

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Supported Living Accommodation tender for care leavers aged 16+
Team/ Department	Access to Resources Integrated Service - People
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Abdul Abdullahi
Author(s) name(s) and contact details	Ram Ramasubramanian
Committee name and date of decision	
Date of EqIA completion	

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	Ram Ramasubramanian
Name of Director who has approved the EqIA	Tony Theodoulou

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?
What outcomes are you hoping to achieve from this change?
Who will be impacted by the project or change - staff, service users, or the wider community?

The main objective of the Framework Agreement is to ensure Enfield's care leavers are placed in a safe and suitable supported living accommodation and one which represents best value to the Council. The accommodation will provide young people with the understanding and the life skills required to move on to independent living in the community when appropriate.

It is recommended that the newly created Framework Agreement is established to commission additional supported living placements out of area as this would replace spot purchasing out of the framework at a high cost.

There are currently 248 young people (16-25) in semi-independent provisions spread across 21 providers of semi-independent accommodation. The new contract should give consistency to these young care leavers meaning that they can stay in their accommodation until they are ready for their own tenancy if the same Providers are successful during the tender stage. If not, then a decision will need to be taken on a case-by-case basis to see if it will be in the best interest of the young person to move them to a new provision part of the new tender.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider care experience and socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. As such, this will therefore have a positive impact on young people within this age range.

As of 2022-23, there were 124 young people between the ages of 16 and 17 placed in semi-independent provisions and 256 young people between the ages of 18-25. The breakdown of the 18-25 cohort is as follows:

- 18 year old – 43
- 19 year old – 71
- 20 year old – 57
- 21 year old – 55
- 22 year old – 22
- 23- 25 year old – 7

Anyone that has Leaving Care rights and wants to be accommodated in a semi-independent provision can be offered this type of accommodation until they can secure their own council tenancy.

There are different types of provisions within the tender that can support needs of all ages, including 24 hour staffed units for 16 and 17 year olds so that they can have more support.

Mitigating actions to be taken

No mitigating actions to be taken.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. In February 2024, 11% of carer leavers have identified as having a disability. The newly created Framework Agreement is therefore expected to have a positive impact on care leavers with disabilities within this age range.

All of our providers that we work with have undertaken some sort of disability awareness and inclusion training. Within this tender, we will be asking providers to provide supported accommodation living to young people who may have a physical, mental or learning disability. We will continue to work with the tendered providers to ensure that they are trained to support care leavers with complex needs, and we are currently working with local providers to ensure certain provisions have accessible facilities for wheelchair users.

We will also ensure the providers support young people to attend Child Adolescent Mental Health Services (CAMHS) and that relevant health professionals continue to support the Providers.

Mitigating actions to be taken

N/A

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

Any young person proposing to undergo, are undergoing or have undergone a process of gender reassignment will be supported as part of their own care plan.

Currently a small number of care leavers identify themselves as transgender. To reduce any negative impact on transgender care leavers, we will work with providers to provide training to staff on how support can be provided and allow providers to make careful matching with other young people to avoid any negative impact.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

There is no anticipated impact. Anyone young person who is married or in a civil partnership will be supported through a separate pathway via the Enfield Housing Team.

Over the years there have been no care leavers who have been married or in a civil partnership while they have been open to the Leaving Care service.

Mitigating actions to be taken
N/A

Pregnancy and maternity
<p>Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>
<p>Will this change to service/policy/budget have a differential impact [positive or negative] on pregnancy and maternity?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.</p> <p>Any young person requiring maternity care will be supported as part of their individual care plan and there are number of providers within the contract who provide accommodation and support services for mothers and expectant mothers.</p> <p>Providers who will provide accommodation and support to young care leavers who are pregnant as well as those who are mothers, will have the correct training in how to support the mother with caring for their child. This would be done as part of the key working sessions.</p> <p>The key work sessions will be commissioned in order to support the young mothers with transition to living independently in their own accommodation with their child.</p>
Mitigating actions to be taken
N/A

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

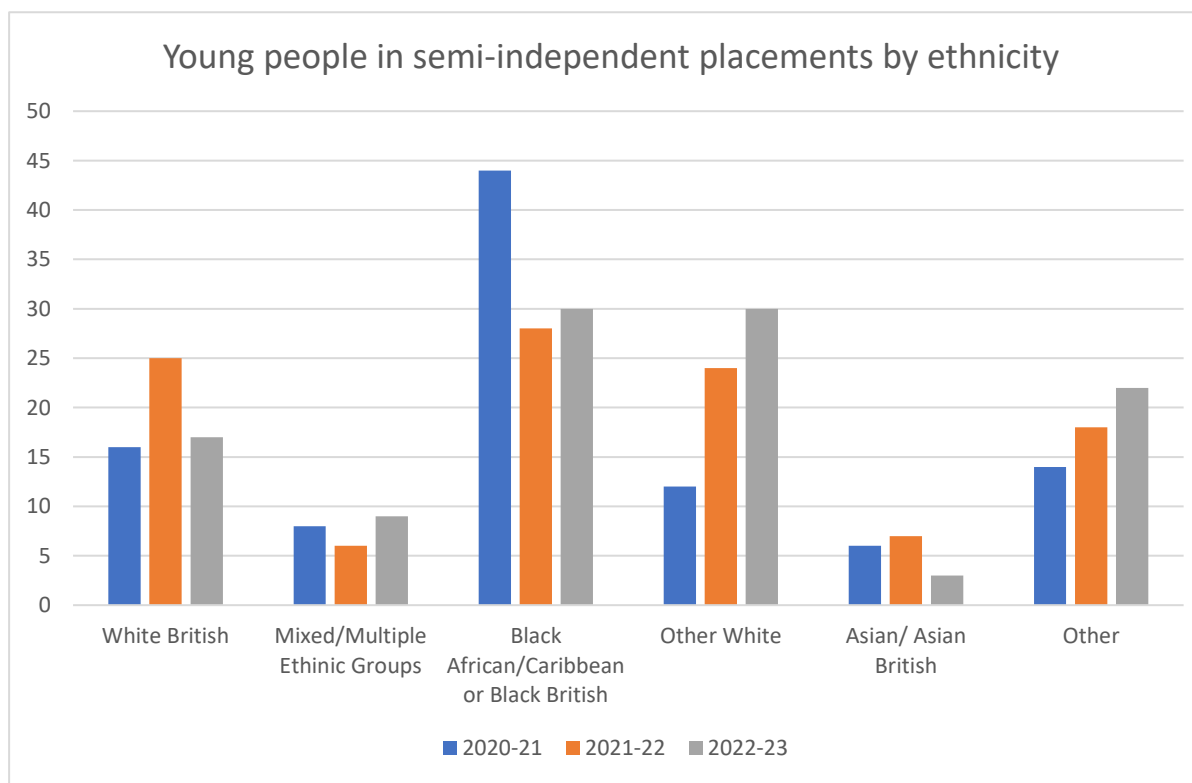
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

The service provides care for children and young people from different ethnic backgrounds. The most recently available data from 2022-23 shows that the majority of young people going into semi-independence accommodation are from Black African/Caribbean and Other White backgrounds.

It will be an expectation that staff reflect the ethnic backgrounds of young people that are living in semi-independent accommodation. Where English is not a care leaver's first language, the key workers will support the young people to enrol in a local college on an ESOL course.



Mitigating actions to be taken

N/A

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

No differential impact expected. This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

The semi-independent provisions accommodate care leavers from all religions and beliefs. We will ensure that the service providers have adequate training relating to all religions and how best to support all religious activities and festivals.

It is an expectation that staff in the semi-independent units will have undertaken all relevant equality training.

Mitigating actions to be taken

N/A

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

For the year ending March 2023, 70% of all care leavers were male. Providers ensure that in mixed units, separate bathroom facilities are provided for male and female young people. Furthermore, providers employ and recruit both male and female key works to support the young people living in semi-independent accommodation

Within the contract there are female only provisions and this can be requested by the young person or their social worker should this be required.

Mitigating actions to be taken

N/A

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

No differential impact expected. This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

Mitigating actions to be taken

N/A

--

Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

All care leavers that are placed in this semi-independent units are care leavers and would have been in care for 13 weeks or more. All the above equality issues will be relevant to this as this contract is particularly for those who have been in care and are ready to leave care.

The expectation from the Providers who will be successful in this contract will be to provide a good level of support for the care leavers and by allowing the young people to live semi-independently and guiding them towards independence.

Mitigating actions to be taken

N/A

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

This contract will be for all care leavers between the ages of 16-25 who will learn how to live independently. The newly created Framework Agreement is therefore expected to have a positive impact on all care leavers accessing this service.

The Providers in this contract will have to show that they have local provisions or willing to open local provisions, which will give the opportunity for some young people to be placed closer to their families, friends or education establishment. Having local provisions will reduce travel times and costs.

A local placement will mean that the care leaver will be able to access local resources, including school, college and existing social networks.

This will mean that when they are ready to access their own tenancy, everything will be set up locally, which will have a positive impact to that young person.

Mitigating actions to be taken.

N/A

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

Enfield Children's Services will be responsible for assessing the effects of this proposal and to see whether there are positive outcomes for children and young people.

An annual quality assurance visit will be undertaken, and all demographic and equalities data will be monitored by the placements team and will be regularly reviewed to make sure that we have the right type of provisions in place to meet any changes in demand and the types of placements needed.

For the Providers who support young people aged 16 and 17, they will now also be subject to regulatory visits by Ofsted.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
No mitigating actions identified					