

Equality Impact Assessment [version 2.9]



Title: Strategic Partner – Adolescent Exploitation Service	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Children, Families and Safer Communities	Lead Officer name: Hannah Gillett
Service Area: Strategic Commissioning	Lead Officer role: Senior 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 \(EqIA\) \(sharepoint.com\)](https://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.

Procure a Strategic Partner to deliver a specialist single adolescent exploitation service model to meet the needs of children, young people (up to 25) and their families who are at risk of / have experienced high levels of extrafamilial harm, exploitation (including Child Sexual Exploitation and Child Criminal Exploitation) and/or effected by violence, to prevent further harm.

There are several exploitation services currently being delivered in Bristol through various arrangements. These services support approximately 500 per annum. We anticipate that demand for exploitation services could increase as a result of the cost of living challenges and increases in poverty which evidence shows provide the context of increased rates of crime and exploitation. As such, review has been undertaken around current arrangements and capacity, to inform strategic planning and enable delivery of effective services to meet children and families’ needs.

The review and subsequent service design is informed by a research project that has been undertaken in collaboration with Barnardo’s, who have over 26 years’ experience working with exploited children and young people in Bristol.

The research recommends that we will benefit from a move away from the existing separate arrangements to a more coherent holistic offer. To take this forward, we will externally commission a strategic partner. The service will mainly be aimed at adolescents but will be available up to age 25. Having one partner will foster trusted relationships between young people and their workers. The workers will be supported by relevant wider multi-agency professionals to meet young people’s holistic needs, e.g., health, substance abuse, employability, education, housing, criminal justice system.

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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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
BCC Insight, Performance and Intelligence (2021). The Population of Bristol September 2021	<p>Bristol Population:</p> <p>The mid-2020 population of Bristol is estimated to be 465,900 with children making up 85,700 of this total (18.4% of the total population).</p> <p>This means almost 1 in every five people living in Bristol is under the age of 16, with the age profile by ward varying significantly. There are 167,035 children and young people aged 0-25 in Bristol. Based on the figures above, this is over a third of the total Bristol</p>

	population.
Office for National Statistics (ONS) 2018: based population projections	Between 2010 and 2020 the number of children living in Bristol increased by 8,900 (11.6%), higher than the England and Wales increase of 8.6%. The increase has been largely amongst primary school aged children, with the number of 5 - 11-year-olds increasing by 25% over the decade. The trends reflect the substantial increase in numbers of births in Bristol in recent years, although the number of births is now falling.
Child population diversity From JSNA Health and Wellbeing Profile 2020/21	Bristol's child population is increasingly ethnically diverse. 28% of Bristol children (under 16) belong to a Black, Asian and minority ethnic/ethnicity group (2011 Census), compared to the wider Bristol population average of 16% Black, Asian and minority ethnic/ethnicity. Using the alternative definition of diversity, 32% of children belong to the non-'White British' population, compared to the Bristol population average of 22%. Ethnic diversity varies considerably across the city; 53% of children under 16 in the Inner City & East are Black, Asian and minority ethnic/ethnicity, compared with 21% in North & West and 13% in South Bristol. By ward, the figure ranges from 4% Black, Asian and minority ethnic/ethnicity in Bishopsworth to 60% in Lawrence Hill.
Bristol City Council – Insight Bristol Bristol Child Sexual Exploitation (CSE): Localities Report	Risk of Child Sexual Exploitation is spread across the city. Out of the 358 children at risk of CSE, 43% of them live in South Bristol, 30% live in East Central and 27% live in the North. The Bristol South cohort is the least diverse in regards to ethnicity, with 80% of children identified as White British. East Central has the most diverse cohort with 48% White British, and 9% White and Black Caribbean. Of the cohort of 358 children at risk of CSE across Bristol, almost 60% are female, 85% are over the age of 15, 66.5% are White British and 5% White Black Caribbean.
Bristol City Council – Insight Bristol Bristol Child Criminal Exploitation (CCE): Localities Report	<ul style="list-style-type: none"> • Out of the 260 children that were identified as at risk of CCE, 41% live in East Central; the most prevalent wards being Easton (20 children) and Ashley (19 children). • The ward with the highest number of children at risk of CCE overall is Withywood (26 children) in Hartcliffe, which is in South Bristol. • 76% of the children most at risk of CCE are male, with 54% aged 17-18. 51% are White British, 29% are recorded as Null or with the category as Other, 5% Black and White Caribbean • As to be expected, the number of older children at risk of CCE is greater than younger children. However, the 10% that are under the age of 15 are classed as an emerging risk cohort.

Additional comments:	

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

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

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.

The service has been codesigned through engagement with a range of young people with lived experience, professionals and community / youth groups. A full research report is due to be published soon.
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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 expectation is that the model will be trialled, tested and developed throughout the life of the strategic partnership in consultation with service users and professionals.

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 (highlight any potential issues that might impact all or many groups)	
No adverse impacts expected – development of a strategic partner should increase capacity and reach. Please see section 3.2 below for details on how we will ensure that the service meets the particular intersectional needs of young people on the basis of their protected and other relevant characteristics.	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 checked="" 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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	
Mitigations:	

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 service will have positive benefits for young people. Initial research findings show that professionals and young people believe current thresholds for specialist services are too high. Currently referrals are only made after harm has occurred and been disclosed and there is relatively little intervention when there are warning signs of harm. The evidence tells us that there are significant barriers to children making disclosures of exploitation and that services should be responding earlier. Silos between services abuse types eg CSE/CCE/Radicalisation have contributed to this as young people have fallen between the criteria of different services.

Therefore, a recommendation for the new model is to increase capacity and embed the service referral pathway alongside the social care and police front door to enable more rapid interventions, to support young people earlier to prevent significant harm.

We will also expect providers to develop a model that responds to young people's feedback about needing services in the early evening and weekends. Thus increasing the services reach and positively impacting young people.

A key recommendation from the research project that is informing the design for the new service, is that it should take an intersectional lens and address disproportionality and a race equity advisor has been involved in the research and helping to embed this within the referrals and review processes. We will assess tender bids against this.

A holistic approach and greater collaboration across different agencies will be taken in order to address disproportionality in the system. Most successful approaches are those which view the child as a whole person, consider the role of the intersectional factors, seek to address the often multiple vulnerabilities of the child/young person, tailored to meet specific needs of the child and family, and work within communities to establish trust

The service model will be required to:

- Understand the intersectional lens: trusted professionals need to be aware of how different factors interplay and impact a young person. For example, considers how a young black disabled woman from an LGBTQ+ community is supported by a service.
- Have a diverse team both in terms of workers delivering interventions with young people but also ensuring representation at the management/decision making level

- Adopt a 'cultural humility' stance: creating a service and working culture that allows staff to express any lack of knowledge on certain communities, and willingness to learn and increase cultural understanding
- Build relationships with diverse communities and grassroots workers / organisations to listen and learn about exploitation issues that may be occurring

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:

No significant negative impacts identified.

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

Increased reach and capacity within services.
Intersectional lens to be taken.
Diverse staff team and links with diverse communities.

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

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.

The service will run with a constant review cycle, service user voice will be central to this and driving forward developments. Extensive engagement with young people has already been undertaken as part of the research and it is expected this will be embedded into the service. In addition, it will be a contractual requirement of strategic partner to provide service user feedback through monitoring processes.

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: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Fiona Tudge
Date: 28/9/2022	Date: 29/9/2022

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.