

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Housing Related Support –Young People Pathway 16 -25 year olds Service Change	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning
Lead person: Helen Caulfield-Browne Strategic Commissioning Manager	Contact number: 01709 354208
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
The aim of this Equality Analysis (EA) is to ensure that the new commissioned co-designed Housing Related Support Service for young people aged 16 to 25 year olds has considered customers, future customer’s key stakeholders and residents. The purpose is to ensure that everyone’s protected characteristics are considered.

It is also to ensure that due regard has been given to proposed change in services and functions so that equality, diversity, cohesion and integration has been fully considered.

An initial EA was completed which enabled as assessment of any likely impact due to the proposed service model change before a decisions was made.

The EA, Part B, will be a revised version following the outcome of a co-design and recommissioning of a Young People's Housing Related Support Service.

The Service is not restricted to any specific communities and groups and provides an equal opportunity to access the service. It is commissioned to provide a service to young people aged 16 to 25 years old. Other provisions in housing related support is provided for 18+ Adults.

The aim of this Equality Analysis (EA) is to ensure that the new commissioned co-designed Housing Related Support Service for young people aged 16 to 25 year olds has considered customers, future customer's key stakeholders and residents. The purpose is to ensure that everyone's protected characteristics have been considered.

The Equality Analysis sets out the outcome of a co-design and recommissioning of the Young People's Housing Related Support Service and the consideration of the impact of young people's protected characteristics.

Overview of the Service

Housing Related Support (HRS) delivers a preventative programme. The Council commission Housing Related Support for young people aged 16-25 via Adult Care, but with a strong link into Children & Young People's Services with regard to young people aged under 18 and for care leavers services, assisting individuals with multiple needs. In some instances services are provided to people with chaotic lifestyles, who may not be supported by more traditional statutory services. Many of these people require support packages to gain their independence and obtain suitable permanent accommodation.

Housing Related Support is designed to bridge the gap between universal and statutory services. However, given the complex needs of young people requiring support, there were requirements for a more a seamless pathway to be developed for individuals exiting support from Children & Young People's Services and transitioning into adulthood.

The Young Persons Housing Related Support Services are short-term provisions designed to assist individuals to:

- Avoid homelessness and the events leading to homelessness
- Gain a more stable lifestyle
- Promote and help develop independent living skills
- Access appropriate benefits and advice on budgeting and debt management
- Access education, training and employment Access health including mental

- health services , improving health & wellbeing
- To live independently and minimise the risks associated with the 'revolving door' scenario

The Council commissions Housing Related Support for young people aged 16-25. Providing short term safe accommodation The service originally commissioned delivered a total of 55 units of furnished supported housing. 39 units of furnished accommodation were located in close proximity of each other, 3 units were for homeless emergency access. There were also 16 dispersed units of single and shared occupancies, located across the Rotherham Borough.

In addition to supported accommodation the Floating Support Service supported up to 66 young people at one given time, supporting young people's transitions from supported housing into their own tenancy as well as offering intervention where there is an increased risk of homelessness.

The service experienced an increase of young people with multiple support needs. This included mental health, self-harm, substance misuse and offending behaviour. It was agreed that the service model required a review. The Council took the opportunity to re-design and transform services through co-production in order to better meet the changing needs of the young people in need of housing related support services.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		No
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	Yes	
Has there been or is there likely to be an impact on an	Yes	

individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>		
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	Yes	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		No
If you have answered no to all the questions above, please explain the reason		
N/A		

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

An initial EA was completed at the commencement of resigning the new service

An updated version following the outcome of the service redesign and recommissioning of the service is now considered and a revised Equality Assessment is to be completed and links with this Initial Equality Assessment Screening.

A co-production of the new service model has been key to the development of the new service specification.

The co-production commenced in March 2018 until October 2018 and directly involved the engagement of Young People and key Stakeholders. The establishment of relationships laid the foundation for an Appreciative Inquiry discussions which focused on 'What is the most exciting future you could imagine for the current service?', 'What does the current service mean to you?' and 'What do you love about the current service'

A stakeholder event was also held in October 2018. Over 20 Stakeholders attended and contributed towards the co-design of the new service offer.

Following the procurement of the new co-designed service the contract was awarded to a new a new provider. The continued engagement with young people formed a key area of the mobilisation planning to ensure a seamless transition and individual needs of young people were met through this process.

Data analysis submitted from the previous service has been used to help inform the equality assessment for the new service.

- **Key findings**

The service is specifically commissioned for young people aged 16 to 25 year olds who are homeless or at risk of homelessness.

The redesign of the service was required to take into consideration the protection of protected characteristics of the people in receipt of the services.

An Equality Assessment would provide an opportunity to consider in more detail the impact of the service changes and any necessary actions.

- **Actions**

A co-design approach has already taken in the design of the new service and will form part of the full Equality Assessment.

The Equality Assessment includes an assessment of each characteristic

To identify the appropriate people to be involved in the Equality Assessment

Collate data and analyse, identify any gaps

Consideration of the future monitoring of the impact of the change in service on communities/groups according to their protected characteristics

Date to scope and plan your Equality Analysis:	01.05.19
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Date to complete your Equality Analysis:	25.06.19
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Lead person for your Equality Analysis (Include name and job title):	Helen Caulfield-Browne Strategic Commissioning Manager
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5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Nathan Atkinson	Assistant Director Strategic Commissioning Adult Care, Housing and Public Health	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	25.06.19
Report title and date	Housing Related Support – Children and Young People Pathway Tender Conclusion Update
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	N/A
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	