

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Housing Related Support Service –Young People Pathway 16 -25 year olds Service	
Date of Equality Analysis (EA): 25.06.19	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning Housing Related Support
Lead Manager: Helen Caulfield-Browne Strategic Commissioning Manager	Contact number: <u>Tel:01709 354208</u>
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
	<input type="checkbox"/> Other

If other, please specify

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Helen Caulfield-Browne	RMBC	Commissioning Manager
Wendy Russell	RMBC	Commissioning Officer
Zaidah Ahmed	RMBC	Corporate Equality Lead

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

Aim/Scope

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 commissioning 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.

What equality information is available? (Include any engagement undertaken)
Engagement

Engagement

The redesign of the new Housing Related Support, Young People for 16-25 year olds service model was underpinned by a robust co-production approach. The approach was supported by SYHA CoCreate, who worked alongside commissioners to enable the commissioning process to be authentically co-produced. They did this through relationship building, providing head space, utilising best practice experts, and delivering engagement. The views and lived experiences of people in receipt of support, specialist workers and professionals from the wider workforce were captured and incorporated into the new service specification.

The co-production commenced in March 2018 until October 2018. This 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 a number of opportunity were given to the young people during the mobilisation period.

Data Source

The EA looked at the young people service user profile and young service users who have exited the Housing Related Support service between 2017-18 and 2018-19.

The number of young people who accessed the Housing Related Support Services totals to 308 over a 2 year period.

The data is captured when young people exit the service. Therefore the data analysis is not for all 308 young people during 2017-18 and 2018-19, however the data provides information for an Equality Analysis and any potential impact due to the change of service provision.

The referral Pathway into the supported accommodation element is via the Council's Housing Services. The provider assesses the young person support need to determine if they can be accepted into the service and operate an inclusive service for all young people aged 16 -25 years old that meet the criteria of Housing Related Support Services.

Gender

2017-18 and 2018-19 data tells the Council the following genders access the young person housing related support service. Male young people access the service slightly more by 36 than female young service users.

Gender	No.	%
Male	172	55.84%
Female	136	44.16%

There are no restrictions by gender across the service as a whole. The service is open to everyone aged 16-25 year olds providing they meet the Housing Related Support criteria.

Age

2017-18 and 2018-19 data tells the Council the following age range access the young person housing related support service. The highest age range is between 20 and 25 years of age.

Age	No.	%
Under 20	128	41.56%
Under 25	220	71.43%
25	10	3.25%
26	4	1.30%
27	3	0.97%
Not known	71	23.05%

It is recognised that the service is designed for young people aged 16 – 25 year olds. The Council recognises that the young people affected by the service change may have some anxieties with a change in service provider. Mitigation of risks is outlined in the section at the end of this analysis assessment, under any problems or barriers to communities or Group.

Disability

2017-18 and 2018-19 data tells the Council that 73 young people identified themselves as having a disability.

Available data does not indicate details of the disability.

There are no restrictions by disability across the service as a whole. The service is open to everyone aged 16-25 year olds providing they meet the Housing Related Support criteria.

Ethnicity

2017-18 and 2018-19 data tells the Council the ethnic origins of young people accessing the young person housing related support service. The highest ethnic origin is white, British.

Ethnic Origin	No.	%
White: British	289	93.83%
White: Other	4	1.30%
Mixed: White & Black Caribbean	1	0.32%
Asian/Asian British:		
Pakistani	3	0.97%
Asian/Asian British: Other	1	0.32%
Black/Black British: African	7	2.27%
Black/Black British: Other	2	0.65%
Gypsy/Romany/Irish Traveller	1	0.32%

The ethnicity data demonstrates the current Rotherham demographic population, data, 2017-18 outlined below:

Rotherham’s Black and Minority Ethnic (BME) population is relatively small but has been growing and becoming increasingly diverse. The BME population more than doubled between 2001 and 2011, increasing from 10,080 to 20,842. 8.1% of the population belonged to ethnic groups other than White British in 2011 (6.4% were from non-white groups), well below the English average of 20.2%. It follows that 91.9% of Rotherham residents were White British.

The service is not restricted to any race or ethnicity, the service is open to anyone aged between 16 and 25 years old providing they meet the Housing Related Support criteria.

Sexual Orientation

During 2018-19 and 2017-18, young people's data on their sexual orientation was received by 159 young people.

Sexuality	No.	%
Heterosexual	146	91.82%
Gay/Lesbian	2	1.26%
Bisexual	4	2.52%
Person asked but declined to state	7	4.40%

The service is not restricted to any sexual orientation. The service is open to anyone aged between 16 and 25 years old providing they meet the Housing Related Support criteria.

Religion or Belief (or none Belief)

Religion is recorded for 174 clients. It is unknown for 3. 45 as they did not wish to disclose. The following data indicates the different religion or beliefs of young people.

- 5 Christian (all denominations)
- 0 Buddhist
- 0 Hindu
- 0 Jewish
- 2 Muslim
- 0 Sikh
- 0 Any other religion
- 167 No religion

The service is not restricted to any religion or belief, the service is open to anyone aged between 16 and 25 years old providing they meet the Housing Related Support criteria.

The service is provided to young people who are homeless or at risk of homelessness who also often have multiple support needs, this can include, mental ill health, physical health and offending behaviour.

Are there any gaps in the information that you are aware of?

The service data analysis was unable to include the following data:

Pregnancy & Maternity

Available data does not indicate details of pregnancy or maternity, however the consultations and engagement of young service users provides an opportunity for the Council to identify the views from this group.

Marriage and Civil Partnership

Available data does not indicate details of Marriage and Civil Partnership however the consultations and engagement of young service users provides an opportunity for the

Council to identify the views from this group

Gender Reassignment

Available data does not indicate details of gender reassignment, however the consultations and engagement of young service users provides an opportunity for the Council to identify the views from this group.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Performance Monitoring –

The contract performance will be overseen by the Council's Commissioning services. There will be frequently contract performance meetings throughout the duration of this contract. During the mobilisation of the new service there will be close monitoring and oversight that there is a smooth transition and young people remain engaged with the new provider and their voice is heard and they feel reassured.

The new service will report on performance and include the submission of the characteristics data. The service will monitor the service user's characteristics and focus any actions required for hard to reach groups. As part of the performance management young people who have been refused access to the service will be scrutinised to ensure equality has been applied.

The service will report on performance and include the submission of the characteristics data. The service will monitor the service user's characteristics and focus any actions required on reaching hard to reach groups.

The Service will carry out an annual customer and stakeholder feedback evaluation and report on the evaluation to the Council this will include the views.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

All young people in receipt of the service were given the opportunity to engage.
A co-production report outlined the forms of engagement and outcomes from the engagement.

Date	Number of people
2018 21 and 28 th September	9 Facilitated Workshop Young people in the existing service
14 th November	4 Shadowing, structured conversation with young people in the existing service

	<p>26th September People living at the current housing related support service 4 Informal conversations and relationship building engagement to support further engagement</p>												
<p>Engagement undertaken with staff (date and group(s)consulted and key findings)</p>	<p>The Councils service review and co design of the HRS</p> <table border="1"> <thead> <tr> <th data-bbox="670 824 790 952">Date</th> <th data-bbox="790 824 1093 952"></th> <th data-bbox="1093 824 1252 952">Number of people</th> <th data-bbox="1252 824 1490 952"></th> </tr> </thead> <tbody> <tr> <td data-bbox="670 952 790 1982">23rd July 2018</td> <td data-bbox="790 952 1093 1982"> <p>Internal Stakeholders within RMBC; Strategic Commissioning Manager responsible for current and future housing related support services</p> <p>Commissioning Managers from Children and Young Persons services</p> <p>Senior Procurement Manager Service Manager from Leaving Care Services Co-ordinator from Homeless Services provided by RMBC</p> </td> <td data-bbox="1093 952 1252 1982">7</td> <td data-bbox="1252 952 1490 1982">Facilitated workshop</td> </tr> <tr> <td data-bbox="670 1982 790 2020">28th</td> <td data-bbox="790 1982 1093 2020">Keyworkers from</td> <td data-bbox="1093 1982 1252 2020">4</td> <td data-bbox="1252 1982 1490 2020">Structured</td> </tr> </tbody> </table>	Date		Number of people		23rd July 2018	<p>Internal Stakeholders within RMBC; Strategic Commissioning Manager responsible for current and future housing related support services</p> <p>Commissioning Managers from Children and Young Persons services</p> <p>Senior Procurement Manager Service Manager from Leaving Care Services Co-ordinator from Homeless Services provided by RMBC</p>	7	Facilitated workshop	28th	Keyworkers from	4	Structured
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	<p>August 2018 the current housing related service conversations</p> <p>23rd October Stakeholder engagement 23</p> <p>The views have helped to develop the remodelling of the service specification which led to the re procurement of a Housing Related Support Service and new contract award.</p> <p>Total number of people engaged with throughout the project, combined young service users and professional workforce = 58</p>
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4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The Service is not restricted to any specific communities and groups and provides an equal opportunity to access the service. The service is open to anyone aged between 16 and 25 years old providing they meet the Housing Related Support criteria.

The Service provision supports young people who are homeless or at risk of homelessness and is inclusive for all young service users that meet the housing related support criteria. There will be no blanket exclusions to accessing the service.

Does your Policy/Service present any problems or barriers to communities or Groups?

The service is specifically commissioned and designed for the age range of 16 -25 year olds.

The Service is not restricted to any specific communities and groups. The service is open to anyone aged between 16 and 25 years old providing they meet the Housing Related Support criteria.

The Service is inclusive for all young service users that meet the housing related support criteria.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The redesign and commissioning of the service offers a positive impact and provides an improved service offer.

The redesign of the service model is in response of the changing needs of the young people presenting with multiple and often complex needs this group is considered one of the most marginalised vulnerable young people in our society.

The new designed service provides a more a seamless pathway providing a suite of supported housing options that are flexible and meet the support needs of the vulnerable young people with multiple needs.

The new service model is outcome focused and understands the complexity of young people's support needs. The new service model will provide a different approach from the previous service model and will increase value for money providing better outcomes for young people and improves the supported housing options available to young people who are homeless or at risk of homelessness.

The service provider will employ a skilled and diverse workforce to meet the needs of the young people in receipt of the service. The service provider will have a comprehensive Equality and Diversity policy and procedures. The workforce will receive Equal Opportunity training.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The affects are positive on community relations,

The service will be culturally responsive services to individuals from a range of ethnic, cultural backgrounds and ensuring access to appropriate interpretation and translation services, and providing information in a range of different formats. The expectation of the Service is to support the hardest to engage young people. There will be no blanket exclusions to accessing the service.

The Service will support individuals to develop resilience to enable them to cope with life challenges and fulfil their true potential, accessing opportunities to enhance their skills and be supported on a pathway to employment/training. The Service will be delivered in a non-judgmental and inclusive manner showing dignity and respect.

It is recognised that the service is designed for young people aged 16 – 25 year old with housing support needs. The Council recognises that the young people affected by the service change may have some anxieties with a change in service provider and where required a change of supported accommodation provisions.

The mitigation of risks:

- A robust mobilisation plan is delivered in a timely manner, where young people engagement is a key from the offset of the new contract award. This involves one to one communication and group consultations. Young people are involved in making choices on where they live, reassured and given the opportunity to be involved in the shaping of the new service delivery.
- The Councils Commissioners will have oversight of the mobilisation plan to ensure that all actions are completed and young people's needs are met.
- The Councils Housing will work closely with Commissioners and Service Providers to minimise the need for young people to have to move from one supported housing accommodation to another where it is appropriate to rehouse them directly into independent living. Therefore reducing the number of young people who need to transfer to the new provider and change accommodation provisions.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Housing Related Support Service –Young People Pathway 16 -25 year olds Service

**Directorate and service area:
Adult Care, Housing and Public Health
Strategic Commissioning**

Lead Manager: Helen Caulfield-Browne, Strategic Commissioning Manager , Housing Related Support

Summary of findings:

The Service is commissioned specifically for 16 to 25 year olds. The service group accessing the new service will not change from the previously commissioned model. The data analysis demonstrates that the service is not restricted to any protected characteristics; the service is open to anyone aged between 16 and 25 years old providing they meet the Housing Related Support criteria.

One key protected characteristic, gender reassignment will be added to future equality monitoring as this was not available for the data analysis.

A range of people were involved in the service review and co-design. The feedback and views of young service users and front line workers and other Stakeholder are reflected in the new service design.

The new service will be culturally responsive services to individuals from a range of ethnic, cultural backgrounds and ensuring access to appropriate interpretation and translation services, and providing information in a range of different formats. The expectation of the Service is to support the hardest to engage young people. There will be no blanket exclusions to accessing the service.

It is recognised that the service is designed for young people aged 16 – 25 year olds with housing support needs. The Council recognises that the young people affected by the service change may have some anxieties with a change in service provider and where required a change of supported accommodation provisions. The risks of this are mitigated by a robust approach to the continued engagement of the young people effected to ensure there is a smooth transition.

The main action will be to monitor the impact of the implementation of the new service model and performance of the new service provider to ensure that the young peoples protected characteristic are monitored and there is a focus on reaching all hard to reach groups and meeting their individual support needs, providing a person lead and outcome focused service provision.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
To review the service Characteristics reporting and to ensure Gender Reassignment is included	GR	1st August 2019
The service will commence on the 1st August 2019 and will report on performance on a quarterly basis.	A,D,S,GR,RE,RoB,SO, PM,	October 2019 and onwards
Commissioning services will monitor contract performance and will include Equality and Diversity, Inclusion of all young people when referred into the service and work with hard to reach groups.	A,D,S,GR,RE,RoB,SO, PM,	1st August 2019 and onwards
Continue with young people engagement throughout the mobilisation of the new service to be completed by the new Provider. This will also be monitored by the Commissioning Services	A,D,S,GR,RE,RoB,SO, PM,	1st August 2019

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis 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 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 Equality Analysis completed	25.06.19
Report title and date	Housing Related Support – Children and Young People Pathway Tender Conclusion Update 16 th September 2019
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	