

Equality Impact Assessment [version 2.9]



Title: Young People's Housing & Independence Pathway Commissioning Plan 2023	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: Carmel Brogan
Service Area: Housing Options	Lead Officer role: Contracts & 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.

We are asking cabinet to agree the Young People's Housing & Independence Pathway Commissioning Plan and to give delegated authority to the Strategic Director of Growth & Regeneration to procure commissioned supported accommodation services and a youth hub focussed on preventing homelessness. We are also asking cabinet to give delegated authority to the Director of Growth & Regeneration to extend and vary the contracts for these services within the budget envelopes set out in the report.

The contracts for the current Pathway services for young people who are homeless or at risk of homelessness all end in 2024.

We have developed a recommissioning plan for the Pathway which seeks to secure:

- Improved website and information resources for early homeless prevention
- A recommissioned Youth Prevention Hub, focused on preventing homelessness for young people aged 16-24
- A recommissioned supported housing pathway with a more flexible support offer
- A specialist mental health support service, bringing specialist support to young people housed in the pathway and upskilling their key workers

Reasons for changes from the current Youth Housing & Independence Pathway:

The current externally commissioned contracts are coming to an end in March 2024.

The BCC budget has been the same since 2017 and will no longer purchase the same level of services.

To respond to the changed needs of young people, especially after the pandemic, who are presenting increasingly with mental health needs.

To commission a supported housing pathway to enable the provider organisations to work in proactive partnership to make best use of scarce resources.

The support that will be provided through recommissioning these services is housing-related, enabling the young people to gain independence skills to allow them to successfully move on in a planned way, including money advice, budgeting and benefits advice, support around relationships, and support around accessing education, training, and employment.

- The proposal is to recommission a pathway of supported housing 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 proposal to recommission the Youth Prevention Hub within the pathway will provide 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 the Youth Hub has, and the recommissioned Hub would continue to have, a focus on homelessness prevention. 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 proposed commissioned supported accommodation within the pathway will provide a range of accommodation: up to 55 units of supported ‘core’ accommodation in shared flats, including 3 units in an accessible/adapted flat for Disabled young people, with 24/7 staffing and managed front door; up to 190 units of supported dispersed accommodation in shared houses and self-contained flats with visiting support.
- We are bidding for Government funds from the Single Homeless Accommodation Programme for a scheme of 5 units of supported accommodation for young men with high and complex needs and for a scheme of 5 units for young women with high and complex needs as well as a further scheme of 10 core style units.
- 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, and it is proposed that this will be refocused to provide specialist accommodation for young people leaving care.
- 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 immediate access temporary accommodation, with proposals to seek a further 6 units of short stay temporary accommodation, all of which would be supported (and a further 3 assessment beds) which are primarily used for 16-17year old young people instead of B&B accommodation.

There was a decision originally taken in January 2017 to begin giving delegated authority to the Strategic Directors to extend and vary contracts for the Young People’s Housing & Independence Pathway.

An Equality Impact Assessment was again done in January 2022 which enabled cabinet to make the decision to give delegated authority to directors to extend the existing contracts, all of which end in 2024.

This is a review of the 2022 EQIA, updated with current equality and needs data from the commissioned services and with data from the 2023 needs analysis.

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 checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: Commissioners have been working in partnership with current providers in drafting the needs analysis and during consultation.		

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
<p>The following sources are not available to the public currently: Needs Analysis for Young People's Housing & Independence Pathway 2023 which has data taken from The Joint Strategic Needs Assessment (this will be published when the Commissioning Plan has been agreed by Cabinet).</p> <p>BCC Housing Support Register data reports</p> <p>BCC Abritas system data reports about presentations to the Homeless Prevention Team</p> <p>Performance reports for the MAPS Youth Hub submitted to the council by 1625 Independent People</p> <p>Needs data about young people housed - submitted to the Council by commissioned supported housing providers</p> <p>Children's Services data about Care Leavers, young people in Care and about Young Offenders.</p> <p>Sufficiency Strategy Update (February 2023)</p> <p>Bristol Youth Justice Plan 2022</p> <p>Supported Parents Service Needs Analysis (September 2022)</p> <p>Future of Youth Services Report (March 2023)</p>	<ul style="list-style-type: none"> • The youth population of Bristol grew by more than 10% in the 5 years up to 2023. • Up to 2028, the 16-19 age group is forecast to grow by 31%. • Presentations and referrals to Bristol Youth MAPS (our commissioned youth hub service for young people facing homelessness) have increased by 35% since 2018/19. • There has been a consistency in the main reason for homelessness since the recording under the Homelessness Reduction Act. The top three reasons are: Family no longer willing to accommodate; Friend no longer willing to accommodation; End of private renting. • There is an increase in the number of young people with mental health needs accommodated in the pathway, and a reported increase in severity of those needs. • 48% of young people aged 16-17 whose Youth MAPS cases were closed in the period 01/10/2020 to 20/09/2022 were back at home or with their family/friends' network. • There are higher than national rates of young people locally admitted to hospital due to self-harm. • The proportion of Bristol children and young people who belong to a Black, Asian, or Minority Ethnic group is 28%, much greater than in older age groups. • There are still young people aged 16-25 rough sleeping in Bristol • There is a current and predicted increase in the number of Care Leavers needing supported accommodation • There is a current and predicted increase in the numbers of unaccompanied children seeking asylum • There are gaps in the pathway for young people with high and complex needs and who present a higher risk • Planned move on from the pathway has not returned to pre-pandemic levels <p>This evidences that the need for help and support for young people experiencing or facing homelessness is increasing, and where homelessness can be prevented, the Youth hub approach does work. The demand for supported accommodation is increasing and the intensity of support needed also appears to be increasing, as well as the diversity of young people using the services. Our proposed commissioning plan has been put together to try to meet these needs within budgetary constraints.</p>

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<p>An EQIA was done in March 2022</p>	<p>The following actions were noted because of the 2022 EqIA: Appendix-E EqIA YPHIP FINAL.pdf (bristol.gov.uk)</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 with Learning Difficulties; 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>Performance data for the MAPS Youth Hub Service (<i>this is not published data and is not available to the public</i>).</p>	<p>Referrals to MAPS during the period 01/10/2020 to 30/09/2022</p> <p>A total of 1,649 young people were referred to, or self-referred to, the MAPS service over the period.</p> <p>There were 375 referrals of single young people aged 16-17 who were not care - experienced during the period. Of these, 121 were closed following triage and 252 full cases were opened with MAPS AMS workers.</p> <p>There were 1035 referrals of single young people aged 18-21 who were not care-experienced over the period. Of these, 302 cases were closed following triage and brief intervention work, and 723 full cases were opened with MAPS AMS workers.</p> <p>There were 45 referrals of young people aged 22-24 . Of these 41 were closed following triage and 4 full cases were opened.</p> <p>There were 35 new referrals of young parents (who were not care experienced) over the period. Of these, 13 were closed following triage and brief intervention, and 22 full cases were opened. In addition, there were 4 referrals from young parents who were care experienced, 2 of which resulted in full cases being opened.</p> <p>There were 159 new referrals of care experienced young people to MAPS during the period 01/10/2020 to 30/09/2022. Of these 41 were closed following triage. 39 full cases were opened with MAPS AMS workers for care-experienced young people.</p> <p>We can see from comparison with 2018 data that the demand for MAPS services has increased by over 30%. This will reflect the increase in numbers of young people and the increasing pressures on young people leading to homelessness.</p>

Equality and Diversity monitoring data from the MAPS service shows us:

Sex

Male		49%
Female		50%
Non-Binary		1%

Gender

Same as at birth		94%
Did not want to say		5%
Trans		1%

Sexual Orientation

Heterosexual		80%
Bisexual		8%
Did not want to say		6%
Gay		2%
Lesbian		2%
Other		1%

Racial origin

Asian/British Asian		2%
Black/Black British African		5%
Black/Black British Somali		4%
Black/Black British Caribbean		8%
Black/Black British other		2%
Eastern European		2%
Other (inc Gypsy/Roma/Traveller)		3%
Mixed heritage		10%
White British		58%
White other		5%
Did not want to say		1%

Religion

Agnostic/Atheist		2%
Other religion		2%
Christian		14%
Did not want to say		4%
Muslim		11%
No religion		67%

Disability

Disabled		30%
Non-Disabled		70%

Please note that there were significant gaps in this data, and it is not reliable. Comparing this with data from referral forms for young people shows us that no information is given for 37% of the young people referred.

Disabled		21%
Non-Disabled		42%
No information		37%

There is improvement needed in the collection of data for young people referred to MAPS. This will be improved from April 2024 because all new referrals will now be loaded onto the Council's Abris system so that we are able to monitor all prevention work and report this to the Department of Levelling Up, Housing & Communities.

We also have data from MAPS External Case Review Panels which are held monthly and discuss the cases of young people who may not be able to access the supported housing pathway. In 2022/23 69 cases were considered.

Age	
16-17	11
18-21	56
22+	2

Gender	
Male	43
Female	24
Trans Male	1
Not Known	1

Ethnicity	
Black African	1
Black British	4
Black British Caribbean	4
Dual Heritage	2
Iranian	1
Polish	1
White and Black African	2
White/ Black Caribbean	3
White British	37
White Irish	4
White UK Traveller	2
White Other	1
Not known	6

Religion	
Agnostic	1
Catholic	2
Christian	3
Muslim	2
None	32
Unknown	28
Unsure	1

Sexuality	
Bisexual	2
Heterosexual	47
Homosexual	1
Unknown	8
Not disclosed	3
Not recorded	8

were made because young and high needs.

The data from MAPS also shows leavers (and care-experienced referred to MAPS case review plans can be put in place, drawing on the worker expertise in the multi-agency hub.

Disability	
Yes	25
No	23
Unknown	18
Not Recorded	3

42% of these referrals people have complex

clearly that care young people) are panels so that housing

<p>The Council's Homelessness Prevention Team monitoring data</p>	<p>The Council collects monitoring information for all referrals to the Housing Prevention Team (HPT). Most young people will go to MAPS and be referred to the HPT Housing Advisors from there is their homelessness cannot be prevented by the other MAPS staff.</p> <p>For the period 01/04/20 to 31/12/2022 the equality monitoring for young people tells us that there at age 16/17 we see roughly the same number of young men (48%) and young women (52%). At age 18-21 there are more young women (57%) than men (42%), and for ages 22-25 there are more young men (65%) than women (34%) presenting.</p> <p>24% of those presenting aged 16-17 are Black, Asian and minority ethnic, which is slightly under the Black, Asian and minority ethnic proportion of children in the city (28%).</p> <p>26% of those presenting aged 18-21 are Black, Asian and minority ethnic.</p> <p>30% of those presenting aged 22-24 are Black, Asian and minority ethnic.</p> <p>This tells us that Black, Asian and minority ethnic young men are over-represented in the figures for young people who are experiencing homelessness aged 22+.</p>																																																									
<p>Equality Monitoring data from the contracted supported accommodation services, contract management information.</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>Monitoring data for all new placements into the youth pathway in 2021/22 is shown below:</p> <table border="1" data-bbox="437 1088 1474 2098"> <thead> <tr> <th colspan="3">The number and percentage of young people who identify as:</th> </tr> <tr> <th>Sexual Orientation</th> <th>YTD (year to date) Totals</th> <th>YTD %</th> </tr> </thead> <tbody> <tr> <td>Lesbian or gay</td> <td>13</td> <td>7%</td> </tr> <tr> <td>Heterosexual</td> <td>128</td> <td>70%</td> </tr> <tr> <td>Bisexual</td> <td>11</td> <td>6%</td> </tr> <tr> <td>Prefer not to say</td> <td>41</td> <td>22%</td> </tr> <tr> <td>Transgender</td> <td></td> <td></td> </tr> <tr> <td>whose gender identity is different to that assigned at birth</td> <td>2</td> <td>1%</td> </tr> <tr> <td>Physical Impairment and/or Sensory Impairment</td> <td></td> <td></td> </tr> <tr> <td>having a Physical Impairment and/or a Sensory Impairment</td> <td>16</td> <td>9%</td> </tr> <tr> <td>Mental health and Learning needs</td> <td></td> <td></td> </tr> <tr> <td>having mental health support needs</td> <td>27</td> <td>15%</td> </tr> <tr> <td>having learning support needs</td> <td>10</td> <td>5%</td> </tr> <tr> <td>Ethnicity</td> <td></td> <td></td> </tr> <tr> <td>White</td> <td>104</td> <td>57%</td> </tr> <tr> <td>Mixed/ Multiple ethnic groups</td> <td>21</td> <td>11%</td> </tr> <tr> <td>Asian/ Asian British</td> <td>6</td> <td>3%</td> </tr> <tr> <td>Black British</td> <td>29</td> <td>16%</td> </tr> <tr> <td>belonging to any other ethnic group</td> <td>6</td> <td>3%</td> </tr> </tbody> </table>	The number and percentage of young people who identify as:			Sexual Orientation	YTD (year to date) Totals	YTD %	Lesbian or gay	13	7%	Heterosexual	128	70%	Bisexual	11	6%	Prefer not to say	41	22%	Transgender			whose gender identity is different to that assigned at birth	2	1%	Physical Impairment and/or Sensory Impairment			having a Physical Impairment and/or a Sensory Impairment	16	9%	Mental health and Learning needs			having mental health support needs	27	15%	having learning support needs	10	5%	Ethnicity			White	104	57%	Mixed/ Multiple ethnic groups	21	11%	Asian/ Asian British	6	3%	Black British	29	16%	belonging to any other ethnic group	6	3%
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Religion		
having no Religion	91	50%
Christian	11	6%
Muslim	25	14%
having any other religion or belief	54	30%

We also know that in 2021-22 of young people newly placed in supported accommodation:

- 58% were young men
- 30% had mental or emotional distress
- 12% had multiple complexity of needs

A demographic snapshot looking at all residents of the Pathway at the midpoint in 2021-22 showed that 57% are male and 43% female. There had been a shift towards more young women being housed in the Pathway recently however men are slightly overrepresented using this service.

Of the accommodation users, 7% had a physical impairment. 46% were Black, Asian and minority ethnic . 22% were Muslim, 14% were Christian, 57% had no religion.

Men, Black, Asian, and Minority Ethnic, Christian, and Muslim communities are overrepresented in this supported accommodation category.

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.

The data for planned and unplanned departures does not show any notable representation issues.

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.

Additional comments:

In terms of the proposed commissioning plan, this tells us that:

- Overall demand has increased for the youth hub service. Our plan is to recommission this service.
- Services must cater for diverse needs, particularly noting the over representation of Black, Asian and minority ethnic young men accommodated in the Pathway. We know that the numbers of unaccompanied asylum-seeking children coming to Bristol has increased and is increasing. We will seek to commission services which recruit a diverse workforce. Young people in the pathway have increasing mental health support needs. Our proposal is to set up a new mental health navigator service to meet this need.
- Advice and support are needed about housing options for care experienced young people. We plan to continue to provide this through the youth hub external case panel system.
- We will ensure that we secure accessible accommodation for Disabled young people through our procurement process.
- We currently have gaps in the provision of supported accommodation for young people with high and complex needs and our proposal is to seek funding from central government to deliver this.

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.

Equality data about young people using the commissioned services is collected by the services themselves and by referrers using our Housing Support Register.

There are gaps in the Bristol Youth MAPS data (missing records), but *data collection* will be improved from 01/04/2023 because from this date all new referrals will be entered onto the Council's Abritas system which should include basic equality monitoring data. This means the data for the year 2023-2024 should be intact.

There are gaps in overall diversity data at a local and national level for some characteristics e.g. gender reassignment – especially where this has not historically been included in statutory reporting e.g. for sexual orientation. As a council we rarely monitor marriage and civil partnership. There is a corporate approach to diversity monitoring for service users and our workforce, however the quality of available evidence across various council service areas is variable. No robust data on gender identity exists. Gaps in data will exist as it becomes out of date or is limited through self-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.

Young people and other stakeholders were consulted about their experiences of our current provision in January 2023 through an online survey which was used to start the process, alongside meetings with providers and a questionnaire form to seek stakeholder feedback. We asked providers to provide support to young people to complete the survey if they required this accessible versions or translations. In April and May we ran a series of five engagement workshops with young people. These were with young people who are living in the supported housing pathway or have lived in it, or who are care leavers, or who are in care and may move into the pathway. These were attended by 14 young people. We developed and wrote the commissioning plan during and following these sessions so that the voice of the young people had a direct impact on the changes we are proposing. We then consulted on the draft commissioning plan, running two consultation sessions (one via Teams and one face to face) and a consultation survey.

A consultation and engagement report is included in Appendix A of the commissioning plan.

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. *The Contracts and Commissioning Team* meet with providers regularly and they feedback about issues raised. We annually monitor the equality and needs data of the young people accommodated and supported by Pathway services. During the engagement sessions with young people, we were asked if and how the engagement could continue, with young people having ideas about how they would like to be involved (e.g., podcasts about youth homelessness) and we will be looking at how we can facilitate regular engagement going forward and this is now included in the commissioning plan.

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)

Services need to be inclusive, representative of the young people they are serving, and supporting young people to build independence skills and engage in meaningful activities. Commissioned services will need to demonstrate that they are inclusive, compliant with the Equality Act of 2010 and meet the needs of vulnerable groups, such as Black and minority ethnic young people, LGBTQIA+ young people, young people with SEND, Care Leavers and unaccompanied young people seeking asylum, amongst others. There will be an expectation that this approach will enable a diverse and intersectional workforce.

We will expect our services to continue work in partnership with key organisations who support young people from protective characteristic groups e.g., Bristol Refugee Rights, WECIL, Off the Record, MIND, Albert Kennedy Trust etc. We will continue to search and work with city partners to apply for additional funding streams that will increase total available expenditure and capacity in line with the Council's 'One City' approach.

PROTECTED CHARACTERISTICS

Age: Young People

Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

Any reduction in the current funding from BCC will result in a reduction in the units of supported housing and prevention services for young people, which have been contracted for the past 6 years with no annual uplift for the providers. It is likely that even if budgets are not reduced, we will see a reduction in capacity because unit costs have increased. We will potentially see a loss in services and therefore young people will have longer waits for supported accommodation and will be at greater risk of homelessness.

Mitigations:

We are looking at options that change the delivery of some of our services, including changes to night cover. A new flexible support approach combined with commissioning a pathway of supported housing will enhance partnership working, coordination of services, and active management of waiting lists. This would mitigate some of the

	risked losses of supported accommodation, hopefully enabling us to maintain the current number of supported housing bedspaces for young people.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled young people are overly represented in the pathway and at MAPS, therefore any reduction to service capacity will have a disproportionate impact on them because there will be less availability of supported housing, and longer waiting times to access supported housing. Changes to night cover may have an impact on young people who experience emotional distress at night. There is particularly an over representation of young people with mental health, neurodivergence and Learning Difficulties who would find the additionally long waiting times stressful, often impacting on their wellbeing. The specific needs of these young people can include interpreting and translation. The costs of interpreting during support sessions can be high. BSL interpreting, Easy Read translations are sometimes needed.
Mitigations:	We are looking at options that change the delivery of some of our services, including changes to night cover. A new flexible support approach combined with commissioning a pathway of supported housing will enhance partnership working, coordination of services, and active management of waiting lists. This would mitigate some of the risked losses of supported accommodation, hopefully enabling us to maintain the current number of supported housing bedspaces for young people. We will look carefully at night cover options to see how best some cover can be provided to support those young people who need it.
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Young men are over-represented in the data and therefore any reduction to service capacity will have a disproportionate impact on them because there will be less availability of supported housing, and longer waiting times to access supported housing.
Mitigations:	We are looking at options that change the delivery of some of our services, including changes to night cover. A new flexible support approach combined with commissioning a pathway of supported housing will enhance partnership working, coordination of services, and active management of waiting lists. This would mitigate some of the risked losses of supported accommodation, hopefully enabling us to maintain the current number of supported housing bedspaces for young people.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	National data shows that LGBTQ+ young people are more likely to experience homelessness and whilst our monitoring data does not show an over representation of young LGBTQ+ people, there are gaps in data, and we can assume that there is under reporting. Therefore, any reduction in capacity is likely to have a disproportionate impact on them because there will be less availability of supported housing, and longer waiting times to access supported housing.
Mitigations:	We are looking at options that change the delivery of some of our services, including changes to night cover. A new flexible support approach combined with commissioning a pathway of supported housing will enhance partnership working, coordination of services, and active management of waiting lists. This would mitigate some of the risked losses of supported accommodation, hopefully enabling us to maintain the current number of supported housing bedspaces for young people.
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 type="checkbox"/>

Potential impacts:	Any reduction in the service is likely to have an increased impact on young people from Black, Asian and minority Ethnic Communities because they are overrepresented in the services
Mitigations:	We are seeking to recommission these services at the existing capacity, and bidding for additional capacity from central government.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Any reduction in the service is likely to have an increased impact on young people from Christian and Muslim Communities because they are overrepresented in the services
Mitigations:	We are seeking to recommission these services at the existing capacity, and bidding for additional capacity from central government.
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Young people are experiencing the impact of the cost-of-living crisis, are asked to leave home because of overcrowding issues or family financial strain and are unable to secure affordable rented housing. Their age means that benefit rates, the Local Housing Allowance rate (which caps how much housing benefit they can get), and minimum and living wage rates are lower and so they are financially disadvantaged. Therefore, they are more likely to need homeless prevention advice and support, as well as access to affordable supported housing.
Mitigations:	We are looking at options that change the delivery of some of our services, including changes to night cover. A new flexible support approach combined with commissioning a pathway of supported housing will enhance partnership working, coordination of services, and active management of waiting lists. By doing this we hope to minimise any reduction in capacity of our supported housing pathway. We are also proposing improving our early prevention resources, to provide better information for young people and their families at an earlier point.
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 including young people who are unaccompanied asylum seekers. Any reduction to service capacity will have a disproportionate impact on them. The specific needs of these young people include interpreting and translation. The costs of interpreting during support sessions can be high. These young people often have trauma related emotional and mental health needs, such as PTSD, and sometimes physical health needs relating to their situation. These, combined with the language challenges, can present a complexity for providers.
Mitigations:	We will embed and clarify our expectations about inclusive services for young people seeking asylum in our documentation and specifications. We will negotiate with children's Services to seek release of some of the home Office funding they receive for UAS young people to offset some of the additional interpreting costs. CF&SC also commission other accommodation for UASC young people.
Potential impacts:	Our commissioned accommodation services are for single young people including young people who are Care Leavers or who are leaving care, and young people aged 16-17 who are accommodated under the Children Act Section 20 are sometimes placed in the supported housing pathway by Children's Services. Any reduction to service capacity will have a disproportionate impact on them. The introduction of Ofsted registration, standards and inspections for all supported accommodation which houses young

	people aged 16-17 who are either accommodated under s.20 or who are care leavers, will have a cost and administrative impact on our commissioned providers.
Mitigations:	We have clarified our registration expectations in our commissioning plan to try to reduce the burden on providers for the services which infrequently house this cohort of 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 Citizen Service Points. BCC commissions supported accommodation for vulnerable parents, including young people.

The freezing of or reduction in BCC funding means that we cannot secure like for like services when recommissioning. This means the number of young people supported directly by our commissioned services may reduce. We are looking at options that change the delivery of some of our services, including changes to night cover, so that there is less support coverage but security or concierge to lessen the costs of the service.

The new flexible support approach combined with commissioning a pathway of supported housing will enhance partnership working, and coordination of services, active management of waiting lists and enable young people to move through the pathway more freely.

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

- It will provide us with the opportunity to work with organisations locally which will ensure that we can collectively work together to promote the Public Sector Equality Duty.

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 for all referrals to MAPS which is being input onto the BCC Abrisas system with effect from April 2023.,	Commissioning Manager	October 2023
Embed expectation of inclusive services, with specific reference to unaccompanied young people seeking asylum, in the commissioning plan and in contract specifications and tender processes.	Commissioning Manager	September 2023
Set up regular engagement opportunities for/with young people to feedback about their experiences and influence service development.	Commissioning Manager	April 2024

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.

Regular quarterly performance monitoring from commissioned providers.
Regular six-monthly equality and diversity monitoring from the Housing Support Register.
Regular six-monthly equality and diversity monitoring from the Abrisas system.
Annual reviews of contract delivery assessed by commissioning manager.
Regular and planned engagement with young people, likely to be through quarterly engagement meeting and will include the exploration of a Peer Housing and Homelessness Podcast for young people and by young people.

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: Richard James (Interim Head of Business Development) – <i>Approved in absents to The Director of Homes & Landlord Services</i>
Date: 18/8/2023	Date: 21/08/2023

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.