



Equality Impact Assessment [version 2.9]

Title: Extensions for Young People's Housing & Independence Pathway contracts	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth & Regeneration	
Service Area: Housing Options	Lead Officer role: Jane Houben, Commissioning Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

For clarity and good governance, we are asking Cabinet to review and refresh their January 2017 decision giving delegated authority to the Strategic Directors to extend and vary contracts for the Young People's Housing & Independence Pathway. We are asking Cabinet to give delegated authority to the Executive Director for Growth and Regeneration and the Executive Director for People to extend and vary the five contracts (for high, medium-high and low supported accommodation and for the Bristol Youth MAPS Hub) within the budget envelopes set out in the report.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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A full Equality Impact Assessment was done in December 2016 which enabled Cabinet to make the decision to approve the commissioning plan and give delegated authority to Directors to procure services and extend the resulting contracts. This is a review of that EQIA, updated with equality and needs data from the commissioned and contracted services.

Step 2: What information do we have?

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Full Equality Impact Assessment on the Young People's Housing & Independence Pathway (2016)	<p>The following actions were noted because of the 2016 EqIA:</p> <p>Measures were put into the procurement processes to ensure providers demonstrated robust equality policies, equality related training, would promote inclusive environment, LGBTQ+ awareness, Disability awareness, robust Safeguarding policies and procedures.</p> <p>The Bristol Youth MAPS service has been set up to: be adequately staffed to be and feel safe (minimising risk of CSE or DV); have links with the child sexual exploitation service (BASE); assist young people to access adult social care services where appropriate; agree arrangements to enable planning housing for young offenders leaving custody; has a robust risk assessment process, including consideration of domestic violence and issues relating to sexual orientation; ensure that triage/assessment and communication takes account of young people's</p>

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	<p>learning disabilities; link with the council's Gypsy, Roma and Traveller Liaison Officer.</p> <p>There is a geographical spread of low support accommodation. There are adapted units in the high and medium-high support accommodation and there are ground floor units in medium and low support services. There are women-only clusters of flats in the high and medium-high services, but men are accommodated in other cluster flats in these buildings. There are several low support shared houses that are women-only.</p> <p>All services collect and report on equalities data, including sexual orientation. Commissioners monitor representation in services and examine reasons if over representation occurs.</p>
<p>Equality Monitoring data from the contracted supported accommodation services, contract management information.</p>	<p>The demographic snapshot shows that at the midpoint in 2021-22 users of our supported accommodation services are 57% male and 43% female. This has been a shift towards more young women being housed in the Pathway recently however men are slightly over represented using this service.</p> <p>Of the accommodation users, 7% have a physical impairment. 46% are BAME. 22% are Muslim, 14% are Christian, 57% have no religion.</p> <p>Men, Black, Asian and Minority Ethnic, Christian and Muslim communities are overrepresented in this supported accommodation category.</p> <p>The Housing Support Register gives us equality data about referrals and waiting lists for our services as well as refusals. We collect data about new placements, planned departures and unplanned departures so that we can look at the journey through the services. We know that in 2021 of young people newly placed in supported accommodation:</p> <ul style="list-style-type: none"> • 58% were young men • 43% were BAME • 6% were LGB • 4% had a physical impairment • 30% had mental or emotional distress • 15% had learning-related needs • 12% had multiple complexity of needs <p>Men, Black, Asian and Minority Ethnic, and disabled people are represented on the housing register.</p> <p>The data for planned and unplanned departures does not show any notable representation issues. However, this data is not complete for all YP who have</p>

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	<p>left the service. Receiving this information will provide us with a better understanding of whether the service is fit for purpose for particular equality groups.</p> <p>Over the life of the contracts, providers and BCC staff have worked to ensure that psychologically informed (also known as trauma-informed) practice underpins the service provision.</p> <p>Work on a Contextual Safeguarding policy is near completion, which will make clear gang-related or exploitation risks for young people being referred to Pathway services. Equality monitoring will form part of this work.</p>
<p>Equality monitoring data from the contracted service Bristol Youth MAPS</p>	<p>The data from MAPS shows clearly that care leavers (and care-experienced young people) are referred to MAPS case review panels so that housing plans can be put in place, drawing on the worker expertise in the multi-agency hub.</p>
<p>Additional comments:</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. 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. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

<p>Equality data about young people using the commissioned services is collected by the services themselves and by referrers using our Housing Support Register.</p>
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2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

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Young people and other stakeholders were consulted in 2016 for 12 weeks when developing the Young People's Housing & Independence Pathway Plan which set out the commissioning intentions for these contracts.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The providers of the commissioned services engage with their service users through support sessions and surveys/questionnaires as well as through comment and complaints processes. We meet with providers regularly and they feedback about issues raised. We monitor quarterly the equality and needs data of the young people accommodated and supported by Pathway services.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS	
The proposed refreshing of the decision to delegate authority for the contract extensions will have positive impacts for young people who are care-experienced or who are homeless or at risk of homelessness. The impacts were explored in a full Equality Impact Assessment in 2016 which underpinned the Young People's Housing & Independence Pathway Plan and the decision by Cabinet in January 2016 to delegate authority to Directors to procure and extend the contracts.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The Young People's Housing & Independence Pathway services are for young people aged 16-21 (or up to age 25 if they are vulnerable). Older people will not be able to access them.
Mitigations:	Older people would access the services provided by the adult pathways.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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Potential impacts:	The accommodation within the Pathway is for single young people is not available for young people who are parents.
Mitigations:	BCC commissions accommodation and support services for young parents who are homeless or at risk of homelessness.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Our commissioned accommodation services are for single young people and are not available for young couples who wish to be housed together.
Mitigations:	Young people wanting to be housed as couples would need to present as homeless or at risk of homeless. If there was a Duty owed they would be accommodated by BCC but not in Pathway services.
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	Our commissioned accommodation services are for single young people which means we also have a duty to house unaccompanied asylum seekers
Mitigations:	We are able to authorise UASC young people to be referred onto the Housing Support Register so that they can access the waiting lists for the Pathway services. CF&SC also commission other accommodation for UASC young people.

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The contracts within the Young People's Housing & Independence Pathway advance equality of opportunity for young people who are care-experienced or who are homeless or at risk of homelessness through providing information, advice and mediation to prevent housing crisis, through providing information, advice and support to access safe accommodation, and through providing a range supported housing options for young people who need them, with ongoing support to promote independence.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

This is a Pathway of services for young, single people who are care leavers or who are homeless or threatened with homelessness. Older people, or young people who are married or in civil partnerships, or young people with children can access housing advice and homelessness assessments through BCC's service points. BCC commissions supported accommodation for young people who are parents.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

- The contracts this report related to are part of a Pathway of services for young, single people who are care leavers or care-experienced or who are homeless or threatened with homelessness. This includes Unaccompanied Asylum Seeker Children;
- The Youth MAPS contract within the pathway provides triage, case work advice, mediation and assessment for young people who are homeless or at risk of homelessness; support and advice for officers working with care leavers;
- This pathway approach works to reduce homelessness and nearly 30% of young people who refer to MAPS are helped to safely remain at or return home. Where this is not possible, they are supported through an assessment process which, depending on their age and situation, may involve both Children's Services and Housing Advisors.
- The supported accommodation contracts within the pathway provide a range of accommodation: 3 units of emergency accommodation; 3 assessment beds; 22 units of high support accommodation in shared flats; 2 units of high support accommodation in self-contained flats; 31 units of medium-high support accommodation in shared flats, including 3 units in an accessible/adapted flat for Disabled young people; 187 units of low support accommodation in shared houses and self-contained flats. In addition the council provides 20 units of medium-low support accommodation in shared houses and a supported lodgings scheme. This accommodation range means that there is a greater likelihood of young people being able to access supported accommodation which meets their needs.
- The age focus of the Pathway is 16-21 but young people who have additional vulnerabilities may be able to access and remain in the pathway at age 22+ up to age 25.
- The Pathway includes 3 units of emergency accommodation and 3 assessment beds which are primarily used for 16-17year old young people instead of B&B accommodation.
- The support provided through these contracts is housing-related, enabling the young people to gain independence skills to allow them to move on, including money advice, benefits advice, and support around accessing education, training and employment.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Review equality monitoring data collation to improve data capture for planned and unplanned departures from the Pathway.	Jane Houben	2022-23 Q1
Review equality monitoring data collation for MAPS referrals.	Jane Houben	2022-23 Q1
Gang related exploitation Equality data to be included in the next iteration of the EqiA.	Jane Houben	2022-2023 Q4

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

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We will be better able to track planned and unplanned departures (move-on) through and out of the pathway and identify any group(s) over-represented in the unplanned departures. We will then be able to raise this with providers and put in place action plan(s) to understand and address over and under representation.

We will receive equality data about referrals to MAPS (we currently receive it for MAPS external case reviews only). This will enable us to identify any over/under representation and work with MAPS to put in place action plans to understand and address causes.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: Reviewed by the Equality and Inclusion Team	Director Sign-Off:
Date: 26 January 2022	Date:

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.