 2016	None

	In addition, Equalities Monitoring information needs to be strengthened over the longer-term within service specification and performance monitoring schedules	Help services to ensure all protected characteristics are represented and considered in service provision.				
Gender Identity and Sexual Orientation	Young people and young adults affected by issues relating to gender identity or sexual orientation may be at higher risk of experiencing difficulties. We need to better understand these needs and reflect them within our forthcoming Service Offer.	Implementation of a robust, structured and uniformed performance measure for Early Help services to ensure all protected characteristics are represented and considered in service provision.		Paul Young – Early Help and Prevention Commissioning Team Manager (Interim)	January 2016	None

March 2014

	In addition, Equalities Monitoring information needs to be strengthened over the longer-term within service specification and performance monitoring schedules					
Race	Further investigation is needed to better understand uptake of services by people from different ethnic groups including Gypsy Roma and Traveller communities, so that any new service development is inclusive and promotes access from under-represented	To be further explored during consultation period, potentially in liaison with KCC's Community Engagement Team.		Paul Young – Early Help and Prevention Commissioning Team Manager (Interim)	January 2016	None

March 2014

	<p>groups.</p> <p>In addition, Equalities Monitoring information needs to be strengthened over the longer-term within service specification and performance monitoring schedules.</p>	<p>Implementation of a robust, structured and uniformed performance measure for Early Help services to ensure all protected characteristics are represented and considered in service provision.</p>				
--	---	--	--	--	--	--