

Bristol City Council Equality Impact Assessment Form

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



Name of proposal	Reprofiling our children's homes
Directorate and Service Area	Care & Safeguarding Children in Care and Care Leavers
Name of Lead Officer	James Beardall

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?

To pilot the new model of Children's homes as per the preferred Option laid out in the Full Business Case - to buy a 4 bedroom property from the open market this financial year for £800,000. During the next financial year we will look to buy a new build from one of our Housing Development schemes. This would be off plan and all adaptations would be part of the planning design phase.

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?

Bristol City Council currently has four children's homes providing 24 beds for children in 4 and 5 bed homes. Our homes provide short and long term care to children aged 12-17 and are spread throughout the city.

Disability: 63% of children recently accommodated in our in-house children's homes have had involvement with CAMHS, 71% have SEMH (Social Emotional and Mental Health difficulties), 51% have an EHCP Plan or Statement of special educational needs, and 9% have a learning disability.

Sex: The ratio of placements is 54% male and 46% female in Bristol City Council children's homes, which is similar to national averages.

Race:¹

White British 67%

White Other 7%

Mixed / multiple ethnic groups 7%

Asian / Asian British 0%

Black / African / Caribbean / Black British 13%

Other Ethnic Group 7%

White British and Dual Heritage children are over-represented among Bristol children in care. There are small but increasing numbers of Muslim children in care in Bristol as well as children with Eastern European and Somali heritage. However there are currently no Asian/Asian British children in children's homes.

2.2 Who is missing? Are there any gaps in the data?

We do not have accurate information about religion/belief or sexual orientation for this cohort of looked after children.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

For purchasing an initial pilot residential property we will engage with affected looked after children, with staff, and with local residents to ensure we are meeting the needs of all stakeholders.

For future acquisitions we will undertake a comprehensive needs analysis which will lead to specific proposals. We will consult on these proposals with looked after children and other key stakeholders to learn more about the potential impacts for protected groups and maximise positive outcomes.

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?

¹ ONS Categories – Source – Liquid Logic Oct 2017 Bristol City Council Children's Homes

To meet the immediate needs of looked after children we plan to purchase a residential property which will be adapted rather than a new build, which would take longer to acquire due to phased housing development sites coming on plan for sale in 2020 in the first instance. There is a risk that this property may not fully meet the needs of disabled children, however we will make reasonable adjustments based on individual health plans, as far as is possible and in line with access standards.

For the initial pilot property and future housing developments, we have not identified any specific potentially adverse impacts on people with protected characteristics - however we know a high number of children and young people impacted have a disability, so there may be risk of indirect discrimination if the re-profiling of our children's homes does not take full account of their needs.

Although decisions about future individual placements are outside the scope of this project we will need give due regard to the diversity of looked after children (i.e. their age, sex, sexual orientation, gender reassignment, race, religion or belief), when taking decisions regarding the location and specifications for future developments sites.

3.2 Can these impacts be mitigated or justified? If so, how?

We will consider the additional needs and protected characteristics in detail when undertaking the first phase of purchasing a pilot property, and further analysis and consultation to implement the project at subsequent stages.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes – there is the opportunity to improve outcomes for looked after children with protected characteristics by tailoring the proposals to their needs.

3.4 Can they be maximised? If so, how?

We will consider options for specialist homes as part of the proposals.

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?


This EqIA has identified an over-representation of disability in particular in the cohort of looked after children in BCC children's homes

4.2 What actions have been identified going forward?

- This EqIA will be updated throughout the life of the implementation project.
- We will undertake a full consultation on any new build proposals.
- As part of the needs analysis for subsequent phases of this project we will seek to fill gaps in diversity monitoring for children and young people affected by the proposal.

4.3 How will the impact of your proposal and actions be measured moving forward?

- Increased occupancy for looked after children in BCC children's homes
- Individual CYP outcomes will be monitored for each looked after child
- Feedback from looked after children, staff and other stakeholders

Director Sign-Off:	Equalities Officer Sign Off:
Date:	 Duncan Fleming 20/11/2018