

Equality Impact Assessment - head of service review

Reference: EQIA337788425

Submitted: 27 May 2021 07:31 AM

Executive summary

Title of policy or decision: Decision to procure intensive coaching service for young people in care

Describe the main aims, objectives and purpose of 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 ISO coaching programme offers intensive support to young people in care (13-16 years), who may not be getting all the support they need from the current system of social care and support. The programme aims to provide the critical scaffolding to support a positive transition into adulthood.

An ISO coach works 1:1 with 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.

We are proposing that ECC would enter into a Collaboration Agreement with Hertfordshire and Norfolk County Councils. A Collaboration Agreement which sets out how the programme would be managed between the authorities and includes protocol on: identification and monitoring of the provider of the coaching element of the programme; implementation of practice and protocols; and engagement with and development of the relationship with residential providers of placements for children in care within each local authority. This Collaboration Agreement will be agreed by each local authority.

The aim of this decision is to continue to provide this service on a three-year contract with 1+1 year option to extend. Following competitive Tender process.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential, Improve the health of people in Essex

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: It relates to a Cabinet Paper which is in draft - The EQIA will form an appendix

Please upload any documents which relate to this EqIA, for example decision documents: It relates to a Cabinet Paper which is in draft - The EQIA will form an appendix

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): The Inside Out Programme has been running since July 2018 and has been very successful with the amount of young people being referred onto the programme each year. We are looking to continue with this programme as the benefits are far greater than the impact.

The ISO coaching programme offers intensive support to young people in care (13-16 years), who may not be getting all the support they need from the current system of social care and support. The programme aims to provide the critical scaffolding to support a positive transition into adulthood.

In December 2020 there were 1,114 children in care in Essex. 2020 saw an increase in the demand for placements, perhaps due to additional stressors caused by the Covid-19 pandemic. Though overall, the number of children in care in Essex has been falling over the last ten years, this does not necessarily always reflect best outcomes for those who are. There has been a significant reduction in those in care for less than 6 months (ECC Sufficiency and Commissioning Strategy, 2020).

As at March 2021, 35 of ECC looked after young people had accessed the Inside Out programme, with 21 being supported at the time of writing this report. Only 4 young people have disengaged from coaching support. To date, 7 young people have achieved and maintained a step-down in support. 5 of these are residing in semi-independent accommodation and 2 have returned to their family home.

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?: No

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?: No

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, Disability - physical impairment, Disability - sensory impairment, Gender / sex, Gender reassignment, Pregnancy / maternity, Race, Religion / belief, Sexual orientation

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

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: No negative impacts identified

Age

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support

young people in care.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Gender / sex

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Gender reassignment

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Pregnancy / maternity

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Race

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Religion / belief

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Sexual orientation

Nature of impact: Positive

Please provide more details about the nature of impact: A future service would support a young person who met the criteria and it was deemed the best service for their individual needs. Accessibility requirements will be detailed in any future specification.

Extent of impact: Medium

Please provide more details about the extent of impact: Commissioning of service specifically to support young people in care.

Action plan to address and monitor adverse impacts

Does your EqIA 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 EqIA completed: 27/05/2021

Name of person completing the EqIA: Paige Lakey

Email address of person completing the EqIA: Paige.Lakey@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Delivery

Your team: TDS

Are you submitting this EqIA on behalf of another function, service area or team?: Yes

Name of person completing the EqIA: Paige Lakey

Function: Children, Families and Education

Service area: Commissioning

Team: Children & Families, and all age Mental Health

Email address of Head of Service: Clare.Burrell@essex.gov.uk