

# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

|  |   |   |
|--|---|---|
| <b>Department</b>  | Children, Young People and Culture                  |   |
| <b>Service</b>   | Children's Services                                 |   |
| <b>Proposed policy</b>   | Establishment of an Adolescent Support Unit in Bury |   |
| <b>Date</b>  | 5 <sup>th</sup> October 2015                        |   |
| <b>Officer responsible for the 'policy' and for completing the equality analysis</b> | <b>Name</b>   | Jackie Gower  |
|  | <b>Post Title</b>                                   | Assistant Director, Children's Social Care Division |
|  | <b>Contact Number</b>                               | X5715   |
|  | <b>Signature</b>                                    |   |
|  | <b>Date</b>   |   |
| <b>Equality officer consulted</b>  | <b>Name</b>   | Liz Trayford  |
|  | <b>Post Title</b>                                   | Planning and Research Officer                       |
|  | <b>Contact Number</b>                               | X5658   |
|  | <b>Signature</b>                                    |   |
|  | <b>Date</b>   |   |

## 2. AIMS

|  |   |
|--|---|
| <b>What is the purpose of the policy/service and what is it intended to achieve?</b> | The proposed Adolescent Support Unit (ASU) will combine a short term respite service with family outreach to provide young people and their families with a service committed to maintaining and rebuilding family and parenting relationships where these are under severe pressure. By operating from a friendly 'home' base, staffed by a dedicated team of experienced family support workers, the unit will provide a flexible offer to families in crisis which addresses both the need for family members to have 'time out', and for intensive family therapy, either on site, or at the family home. While staying on site, the unit will provide young people with a structured range of recreational and educational activities that help rebuild self-esteem and encourage team working and peer support. |
| <b>Who are the main stakeholders?</b>  | Children and young people and their families<br>Bury Council's Children's Social Care Division, including social workers and specialist teams (e.g. CSE, Children with Disabilities, Fostering and Adoption).<br>Bury's schools, including the Pupil Referral Units<br>Greater Manchester Police<br>NHS services in Bury including the Child and Adolescent Mental Health Service.  |

### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.**

**If you answer yes to any question, please also explain why and how that group of people will be affected.**

| Protected equality characteristic | Positive effect (Yes/No) | Negative effect (Yes/No) | Explanation  |
|-----------------------------------|--------------------------|--------------------------|--|
| Race                              | Yes                      | No                       | The project will ensure that the ASU provides a culturally sensitive service to meet the needs of young people and their families from across the Bury community.  |
| Disability                        | Yes                      | No                       | The outreach service will be available to children and young people with disabilities and their families. An overnight respite service for children with physical disabilities is already available through Home to Home carers, a service run by Bury's Fostering team. Children and young people with other forms of disability will be able to access the respite service of the ASU. |
| Gender                            | No                       | No                       | No impact - the service will be available to children and young people between the ages of 8 and 17 who meet the referral criteria and are approved by the service manager.  |
| Gender reassignment               | No                       | No                       | No impact - the service will be available to children and young people between the ages of 8 and 17 who meet the referral criteria and are approved by the service manager.  |
| Age                               | Yes                      | No                       | The ASU will provide a new service to older children and young people which will have a significant positive impact on those referred. The resolution of crises and conflict will also indirectly benefit other young people including siblings, as well as other members of a child or young person's community, including friends and classmates.                                      |
| Sexual orientation                | No                       | No                       | No impact - the service will be available to children and young people between the ages of 8 and 17 who meet the referral criteria and are approved by the service manager.  |

|                               |     |    |   |
|-------------------------------|-----|----|---|
| Religion or belief            | Yes | No | The project will ensure that the ASU provides a culturally sensitive service to meet the needs of young people and their families from across the Bury community.   |
| Caring responsibilities       | Yes | No | By seeking to resolve crises within families, the ASU will impact positively on the lives of parents and carers, including foster carers. Young carers may also benefit from the service.   |
| Pregnancy or maternity        | Yes | No | The ASU will be an additional resource available to support pregnant teenage girls with either respite care and/or outreach where family relationships are under pressure. For girls who are already mothers and who are struggling to remain at home, support is already available via specialist foster carers or from mother and baby units. |
| Marriage or civil partnership | No  | No | No impact - the service will be available to children and young people between the ages of 8 and 17 who meet the referral criteria and are approved by the service manager.   |

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

| <b>General Public Sector Equality Duties</b>  | <b>Relevance (Yes/No)</b> | <b>Reason for the relevance</b>  |
|---|---------------------------|--|
| Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010   | No                        |  |
| Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs) | Yes                       | Children and young people by virtue of their age are a protected group. Ensuring that they are provided with services that can meet all their needs as they develop towards adulthood is critical to their future and success as adults. The ASU will provide some of the borough's most troubled adolescents with support to address and resolve emotional and behavioural issues, thus improving their chances of developing into happier and fulfilled adults. Among these children and young people will be some with disabilities and the service will provide a new source of support for teenage girls who are pregnant and who are struggling to remain with their families. It may also provide respite and support for young carers. |
| Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)                   | No                        |  |

**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**

**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**

**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

**4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

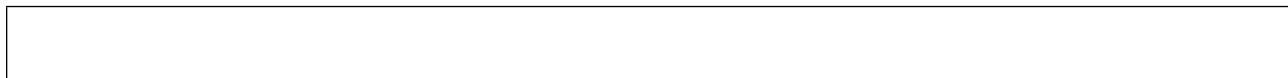
Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

| Details of the equality information or engagement   | Internet link if published  | Date last updated                  |
|---|---|------------------------------------|
| <p>Gender and ethnic origin data on looked after children (LAC) coming into care in Bury, or currently in care, under Section 20 of the Children’s Act (i.e. with parental consent) is taken from Ofsted Annex A.</p> <p>In the six months to 5<sup>th</sup> October 2015 LAC under Section 20 were:</p> <p>50:50 male and female</p> <p>84% white; 11% Asian; 4% mixed background 1% unknown</p> <p>14% had a disability</p> | <p>This data is not published but is available to officers who undertake quality assurance and reporting within Children’s Social Care.</p> | <p>5<sup>th</sup> October 2015</p> |
|   |   |                                    |
|   |   |                                    |
|   |   |                                    |

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

Annex A does not include fields for gender reassignment, sexual orientation, religion, or marital status.



## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

|   |   |
|---|---|
| <p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>   | <p>The ASU will advance the interests of young people, including those with disabilities, teenage girls who are pregnant and young carers. By supporting young people at a time of acute crisis where there is a risk of family breakdown, the unit will contribute to improvements in the lives of a range of groups with protected characteristics.</p> |
| <p><b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b></p> |   |
| <p><b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b></p> |   |
| <p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>  | <p>A Project Manager will be appointed as soon as possible to progress the project to establish the ASU.</p>  |

## 6. MONITORING AND REVIEW

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

A monitoring and evaluation framework for the ASU will be developed at the project implementation stage so that once the service goes live, systems are in place to record its activity and outcomes. The monitoring data will be used regularly by service managers to inform and improve their practice and by service commissioners to ensure that the service delivers the impact intended.



**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**