

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	Enfield Children’s Home
Team/ Department	Access to Resources Integrated Service - People
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Abdul Abdullahi
Author(s) name(s) and contact details	Liz Cody Elizabeth.cody@enfield.gov.uk 0208 132 2899
Committee name and date of decision	

Date the EqIA was reviewed by the Corporate Strategy Service	20/01/2023
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 provision of two 3-bed residential children's homes is part of Enfield's Placement Sufficiency Strategy 2021-2026 and the Commissioning Framework 2020-2025.

The purpose of this project is to provide local residential care as an alternative to using placements outside of Enfield which has been necessary due to a lack of local placements. This sometimes has resulted in children being placed many miles away from parents, school and social networks with a risk of them becoming socially isolated. Research evidence shows this consistently leads to poor outcomes for children.

In the financial year 2021/22 the spend on residential placements was, £7.2 million. 88% of children placed in residential care were placed outside of Enfield. In June 2022, there were 37 children and young people in care of Enfield who were placed in residential care, including those who were jointly funded with health. Of these, only 4 children (10.8%) were placed in Enfield.

Various benefits have been identified from this strategy and will have positive impacts on children in our care, their families/carers and for staff working with vulnerable children.

These benefits include:

- This provision will better reflect the needs of the children and young people.
- If appropriate to do so, there may be an opportunity to place children and young people will be placed in accommodation closer to their school, friends and/or family.
- Services are local and can be tailored, allowing for specialist, targeted and emergency provision that is fit for purpose by design and concept.
- Placement stability and rehabilitation is positively influenced and managed as provision better matches needs.
- Local provision will help to reduce pressures such as time and costs incurred by social workers and other practitioner who must visit children and young people in placements outside of Enfield as part of performing their statutory functions.
- Placement stability and rehabilitation is positively influenced and managed as provision better matches needs.

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 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 particular project will be providing local residential care for children and young people between the ages of 11 to 17 as we would look to place most children under the age of 11 in a foster home. As such, this will therefore have a positive impact on children and young people within this age range in local residential care.

The purpose of this project is to provide local residential care as an alternative to using placements outside of Enfield which has been necessary due to a lack of local placements. This sometimes has resulted in children being placed many miles away from parents, school and social networks with a risk of them becoming socially isolated. Research evidence shows this consistently leads to poor outcomes for children (OFSTED Report published July 22 “What types of needs do children’s homes offer care for?”)

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.

One of the new residential homes (3 beds) will be designed specifically to accommodate children and young people with complex needs. This will have a positive impact as provision can be targeted to meet the child/young person’s particular needs. This will also provide an opportunity to explore different models of provision for residential care for those children and young people with complex

needs.

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.

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.

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.

No impact is expected as the legal age of marriage and civil partnership in the UK is 18.

Mitigating actions to be taken

N/A

Pregnancy and maternity

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.

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

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

Any young person requiring maternity care will be supported as part of their individual care plan.

Mitigating actions to be taken

N/A

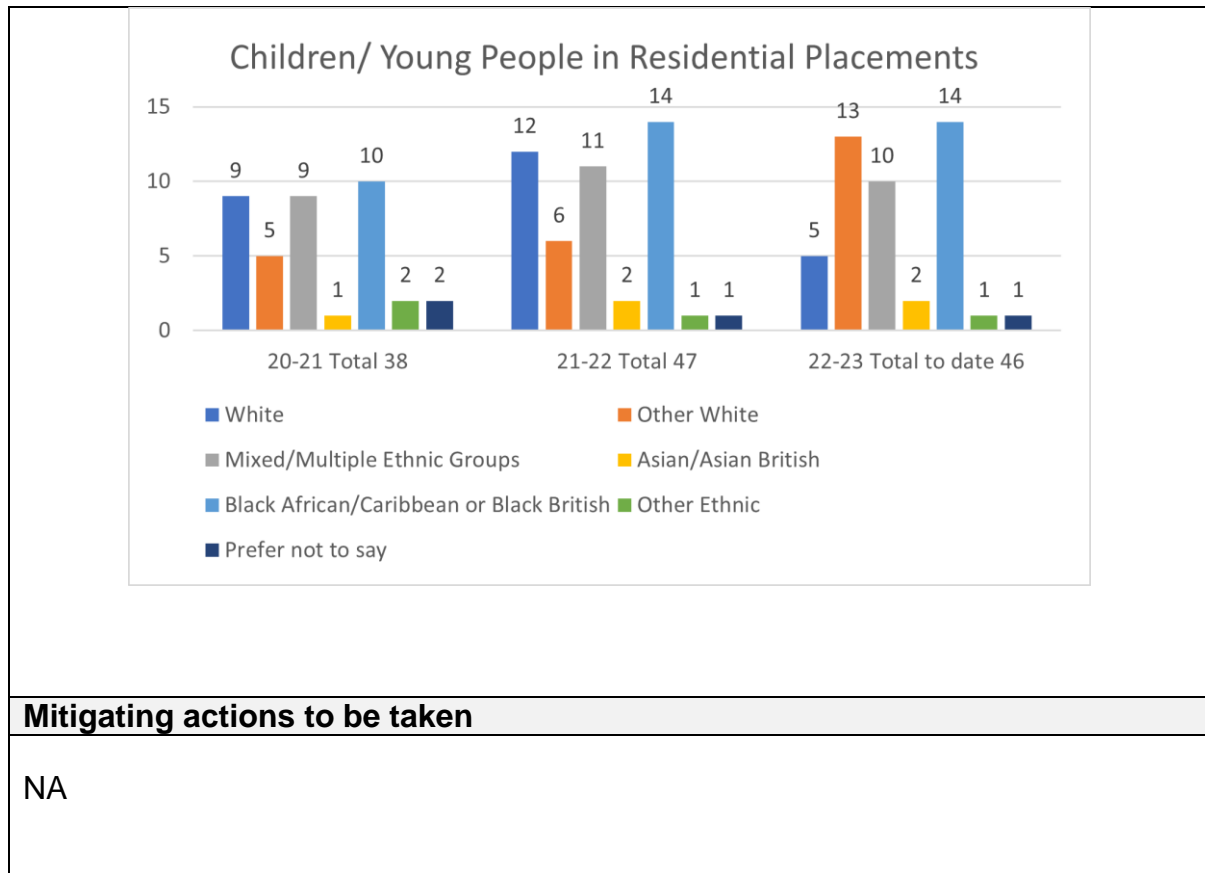
Race

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.

The service provides care for children and young people from a wide range of racial backgrounds. Data relating to these statistics is available from 2020-21 and is shown below.



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 impact expected as care is provided to children and young people regardless of their religion or beliefs.

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.

Since 2021, data shows that on average 61% of placement have been male. This is slightly higher than the national statistics which show that, for the year ending March 2022, 56% of all looked after children nationally were male.

The children's homes will accommodate both male and female young people so a local home will make a positive impact on both male and female looked after children requiring placements in children's homes.

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 impact expected, the service will be offered to young people regardless of their sexual orientation.

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 project will give the opportunity for some children and young people to be placed closer to their families, friends or schools. This may have a positive effect for those who may be socio-economically disadvantaged as a local placement would be more beneficial when compared to a placement outside of Enfield.

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.

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.					