

Executive Summary

Title of policy/decision

This decision is to agree to the procurement of a new Essex-wide Independent Advocacy Service

Date

Enter date submitted to Equalities & Partnerships Team

August 2023

Policy/decision type

Cabinet Decision

Overview of policy/decision

Summarise here the purpose and aims of the policy / decision (e.g. the proposed issue or change that you are equality impact assessing). Provide brief relevant contextual information, e.g. if the decision is to create a new service, describe the aims of the service and why it is being proposed; Or, similarly, if the proposal is to cease a service or buy a product, explain why this is.

ECC has a statutory duty under the Care Act 2014 to provide independent advocacy services to children and young people and adults.

This decision sets out the proposed new design for the service and its associated costs:

- It is recommended that Essex County Council commission a lead provider to deliver all types of advocacy, using a subcontracting arrangement with specialist advocacy providers for people who need additional support to maximise their outcomes
- It is recommended that the contract is for 5 years with an option to extend by 2 years

Advocacy services provide support which enables an individual, usually a vulnerable person, to understand and communicate their views, express a choice on issues and participate in decision making which affects them.

An advocate can talk through the situation a person is currently in and the options open to them.

They can help the person to make informed decisions and then how to communicate these to the people or professionals involved.

ECC deliver the following Statutory services as part of the current contract and they will be replicated in the new contract:

- Independent Mental Capacity Advocacy (IMCA);
- Paid Relevant Person Representative (RPR);
- Independent Mental Health Advocacy (IMHA);
- Independent Care Act Advocacy (ICAA);
- Independent Health Complaints Advocacy (IHCA); and
- Independent Advocacy for Children and Young People

The new contract will also include the following Non-statutory services:

- Advocacy for the parents of a child or young person who is either subject to, or being assessed for, a Child in Need or Child Protection Plan
- Forensic Services
- General Advocacy
- Peer and Citizen Advocacy

Significant legislative and policy changes have been proposed in the Health and Care Act, the Mental Health Act and following the independent review of Children's Social Care however the final legislation and any implementations dates are still being considered by Government.

Equalities Comprehensive Impact Assessment

Proposed legislative and guidance changes include the introduction of Liberty Protection Safeguards to replace the current Deprivation of Liberty Safeguards and changes to the Mental Health Act. These, plus updated guidance on children's advocacy, will potentially have impacts upon the scale of delivery required. The proposed model for the new service is designed with these changes in mind and will help mitigate any impacts.

What outcomes is the policy/decision hoping to achieve

Describe what difference the decision will make on people, communities, localities.

The decision will make a positive difference to people who use the service and those who prospectively will require the service. It ensures a service which has been designed using the views of people with lived experience, key stakeholders (including internal ops colleagues) and the market who have told us a service should:

- Keep a single point of access
- Enable access to specialist advocates
- Be more visible
- Be grounded in communities, culture and people
- Become an integrated part of the already available offer across Essex of generic, peer, citizen and self advocacy which is operating in our communities. Supporting the growth, training and promotion of this network of advocacy support.

This decision will have positive effects upon the quality of the advocacy received, remove barriers to access and improve outcomes achieved. It should increase the numbers of people receiving support by continuing to offer advocacy that can be accessed below the statutory threshold, ensuring people feel like they do not have to hit crisis before support becomes available. If people are achieving greater outcomes and are supported to live their lives as they wish it can support building resilience in individuals, communities and families.

Executive Director responsible for policy/decision

Delete as applicable

Nick Presmeg (Adult Social Care)

Cabinet Member responsible for policy/decision

Delete as applicable

Cllr John Spence (Health and Adult Social Care)

Is this a new policy/decision or a change to an existing one?

Delete as applicable

Yes

How will the impact of the policy/decision be monitored and evaluated?

Factors to consider include the systems set up to monitor any resulting Impact; timetable for action; how the findings will influence policy, practice and delivery; and how you intend to measure any proposed benefit(s) to health and wellbeing

The mobilisation of the new service will monitored closely by commissioning, contracts and procurements staff within ECC. This will ensure a smooth transition between the old and new services, allowing for quick intervention if any issues are identified. The new service is due to commence July 2024 with mobilisation occurring from March 2024 to May 2024.

Once the new service is live, contract management arrangements will commence which will include regular service reviews, quarterly service reporting from the provider and review of feedback from people who have used, or referred someone to, the service.

Will this policy/decision impact on:

Tick as appropriate

Yes

No

Equalities Comprehensive Impact Assessment

Service Users	x	
Employees	x	
Wider community or groups of users	x	

If the policy decision impacts on employees, provide details below and include potential impacts on identified groups later in the form

Service Users will be positively impacted by having access to specialist providers of advocacy with improved access and better outcomes achieved. There will be greater visibility of the service across Essex which should result in Service Users benefitting from knowledge of the service, its offer and how to access it resulting in it being accessed in a timely manner reducing the risk of people reaching crisis (Service Users)

The decision will impact (positively) the workforce, as the service should receive a stable flow of referrals which can result in better resource planning for an organisation and therefore a more secure offer of employment. The continued inclusion of generic, peer and citizen advocacy can offer a route to employment for those with Lived Experience who may want to use the skills they have built and experience they have to help others. This decision may also result in recruitment of additional staff in order to meet the demand for the service. TUPE has been accounted for for employees if we have a change of provider for the new service. (employees)

The wider community will benefit from this decision as the local authority intends to work with the service to ensure they enhance the awareness and presence of the service in our most at-risk communities. The single point of access and co-ordinated approach to drawing on specialist advocates where needed can reduce how many times someone will have to tell their story. Returning customers may be able to be supported by the same advocate or specialist provider as the single point of access for referrals will mean the lead provider will be able to view a customers support history. Additional groups have been identified and included as a priority for support in the next contract and who will be invited to contribute to shaping the specification for the new service (Wider community or groups of users)

What strategic priorities will this policy/decision support?

Delete as applicable

Health, wellbeing and independence for all ages
Best start in life for children and families
Prevent, reduce, delay

What geographical areas of Essex will the policy/decision affect?

Tick as appropriate

All Essex	x	Epping Forest	
Basildon		Harlow	
Braintree		Maldon	
Brentwood		Rochford	
Castle Point		Tendring	
Chelmsford		Uttlesford	
Colchester			

Digital Accessibility

Accessibility regulations mean public sector organisations have a legal duty to make sure their websites and mobile applications meet accessibility requirements. Further guidance can be found in the council's [Digital Accessibility Policy](#)

Equalities Comprehensive Impact Assessment

Is the new or revised policy / decision linked to a digital service (website, system or application)? <i>Delete as applicable</i>
Yes
(If yes) What steps have you taken to meet the accessibility requirements? <i>Outline the specific actions taken to meet the digital accessibility requirements – for further information visit https://accessibility.campaign.gov.uk/ or contact accessibility@essex.gov.uk</i>
The specification for the new service will ensure that any digital platforms or technology meet accessibility requirements. This will include, but is not limited to, a user being able to adapt font size, colour, subtitles on audio files. Consideration of how the service can adapt posters, leaflets or access translation services (audio, braille, spoken language)
(If yes) How have you tested accessibility? <i>Outline the actions taken to test accessibility.</i>
Testing of accessibility will be built into the mobilisation of the service.
(If yes) How will you monitor and maintain accessibility once it has gone live <i>Outline how accessibility will be monitored and maintained</i>
Monitoring and maintenance of digital accessibility will be carried out through our contract management process. Feedback will also be requested from people who use the service or who make referrals to the service on behalf of others.

Equalities Comprehensive Impact Assessment

Equalities - Groups With Protected Characteristics

For more information on protected characteristics <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select '**Too early for impact to be known**'. You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Characteristic	Positive	Negative	None	Too early for impact to be known
Age	X			
Disability (including learning disability, mental health issues, physical impairment and sensory impairment)	X			
Gender reassignment				X
Marriage / Civil Partnership			X	
Pregnancy / maternity			X	
Race	X			
Religion / belief			X	
Sex				X
Sexual orientation				X

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.

- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If 'no impact' identified above, select N/A for that characteristic.

Characteristic	High	Medium	Low	N/A	Too early for impact to be known
Age		X			
Disability (including learning disability, mental health issues, physical impairment and sensory impairment)		X			
Gender reassignment					X
Marriage / Civil Partnership				X	
Pregnancy / maternity				X	
Race					X
Religion / belief					X
Sex					X
Sexual orientation					X

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting '**Too early for impact to be known**' explain how impacts will be understood at a later point.

Equalities Comprehensive Impact Assessment

The following areas have been identified as being **'Too early for impact to be known'** are Sex, Sexual orientation, Religion, Race and Gender reassignment. An improved and consistent approach to measuring outcomes for these cohorts will provide better evidence for us to measure impacts, which can then be compared to the current service. The data will capture the referral rates and outcomes for these demographics and each quarterly report these can be reviewed against the benchmark set in the current contract.

The areas which **'none'** has been identified have been Marriage and Pregnancy. This is because the current service design does not capture this information and we would therefore be unable to quantify or capture outcomes of advocacy in relation to these areas.

The areas identified as having a **'medium' positive** impact are Disability and Age. This assessment has been made based upon the change in model of how the advocacy service is being delivered, with increased specialisation available, improvements in access and quality of support. The outcomes are all measurable in the data and reporting and can be demonstrated against the 5 years of data of the current contract.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales

If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change

N/A

What actions have already been taken to mitigate any negative impacts?

For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

N/A

Equalities Comprehensive Impact Assessment

Levelling Up - Priority Areas & Cohorts

For more information on Levelling Up Plans and strategies [click here](#).

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select 'Too early for impact to be known' You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Cohort / Area	Positive	Negative	None	Too early for impact to be known
Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)	X			
Children on Free School Meals			X	
Working families			X	
Young adults (16-25 who have not been in education, training or employment for around 6-12 months)				X
Harlow	X			
Jaywick and Clacton	X			
Harwich	X			
Basildon (Town) housing estates	X			
Canvey Island	X			
Colchester (Town) - Housing Estates	X			
Rural North of the Braintree District	X			

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.

- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Cohort / Area	High	Medium	Low	N/A	Too early for impact to be known
Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)		X			
Children on Free School Meals				X	
Working families				X	
Young adults (16-25 who have not been in education, training or employment for around 6-12 months)					X
Harlow			X		
Jaywick and Clacton			X		
Harwich			X		
Basildon (Town) housing estates			X		
Canvey Island			X		
Colchester (Town) - Housing Estates			X		

Equalities Comprehensive Impact Assessment

Rural North of the Braintree District			X		
Rationale for assessment, including data used to assess the impact <i>Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting 'Too early for impact to be known' explain how impacts will be understood at a later point.</i>					
<p>The areas identified as 'N/A' are Children on free schools meals and working families. These have been assessed as such due to a non-significant effect upon these groups from the decision.</p> <p>All geographic areas have been identified as 'Low Impact'. This assessment has been made based upon the small positive effect having an increasingly specialised set of services that would better meet the needs of these areas of increased deprivation. The data shows that there are higher levels of MH and other types of need in the areas identified, therefore making this decision will increase visibility and opportunity to access specialist advocacy support particularly for those requiring IMHA.</p> <p>The area identified as having a 'Medium Impact' is Children and Adults with SEND need. Historically, the current service provider has had lower referral rates for children's advocacy than the previous contract. Changes to the model of delivery and specification will enhance the awareness of provision, access to advocacy and outcomes of that advocacy. This service will provide vital support to children with disabilities and children in care, ensuring their rights are upheld and their voice is heard when significant decisions are being made about their life, support, living arrangements and any health care.</p>					
(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales <i>If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.</i>					
N/A					
What actions have already been taken to mitigate any negative impacts? <i>For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.</i>					
N/A					
How could you strengthen any positive impact(s)?					
<p>A full, considered and well-discussed action plan for mobilisation of the new service is vital to strengthening the positive impacts. The advocacy service is not well known about and advocacy itself is poorly understood by significant numbers of the public and people who need the service. Key to strengthening the positive impact is the advertising and communication of the service to all communities, groups, organisations, internal and external partners.</p>					

Equalities Comprehensive Impact Assessment

Equalities - Inclusion Health Groups and Other Priority Groups

For more information on health inequalities and health inclusion groups see ECIA guidance and [NHS England » Inclusion health groups](#)

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select 'Too early for impact to be known'. You should consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Group	Positive	Negative	None	Too early for impact to be known
Refugees / asylum seekers	X			
Homeless / rough sleepers				X
People who experience drug and alcohol dependence			X	
Offenders / ex-offenders				X
Victims of modern slavery				X
Carers	X			
Looked after children / care leavers	X			
The armed forces community (serving personnel and their families, veterans, reservists and cadets)			X	
People who are unemployed / economically inactive			X	
People on low income				X
Sex workers			X	
Ethnic minorities				X
Gypsy, Roma, and Traveller communities				X
People with multiple complex needs or multi-morbidities	X			

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.

- Scale of the activity - does it affect a large number of the population?

- Scale of the impact - does it affect people in one or more important aspects of their lives?

- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A	Too early for impact to be known
Refugees / asylum seekers			X		
Homeless / rough sleepers					X
People who experience drug and alcohol dependence					X
Offenders / ex-offenders			X		
Victims of modern slavery					X
Looked after children / care leavers		X			
The armed forces community (serving personnel and their families, veterans, reservists and cadets)			X		
People who are unemployed / economically inactive			X		
People on low income					X
Sex workers				X	
Ethnic minorities			X		
Gypsy, Roma and Traveller communities			X		

Equalities Comprehensive Impact Assessment

People with multiple complex needs or multi-morbidities		X			
Rationale for assessment, including data used to assess the impact <i>Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting 'Too early for impact to be known' explain how impacts will be understood at a later point.</i>					
<p>Feedback from people with Lived Experience and stakeholders was that more types of specialist services are required to support Looked after children and their families. (Medium impact) The new model proposes to offer advocacy to the parents which will in turn improve the outcomes for children and young people by ensuring the parents are having their voice heard and supporting professionals to know what is important to people in these situations. For people with multiple complex needs the model offers the opportunity for the lead provider to access specialist services which may be better suited to support an individual. For example a deaf/blind child may be better supported by a deaf/blind specialist advocate than a children's advocate. The model allows for the specialist best suited to support someone to be accessed.</p> <p>(Low Impact) For those identified as having a low impact such as refugees/asylum seekers, ethnic minorities and gypsy, Roma and travelling communities the inclusion of more socially and culturally appropriate advocacy through the use of specialist providers or generic and peer advocacy will help these groups to access support appropriate for them and possibly delivered by people with lived experience who have been part of these communities themselves.</p> <p>For those groups where it is too early to tell the impact we do not have sufficient data from the current service for us to be able to model a predicted impact for these groups. For example, the criteria for accessing advocacy does not include drug and alcohol dependence, but an individual with this need may also experience significant mental health difficulties for which they can access the service. A greater understanding of additional needs for people accessing the service would enable us to more accurately assess the impact on the cohorts above. Forensic advocacy will be included in the new contract and the data gathered will indicate the nature of the impact. It is currently unknown if there will be an impact to Offenders/ex-offenders by bringing this service in line with ECC's independent advocacy service.</p>					
(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales <i>If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.</i>					
N/A					
What actions have already been taken to mitigate any negative impacts? <i>For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.</i>					
N/A					
How could you strengthen any positive impact(s)?					
<p>A full, considered and well-discussed action plan for mobilisation of the new service is vital to strengthening the positive impacts. The advocacy service could be know to a greater percentage of the population and advocacy could be better understood by the public and people who need the service. A central aspect to this to strengthen the positive impact is the advertising and communication of the service to all communities, groups, organisations, internal and external partners.</p>					

Equalities - Geographical Groups

Deprivation: The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation in England and is part of a suite of outputs that form the Indices of Deprivation (IoD). It follows an established methodological framework in broadly defining deprivation to encompass a wide range of an individual's living conditions. People may be considered to be living in poverty if they lack the financial resources to meet their needs, whereas people can be regarded as deprived if they lack any kind of resources, not just income. Across Essex an estimated 123,640 residents live in the most deprived quintile (20%) nationally, equivalent to 8.6% of the total population. Health outcomes among residents of the most deprived areas are significantly worse than in the least deprived areas and there is, on average, a 12-year gap in life expectancy between the most and least deprived areas [of the county https://data.essex.gov.uk/dataset/2w89n/indices-of-multiple-deprivation-imd-2019-full-report](https://data.essex.gov.uk/dataset/2w89n/indices-of-multiple-deprivation-imd-2019-full-report).

Rural/Urban: The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village or hamlet, and dispersed. <https://www.gov.uk/government/statistics/the-rural-urban-definition>

Coastal: ONS provides the following definition: Seaside towns are those with a tourist beach and associated visitor attractions while the other coastal towns include those focused on other activities such as being a port town or industrial town. For further information <https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsinenglandandwales>
<https://data.essex.gov.uk/dataset/e1kmd/essex-economic-commission-dealing-with-challenges-of-coastal-communities-in-greater-essex>

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select 'Impacts not yet known'. You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Group	Positive	Negative	None	Too early for impact to be known
People living in areas of high deprivation	X			
People living in rural or isolated areas	X			
People living in coastal areas	X			
People living in urban or over-populated areas	X			

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.

- Scale of the activity - does it affect a large number of the population?

- Scale of the impact - does it affect people in one or more important aspects of their lives? - Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage? If not impact identified above, select N/A.

Group	High	Medium	Low	N/A	Too early for impact to be known
People living in areas of high deprivation			X		
People living in rural or isolated areas		X			
People living in coastal areas			X		
People living in urban or over-populated areas			X		

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting 'Too early for impact to be known' explain how impacts will be understood at a later point.

Equalities Comprehensive Impact Assessment

It is believed that there will be a **low level of positive impact** for all types of geographic groups, as a key part of the mobilisation and implementation of the service will be to develop the community and peer advocacy networks, providing structure and opportunity for communities to represent themselves and people like them in health reviews and social care reviews as suitable. This positive impact is perceived to be highest (**medium positive impact**) in the rural and isolated areas, where modern technology can be used to ensure access to advocacy support alongside face to face support for non-statutory advocacy from the community networks.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales

If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?

For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

Development of community-based peer and community advocacy is an essential aspect of the improving the impacts, which should be completed in conjunction with the provider and compliment the advertising and communicating to groups about the new service.

Equalities Comprehensive Impact Assessment

Families

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select **'Too early for impact to be known'**. You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Group	Positive	Negative	None	Too early for impact to be known
Family formation (e.g. becoming or living as a couple, the ability to live with or apart from children)			X	
Families going through key transitions (e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition)	X			
Family members' ability to play a full role in family life (e.g. fulfilling parenting and other caring responsibilities)	X			
Families before, during and after couple separation			X	
Families most at risk of deterioration of relationship quality and breakdown	X			

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.

- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A	Too early for impact to be known
Family formation (e.g. becoming or living as a couple, the ability to live with or apart from children)				X	
Families going through key transitions (e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition)		X			
Family members' ability to play a full role in family life (e.g. fulfilling parenting and other caring responsibilities)		X			
Families before, during and after couple separation				X	
Families most at risk of deterioration of relationship quality and breakdown		X			

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence family health and wellbeing, including socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting **'Too early for impact to be known'** explain how impacts will be understood at a later point.

'Families before, during and after couple separation' and **'Family formation'** have been assessed as **N/A** for impact, as no direct discernible impact can be considered.

Advocacy services for ‘**Families most at risk of deterioration of relationship quality and breakdown**’, ‘**Family members’ ability to play a full role in family life**’ and ‘**Families going through key transitions**’ all have been assessed as having a **medium positive impact** upon them. This assessment was made due to the inclusion of support for parents whose children and subject to, or having an assessment for, a Child in Need or Child Protection plan. Increasing the take up of IMHA will also support families to by ensuring peoples rights are upheld and professionals know what is important to people with regard to remaining active participants in family life.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales
If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?
For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

In addition to the service provision, good quality, effective communication about the service, non-statutory support and statutory support to operations team within ECC and CVS organisations which work with or represent families

Equalities Comprehensive Impact Assessment

Climate
<p>For more information on Energy, Climate and the Environment visit https://www.essex.gov.uk/topic/energy-climate-environment</p>
<p>SECTION 1: Does your decision/policy involve development or re-development of buildings or infrastructure?</p>
<p><i>Delete as applicable</i></p>
<p>No</p>
<p>(If yes) Have you calculated the predicted operational energy demand and the carbon emissions (both operational and embodied) impact of the development/infrastructure/building? <i>Delete as applicable</i></p>
<p>N/A</p>
<p>➤ (If yes) Please provide details</p>
<p>N/A</p>
<p>➤ (If no) Please carry out an evaluation of energy and carbon and revise your proposal in light of the questions below</p>
<p>(If yes) Does your proposal align with the Net Zero Carbon (in operation) definition being promoted through best practice and emerging planning responses at ECC? The definition of this can be found in the ECIA guidance.</p>
<p>➤ (If yes) Please provide details. This would include:</p> <ul style="list-style-type: none"> calculations of predicted operational energy demand and consumption carbon dioxide emissions based on the final design and specification of the development calculation of annual renewable energy generation outline measures to be taken that will minimise energy demand and mitigate against any residual carbon impact Steps to increase energy efficiency Renewable energy sources for heating
<p>N/A</p>
<p>➤ (If no) Please revise specification of your proposal and refer to the Essex Design Guide for advice on how to design buildings and developments to be net zero carbon in operation</p>
<p>(If yes) Have you assessed the upfront embodied carbon emissions (building life cycle stages A1-A5) of your proposed project and have you set targets in line with best practice to reduce embodied carbon emissions? For example this could include setting targets as per the LETI Climate Emergency Design Guide, or setting targets to align with the RIBA 2030 Climate Challenge.</p>
<p>➤ (If yes) please provide details. This would include:</p> <ul style="list-style-type: none"> calculation of embodied carbon emissions using a RICS recognised tool e.g. e.g. one click tool measures taken to reduce embodied carbon emissions.
<p>N/A</p>
<p>➤ (If no) please revise your specification of your proposal to include an assessment of embodied carbon and measures to reduce the carbon impact</p>
<p>(If yes) Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this?</p> <p>You need to consider:</p> <ul style="list-style-type: none"> Risks from coastal erosion Risks from flooding and steps to counter these e.g. green infrastructure and sustainable drainage Steps to counter water scarcity such as water efficient taps, toilets and appliances & water butts Steps to counter overheating such as build orientation, window shading, green walls and roofs

Please provide details below:

SECTION 2: Does your decision/policy take place in, or make use of, existing buildings or infrastructure?

Delete as applicable

No

(If yes) The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact – you may wish to consider the following points:

- What is the current EPC rating of the building you're using?
- Can you measure current energy usage in a bid to manage the energy efficiency of a building – such as heating times/turning off lights
- Can you improve the energy efficiency of the building? This may include insulation such as cavity wall, loft or external wall, upgrades to heating systems (e.g. heat pumps and/or heating controls), LED bulbs or introducing renewable generation e.g. solar panels
- Can you use water efficiency measures such as low-pressure taps and water butts?
- Do you know how your energy is supplied? Do you know who your energy supplier is? Is it a green or renewable source? Consider on-site renewable sources where applicable

SECTION 3: Does your decision/policy involve elements connected to transport, travel or vehicles? This includes travel needs/requirements of both service users and staff (including staff you're planning to recruit) Delete as applicable

Yes

(If yes) Where are staff or service users coming from and how are they travelling?

Consider using local staff to reduce travel needs. Are you enabling staff to use public transport or active travel options (cycling or walking)? Where car journeys are essential, can staff or service users be incentivised to car share?

Approximately 60% of all advocacy interaction is via electronic means (teams/zoom, phone) which has reduced the amount of face-to-face service user time and therefore travel. Staff travel will be required from their home or between meetings. The service covers all of Essex which gives the provider the opportunity to manage its staff in a geographical manner which could reduce travel required to offer its services across the county. We will encourage active travel options, public transport and car sharing.

(If car travel is unavoidable) Are you specifying electric cars and vehicles?

If not, what is your transition plan to introduce electric vehicles?

Employees (staff) will use their own vehicles or public transport to travel. There will not be a specification on what type of vehicle this should be.

SECTION 4: Are you undertaking a procurement exercise?

Yes

(If yes) Please confirm for purchases over £100k that you have a carbon reduction plan as part of your procurement

Not applicable

(If yes) Please list which climate TOMS (Themes, outcomes & measures) you have included in your procurement and the weighting these have been given

N/A

Does your decision/policy involve procurement of goods or materials?

No

(If yes) Do you know what products or materials you will be using and where these come from?

Equalities Comprehensive Impact Assessment

Materials and products all have different greenhouse gas impacts it is therefore important we consider the environmental performance when taking decisions.

	Yes	No	N/A
Have you considered making use of goods/materials that already exist in the organisation, or using second-hand equipment?			X
Will you purchase goods that are durable and long lasting, and can be easily maintained or repaired?			X
Will you source goods/materials from a local provider where possible?			X
Will you use goods or materials made with recycled content and/or recyclable at the end of their life?			X

SECTION 5: Will any waste be generated by this decision? This includes waste from construction, waste generated by service users/staff, and waste generated by replacing existing products/materials with new.

Yes

(If yes) Most of our activities will generate waste so it is important that this waste is managed properly. Generally, the more waste produced the greater the greenhouse gas impact. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision? Please specify how you are:

- Measuring the amount of waste being generated and setting targets to reduce, for example setting reuse requirements
- Requiring recycling – such as setting targets for waste recycled, or providing facilities to recycle
- Operating the service in a digital way to reduce use of material resources
- Sharing goods and services with others to reduce resource use
- Donating or selling materials and products that are no longer required to keep them in use elsewhere
- Avoiding over-packaged or difficult to recycle goods.
- Avoid single-use items, in particular single use plastic
- Recycling and composting waste where applicable.

The new service may result in the need for all leaflets and posters previously circulated to be recycled and replaced with new ones which advertise the new service and provider. The provider will be required to ensure they recycle all old promotional materials they replace.

The new provider will be asked to consider how they will continue to develop their digital offer. This will include the use of a website, online referrals and online marketing. They can send posters and leaflets electronically to partners to reduce the use of envelopes and transportation of materials. This is already successfully being done by the current provider.

They will be asked to consider how they reuse and dispose of any tech devices which may be assigned to advocates such as laptops and mobile phones.

Where will waste be treated and disposed of? This includes general rubbish and recycling.

N/A

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Group	Positive	Negative	None
Built Environment / Energy			X
Sustainable Transport / Travel	X		
Waste			X
Other			X

Extent of impact

Equalities Comprehensive Impact Assessment

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.

- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A
Built Environment / Energy				X
Sustainable Transport / Travel			X	
Waste				X
Other				X

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you?

Data provided by the current service provider indicates that 60% of all advocacy delivered was via technology and not face-to-face leading to our positive assessment of the impact of the new service on travel.

With regard to the recycling of old promotional materials, it is not possible to judge how many posters or leaflets will need replacing. The new service may find themselves in spaces where there has never been promotional materials circulated or previous service users may have already disposed appropriately of leaflets and information they were given.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales

If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy / decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?

For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

Equalities Comprehensive Impact Assessment

Sign Off

ECIA Author	
Name	Rob Holton
Job Title	Senior Commissioning Officer
Team	Mental Health Team/Choice and Control Team Commissioning Team
Function <i>Delete as applicable</i>	Adult Social Care
ECIA Approver	
<i>The ECIA approver needs to be a different person to the CIA author, ideally someone in a more senior position</i>	
Name	
Job Title	
Team	
Function <i>Delete as applicable</i>	Adult Social Care