

# **Equality impact assessment form**

**Directorate: Peoples Services**

**Service area: Children in Residential Care**

**Reconfiguration**

**Date of assessment: 18 September 2018**

**Name of Director/Head of Service signing it off:  
Sharon Green**

**Decision of Cabinet, Personnel Committee or Chief  
Officer Group**

**Date published on website**



Derby City Council



## What's the name of the policy you are assessing?

Impact of the reconfiguration of the Children in Residential Care Services

## The assessment team

<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Head of Service	DCC	Children in Care Residential Homes
Lead of Equality & Diversity	DCC	Equalities
Head of Service	DCC	Specialist Children Services; inc Children with disabilities and children in care

- 1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

The aims are to reconfigure the Children in Residential Care services to enable young people and children to be brought back to their home city, Derby to be supported and cared for in a nurturing environment which will enable them to fulfil their goals going forward to adulthood. This will reduce costs in the long term to the Authority, as it is known that placing out of area increases anxieties for the young person and creates significant cost burdens on budgets. It also isolates them from the community and community links that they will need and depend upon if they return back to Derby as an adult, i.e. Connexions Service, health services and acknowledge of local FE placements etc.

There are currently 5 residential children's homes that are commissioned by Derby City Council. Previously there were 6 Residential Homes, however one has recently been closed due to health and safety issues. The consultation process will look at whether 2 Children Residential Homes will close/remain closed and what the impact is on those proposals going forward internal and external to the Authority. The Service is aware that there has been issues presented by the local community to the Local Authority within the residential areas that the Homes are situated. This has led to many complaints being made.

What we are aware of is that the Council will expect priority outcomes to be met:

1. Make the most of its assets, people are more important than buildings and we will sell, transfer or exchange assets, dependent on sound and practicable business cases, taking into account financial and social
2. Delivering services differently
3. Protecting vulnerable children, young people, adults and older people.

**2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?**

Public consultation is taking place across the Children residential homes and with key stakeholders. This commenced during 22 August 2018 in relation to the Council's five in house residential children's homes. The consultation focused on gaining views and feedback about the proposed reconfiguration of the Children's Residential Service.

The consultation ended on the 28 September 2018 as the service was looking to ensure that all stakeholders had the opportunity to engage in the consultation process. Consultation commenced with:

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- Focused staff meetings where Trade Union representatives were invited along with HR
- Focused Children and Young people meetings with staff in attendance
- Questionnaires for all key stakeholders to comment
- Sharing of information with regards to the proposals with stakeholders such as Police, Commissioning and Youth Offending Service

Residents affected were consulted as follows:

- Individual resident consultation – door to door

A Frequently Asked Questions sheet has been produced and will be shared with staff, Trade Unions and HR.

The questionnaire asked specific questions that would help shape and inform the direction of travel required to enable a firm decision to be made on the proposals. Alternative versions of the consultation document were offered.

**3 Who are the main customers, users, partners, employees or groups affected by this proposal?**

Current young people and children living within the Children's Residential Homes – 23.

There are also a number of staff affected by these proposals, as there will be an impact on staff changes going forward. Staff will be represented by Trade Unions should these proposals be given for the authority to proceed.

Some of the young people have challenging and difficult behaviours, which has meant that it has been a challenge to engage them in a meaningful process.

Some of the staff affected, have reasonable adjustments and work life balances in place, again which may be impacted by these proposals.

Derby City Council has a responsibility as the Corporate Parent to support its young people and children from the ages of 5 to 18 years of age. Where we have any disabled young people this will be addressed through this EIA.

Residents living nearby are also affected. Some are very vulnerable and have protected characteristics under the Equality Act.

**Step 2 – collecting information and assessing impact**

**4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.**

In August and September 2018, staff were consulted about both the reasons behind the proposals to change the service delivery and also the need to ensure the Service is 'fit for purpose'.

Trade Union representatives were invited to the staff meetings and attended.

HR were also invited and attended the staff meetings.

The equality impact assessment is to highlight the impact of the proposed changes on any equality issues facing the staff group, stakeholders and the young people.

The response from staff has been very mixed, with staff more concerned about their personal situation and how the changes will affect them. Some of these are equality related, which have been addressed within the EIA.

Young people and Children that were consulted were in favour of the changes, but they were worried about getting the right staff in place, the impact of them staying together and the number of children and young people that would be living within a Home.

There has also been mixed responses from key stakeholders to the proposal, however it is so far accepted that the changes need to happen, but there needs to be careful consideration as to how this will be implemented.

We do know that there has been an impact on the health of some of the residents living nearby to one of the Homes, due to the adverse and anti-social behaviours exhibited by the young people living in the Home. There have been significant disturbances during the early hours of the mornings and weekends over a period of time, which resulted in a residents meeting being held in July 2018. The Community Police Officer and the Local Area Team were present at that meeting.

Residents were very vocal and voiced concerns about the children and the Home, particularly their behaviours, which were causing alarm and distress to many residents, some who were older and disabled people. This led to specific information being gathered by some residents to evidence the level of disturbances, which was presented back to the Community Team.

Individual discussions have also been held with some of those residents, who felt that there has been no action taken by the Police or the Local Authority to alleviate their concerns.

Residents living nearby to a Home that has recently closed, raised continual concerns about the young people and children living within this home at the time it was open. These young people and children were transferred to a Residential Home that has been subject to continuous incidents and Police call outs. The residents within the community again voiced their concerns with regards to the Home and its young people.

- 5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.**

### **Age**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
The young people are well cared for and supported in the existing Homes and this will continue within the Homes.	X		.
Causing problems for the older residents. If the two Homes are permanently closed this will create a better quality of live for the residents living within and near to those Homes.	X		
The Service supports the diversity of the children and young people in our care	X		
For any disabled children's will be met in	X		



<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
the new accommodation			

### **Disability**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Some of the residents who will benefit from this proposal are disabled people and their quality of life will be improved	<b>x</b>		
Staffing: Any reasonable adjustments will be explored for staff moving from their work location and also those with caring responsibilities.	<b>x</b>		
We have a disabled employees network who support our disabled employees	<b>x</b>		

### **Gender identity- trans**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Where we have any trans young people, staff are trained in trans gender equality from our own E-Learning systems,	<b>x</b>		

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
but support is also available from Derbyshire LGBT Plus			
We have an LGBTQ Plus employee network who	<b>x</b>		
offer support to our LGBTQ staff	<b>x</b>		

### **Marriage and Civil Partnership**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
No impact on the young people as none are married	<b>x</b>		
No impact on staff	<b>x</b>		

### **Pregnancy and maternity**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Any pregnant young person would receive specialist support	<b>x</b>		
Staff: All staff on Maternity Leave have had the opportunity to respond to the consultation. Any staff returning to work from Maternity leave and requesting flexible hours, will be considered	<b>x</b>		

### **Race**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
21.7% that are minority ethnic young people. Young People have a choice of what type of food they eat and also they have a choice with regards to their personal needs - for example hairdressers specialising in culturally appropriate styles.	<b>x</b>		
We have a diverse staff group to relate to the young people needs who can relate and understand. Each young people has an allocated keyworker who is expected to address and understand their cultural needs	<b>x</b>		
We have a Black and Minority Ethnic employees network who support our minority ethnic staff	<b>X</b>		

### **Religion or belief or none**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Although the group of young people is diverse, the current residents do not appear to practice their religion or belief.	<b>x</b>		

If any young people requested support to practice their religion or belief, we would enable them to do so either in the Home, Church, Mosque or Temple.			
Wherever possible, where staff inform us about their religious beliefs, we will do all we can to support them, as long as there is no impact on the service delivery	x		

## Sex

What do you already know?	Positive impact	Negative impact	Mitigation
There is a mixed grouping within the Homes and any gender specific needs are supported by staff of an appropriate gender.	x		
Men and women are paid the same rate for the job done	X		

## Sexual orientation

What do you	Positive	Negative	Mitigation
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already know?	impact	impact	
Where we have any LGBTQ Plus, young people, staff are trained in sexual orientation equality from our own E-Learning systems, but support is also available from Derbyshire LGBT Plus	x		
We have an LGBTQ Plus employee network who offer support to our LGBTQ staff	X		

**Important** - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

**6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

This EIA has not identified any equality negative impact as we will deal with any issues as they arise as outlined in this EIA. This EIA will be amended if any issues come to light that may have an impact on staff or young people and children.

Although Children in Care is not a protected characteristic, they are a group who are especially disadvantaged. The proposed moves that we plan to make, are in the best interests of those young people, as it is part of wider plans to ensure a broad range of wrap around services are provided to young people in the homes. We also want to ensure that the placements in certain homes for individual young people are the best possible match to meet their individual needs and give them the best opportunity for good outcomes in the future.

### Step 3 – deciding on the outcome

**7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?**

<b>Outcome 1</b>		<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>	<b>X</b>	<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>		<b>Continue the policy</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• sufficient plans to stop or minimise the negative impact</li> <li>• mitigating actions for any remaining negative impacts</li> <li>• plans to monitor the actual impact.</li> </ul>
<b>Outcome 4</b>		<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome 2

Why did you come to this decision?

We have not identified any negative impact, however this may change and the Policy will be amended accordingly.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

#### **Step 4 – equality action plan – setting targets and monitoring**

- 8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

### **Equality Action Plan –setting targets and monitoring**

#### **Age**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding of needs	Ongoing – Managers	MIPs Supervisions

#### **Disability**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Make sure the new building is accessible for any young disabled people and staff	Ensure they are able to access the building	HoS Service Manager	Regular Meetings with Project Lead/Contractor
Ensure any training relating to equality and diversity are completed by staff	Greater understanding of needs	Manager - Ongoing	MIP Supervision

#### **Gender identity - trans**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>



<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding of needs	Ongoing - Managers	MIPs Supervisions

### **Marriage and Civil Partnership**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding of needs	Ongoing - Manager	MIP Supervision

### **Pregnancy and maternity**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding of needs	Manager - Ongoing	MIP Supervision

## Race

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding of needs	Manager-Ongoing	MIP Supervision

## Religion or belief or none

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Breaks can be scheduled to allow for time away from work area	Worship and prayer time is considered	Any affected staff will have opportunity to discuss any issues arising	Ongoing supervisions
Staff will be able to request annual leave as appropriate. This will be considered although needs of the service will also have to be a consideration in authorising any leave	Religious festivals/occasions can be attended/observed	Any affected staff will have opportunity to discuss any issues arising	
Ensure any training relating to equality and diversity are completed by staff	Manager - ongoing		MIP Supervision

## Sex

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding	Ongoing - Manager	MIP Supervision

## Sexual orientation

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Ensure any training relating to equality and diversity are completed by staff	Greater understanding	Ongoing - Manager	MIP Supervision

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 643722  
Minicom: 01332 640666

643722

### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt:

01332 643722

Tel. tekstowy: 01332 640666

### Punjabi

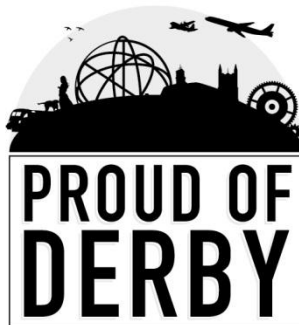
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ 01332 643722 ਸੰਪਰਕ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

### Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم 01332 643722 پر ہم سے رابطہ کریں۔  
منی کام 01332 640666



Derby City Council