

Appendix E - Bristol City Council Equality Impact Assessment Form



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

Name of proposal	New disabled children's home
Directorate and Service Area	People Directorate, Children & Young People Services
Name of Lead Officer	Ann James, Director

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?

The creation of a Disabled Children's home is the planned response to the closure of the only Bristol based home for Disabled Children which was privately run. This home will allow the council to house 3 children with severe disabilities whom would otherwise be placed out of county. This being disruptive to family life, their medical connections, and at an ongoing significant cost to the local authority in visiting and placement costs. This will also support in the transition over to adult services when the children reach 18.

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?

BCC currently have two homes providing short break care for disabled children (The Bush and Belbrook). These are not set up for long term care, they are to provide respite services. Following the closure of the only Bristol based home for disabled children an area of The Bush has been temporarily adapted to care for children whilst plans are explored and progressed for a new residential provision. Currently Bristol has no residential placement provision. Children in

care who are placed far away from the authority responsible for their care, may face disadvantage and lack opportunity to enjoy and achieve in these communities.

The creation of this new home is the planned response to the closure of St Christopher's, which was privately run. This home will allow the council to house 3 children with severe disabilities whom would otherwise be placed out of county. This being disruptive to family life, their medical connections, and at an ongoing significant cost to the local authority in visiting and placement costs.

Bristol City Council ('BCC') has a statutory duty under s22 of The Children Act 1989 to take steps to ensure, as far as practicable, that we can provide looked after children with locally based placements that can meet their needs ('the sufficiency duty').

As outlined in Re-profiling Children's Homes EqIA 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. When the Service looks to make a placement match they carry out an impact assessment which looks at whether the needs of the young person are compatible with the needs of the other young people in the setting and also the skills of the staff group. As well as considerations such as community and location of the home.

The proposed site size can enable the required level of accessibility needs for the home and the location has access to a variety of resources for the children and young people. There are amenities nearby such as: shops, leisure centre and youth club. The transport links offer access to the city and the home will have access to a car which can be used to support young people to continue to attend their current education placements and leisure activities.

The home is located within the Avonmouth & Lawrence Weston ward which has an estimated population of 21,400. Of that population 22.2% are children, 52% adults of working age and 15.9% older people. The population is fairly equally split between females and males.

Overall people in the ward report an average quality of life in comparison with Bristol as a whole. 91% of people in the ward report they are in good health

and the life expectancy is in line with Bristol's average and there is average premature mortality.

The ethnicity of the population is fairly diverse and 6.8 % are from BME background.

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?

At this stage we have an outline proposal for this project. We will undertake a comprehensive needs analysis for the 3 children, which will lead to specific delivery proposal. We will consult on this 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?

Whilst at this stage we have not identified any specific potentially adverse impacts, we are aware of the following issues for disabled children which we will mitigate where possible through the project: learning disabilities, socio-emotional and mental health difficulties and motor difficulties.

Having a home within the local community in Bristol enables stable, well-matched placements where the children can live until prepared and ready to leave and this is the single most influential factor in improving children's outcomes and creating the conditions from which they can go on to live successful adult lives.

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 design and consultation options in a business case for the preferred option for this project.

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 this proposal to their needs. The children will be able to maintain their current connections within their local area and grow up in the area that will continue to hold them into and through adulthood.

3.4 Can they be maximised? If so, how?

This is a specialist home for children with protected characteristics. The home will provide the children with the care, stimulation and connections with their support networks, which will help them to positively move through life.

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 builds on the advice given at Mandate and OBC stage through the initial relevance check submitted and evidence in the Re-profiling Children's Home FBC EqIA report, which at the time revealed an over-representation of disability in particular in the cohort of looked after children in BCC children's homes. This proposal directly responds to that demand within the Service in a positive way.

4.2 What actions have been identified going forward?

This EqIA will be further developed throughout the project as the new home is designed. As part of the needs analysis 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 placement availability for looked after children with protected characteristics 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

Service Director Sign-Off:
Ann James

Equalities Officer Sign Off:
Reviewed by Equality and Inclusion

<i>Alm James.</i>	<i>Team</i>
Date: 7 th August 2020	Date: 7/8/2020