

Equality Impact Assessment - head of service review

Reference: EQIA404486618

Submitted: 28 February 2022 16:21 PM

Executive summary

Title of policy or decision: Contract award for Inside Out Coaching Service

Describe the main aims, objectives and purpose of the policy (or decision): To award the contract for delivery of the Inside Out Coaching Service to The Children's Society.

What outcome(s) are you hoping to achieve?: A good place for Children and Families to Grow

Which strategic priorities does this support? - Transform the council to achieve more with less:

Outcomes for vulnerable children

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: CMA for contract award (CMA is still in draft) - link to the Cabinet paper approving the tender launch below:
https://cmis.essex.gov.uk/essexcmis5/Decisions/tabid/78/ctl/ViewCMIS_DecisionDetails/mid/422/Id/8727/Default.aspx

Please upload any documents which relate to this EqIA, for example decision documents: CMA for contract award (CMA is still in draft) - link to the Cabinet paper approving the tender launch below:
https://cmis.essex.gov.uk/essexcmis5/Decisions/tabid/78/ctl/ViewCMIS_DecisionDetails/mid/422/Id/8727/Default.aspx

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): ECC is responsible for providing social care services for children and young people who need them under the age of 18. Local Authorities have a duty under Section 22A of the Children Act (1989) to provide accommodation for a looked after child or young person. ECC is, therefore, the 'corporate parent' for these children and young people. The Inside Out (ISO) coaching programme offers intensive support to young people in care (13-17 years). The programme aims to provide the critical scaffolding to support a positive transition into adulthood. An ISO coach works 1:1 with the young person to establish a sense of stability by way of a positive relationship, encouragement to make positive decisions and build resilience to better face setbacks should they occur.

Inside Out was funded by the Department for Education Innovation Programme from April 2018 and this funding ceases on 30th June 2022. A decision was approved by Cabinet in July 2021 to launch a tender to commission a continued ISO service. The tender was subsequently launched in late 2021 and has now been evaluated. This EQIA supports the CMA to agree the awarding of the contract.

The programme is targeted for the most vulnerable young people in care, who have experienced multiple placement breakdowns and challenges in their lives. The characteristics of this cohort are that they have multiple complex needs including substance misuse; mental health problems; being at risk of CSE; offending behaviour; gang involvement; being not in education employment or training (NEET). The majority were white British and the average age was just over 15.

The programme was externally evaluated by the Tavistock Institute (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/932752/Essex_Impact_Evaluation_Tavistock.pdf) which has evidenced positive impacts in terms of increasing stability, improving mental health

and wellbeing and reducing behaviours that expose the young person to risks.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: Yes

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank.
You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - mental health issues

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The independent evaluation of the programme has evidenced the positive impact on outcomes for the target cohort of children in care aged between 13 and 17. The service is therefore reducing the disadvantage experienced by this group at a key age when they are approaching independence and adulthood.

Extent of impact: Medium

Please provide more details about the extent of impact: Evidence from the evaluation has shown improvements in placement stability for the cohort, as well as improvements in mental health and wellbeing and reductions in behaviours that expose the young person to risk.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: Data analysis from the programme has shown that a large number of young people on the programme present with some level of cognitive delay associated with their experience of trauma/undiagnosed Learning Disabilities/instability and/or missing education. The service is targeted to support this cohort of young people therefore has a positive overall impact.

Extent of impact: Low

Please provide more details about the extent of impact: The extent of the positive impact is low, as not all young people have a learning disability or a diagnosis, however the service is able to support them where they present with some level of cognitive delay.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: The independent evaluation has evidenced improvements in young people's mental health and emotional wellbeing. As a cohort, the target group are highly traumatised and vulnerable, therefore a positive impact has been identified for this group in particular.

Extent of impact: Medium

Please provide more details about the extent of impact: A medium positive impact is identified as the external evaluation noted that discussions with participants indicated a positive impact of them becoming happier, calmer, less anxious and more reflective about their own behaviour.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 28/02/2022

Name of person completing the EqlA: Henrietta Barkham

Email address of person completing the EqlA: Henrietta.Barkham@essex.gov.uk

Your function: Children, Families and Education

Your service area: Commissioning

Your team: Commissioning

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: clare.burrell@essex.gov.uk