



Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Care Leaver Social Impact Bond – DfE Innovations fund award and next steps
Directorate and Service Area	Children and Families
Name of Lead Officer	Ann James

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

In 2017 Bristol, working in partnership with 1625 Independent People, Bridges Social Investment, South Gloucestershire, North Somerset and Bath and North East Somerset Councils applied to the Department for Education's Innovations Programme to deliver additional support to care leavers with the aim of supporting more care leavers to achieve and sustain education, training and employment outcomes.

Care leavers are young people who have moved on from their foster or other care placement aged between 16 and 25 years and to whom the local authority owes a range of duties under the Children Act 1989 (as amended by the Children (Leaving Care) Act 2000) and Children and Social Work Act 2017.

Nationally, care leavers are overrepresented in a number of vulnerable populations, including the unemployed. In Bristol, the percentage of care leavers in education, training and employment has improved since 2015 when it was 41% to 56% in 2016 and 2017. This means that around 200 care leavers in the region are either NEET or at significant risk of NEET.

A localised approach and support to access and maintain education, employment and training (EET) is a significant factor in enabling active participation in society, supporting tenancy sustainment and avoiding future poverty and deprivation¹. Bristol is an ambitious corporate parent, committed to taking action to improve outcomes for its care leavers by supporting more young people into education training and employment.

Services provided through this funding award will be in addition to existing statutory and other support services for care leavers. It will work in an integrated, holistic and psychologically informed way to help more care leavers to successfully gain qualifications, complete the training and education courses of their choosing and enter/sustain employment.

In turn, this will promote participation and inclusion, will bring associated health benefits and reduce isolation, loneliness and financial hardship often experienced by care leavers as they move into adulthood.

The full cohort of care leavers must be identified in Year 1 (2018-19) – there will be no exclusions, with all care leavers who are NEET or at risk of NEET eligible for services. Furthermore, the approach is designed to reach and support those young people furthest from the labour market and to help deliver a supported pathway to employment.

¹ Learning and Work Institute 2017 [Localised approaches to supporting care leavers](#) Robey, Aylward and Pickles

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Reporting on care leaver's forms part of our statutory returns to government each year. The following data is on care leavers at 31st March 2017 and covers the previous 12 month period. It is indicative of the current position for Bristol.

Number: 442*

Gender: 50% female / 50% male

Age during year	Number	EET	NEET
17 years	16	10	6
18 years	81	53	28
19 years	117	74	43
20 years	116	64	52
21 years	96	58	38
TOTAL	426*	259	167

*Figures do not exactly match as some care leavers have returned home and records are incomplete as ongoing duties have ended.

Ethnicity	%
Asian or Asian British	4%
Black, African, Caribbean or Black British	12%
Mixed/ Multi ethnic group	12%
White British	63%
White Irish	2%
Other White	3%
Any other ethnic group	5%

NEET by reason:

Ill health or disability	47
Pregnancy or parenthood	30
Other	90

Recorded as disabled: 82

Resident in Bristol: 335

Resident in a neighbouring LA (and will benefit from this programme): 33

Resident further afield: 74

Aggregated data from the four LAs in preparation for the bid:

- 40% of West of England (WoE) care leavers (CLs) are NEET.
- 100% have emotional and wellbeing needs associated with trauma, disrupted attachments, instability and change.
- 44% have identified and specific mental health difficulties
- 21% have substance misuse needs; 19% involved in offending.

<ul style="list-style-type: none"> • 21% are pregnant/young parent. • 13% have Learning Disabilities; 5% have other Disabilities. • 85% have no qualifications or <u>below</u> Level 2.
2.2 Who is missing? Are there any gaps in the data?
97% complete records. The sexual orientation of young people in care and care leavers is not routinely recorded. Faith/religion or often remains the religion of the parent/family as records start in childhood and may not be the accepted faith of the young person any longer.
2.3 How have we involved, or will we involve, communities and groups that could be affected?
<p>We have spoken to care leavers about what they want, as have 1625ip. We have done this using existing participation groups We have also drawn on feedback provided as part of our New Belongings Survey undertaken with care leavers in 2015 and our Pledge Survey and Consultation events undertaken in 2017. Additionally, the support that this programme will deliver is based on feedback in discussions held at a Mayor’s Hot Coffee, Hot Topic that was run by one of our care leavers.</p> <p>Summary of what care leavers tell us they need in order to succeed:</p> <ul style="list-style-type: none"> • Trusting, healthy relationships & better emotional support. • More support to explore & sustain opportunities. • Mentoring & peer support. • Safe, affordable accommodation. • Chances to learn from mistakes. • Slower more personalised planned transitions. • More practical support including money skills.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.


3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
<p>IT is not envisaged that there will be an adverse impact on people with protected characteristics as the service is designed to engage and improve outcomes for all care leavers and eligible care leavers aged 16 to 25 who are NEET or at risk of NEET.</p> <p>The programme is an innovation that is designed as a proof of concept pilot. In addition to the above it will be possible to learn and adapt, to tailor the service to meet the needs of specific cohorts should review and evaluation evidence that specific groups are less well engaged by it. The service will include some co-production with young people who will also participate in governance and steering arrangements to ensure services are meaningful and impact is maximised. This will include specific interest groups and responses where appropriate, for example linking with parenting programmes and our care leaver young parents group or asylum seeking group.</p> <p>The programme will deliver co-located staff focussed on working with our young people and the team around them. Adjustments will be made to tailor the programme to individual and specific need, aspirations and ability. It will utilise a psychologically informed approach to support young people to overcome adversity and support the achievement of EET outcomes.</p>
3.2 Can these impacts be mitigated or justified? If so, how?
N/A

3.3 Does the proposal create any benefits for people with protected characteristics?
Yes – the proposal is about delivering and evaluating the impact of an innovative approach aimed at supporting more care leavers into EET.
3.4 Can they be maximised? If so, how?
The programme will take its full cohort of young people in year 1 and will work with them over a period of up to 4 years. This means that care leavers who leave care in years 2-4 may not have the same level of support. To mitigate this, a toolkit and training and development for all staff will be rolled out in years 1 and 2 of the pilot programme with the aim of building capability across the workforce. Additionally, should there be over delivery of improved outcomes and capacity in the service in years 2-4, the provider will work with young people who leave care in those years. Assuming that outcomes are achieved, the evaluation will quantify cost saving/cost avoidance elsewhere in the system and will propose a sustainable model for the future. Should the pilot not achieve the desired outcomes, it will be decommissioned. Should we not agree to the award from DfE or decide not to participate, this additional support will not be made available to Bristol care leavers and it is unlikely that outcomes will change significantly for this vulnerable group.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
It has reinforced the importance of taking a new approach and of working collaboratively across the sub region to improve outcomes for the majority of our care leavers.
4.2 What actions have been identified going forward?
There is a project plan in place.
4.3 How will the impact of your proposal and actions be measured moving forward?
The pilot programme operates as a payment by results with results ranging from achieving improved levels of educational attainment, through to taking part in work experience, becoming a trainee, apprentice, intern or employed. Sustaining employment will also attract a payment. Outcomes will be independently evaluated (commissioned by DfE). There will be some additional measures that will be set by participant young people about what they want to achieve from the programme.

Service Director Sign-Off: Ann James	Equalities Officer Sign Off:  Duncan Fleming
Date: 15-Feb-2018	Date: 28/02/2018