

Midlothian Council Equality Impact Assessment Form



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Lead contact:

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Section A: Introduction

1. Title of policy, procedure or function being assessed

Update on Midlothian Residential Service Provision

2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Education, Communities and Economy

3. Date started:

7th June 2019

Date completed:

7th June 2019

Section B: Information

4. Please describe the Policy, Procedure or Function you are impact assessing

The reconfiguration of Midlothian Council's residential service provision means we can now offer a fair, equitable local service to young people who have with complex and enduring needs and/or life limiting conditions.

5. What information and consultation data do you have to inform your assessment? What does it tell you?

Nationally, there is growing concern over the lack of accommodation for children and young people with complex and enduring needs. The resource shortfall has led to a significant challenge locally in terms of expenditure and assessment. Repeated consultation with families and other stakeholders has highlighted the lack of local provision for this group of young people.

We entered into a partnership with the Care Inspectorate to reshape our existing residential provision from 2 X 4-bedded houses to 2 X 5 beds. Following on from previous success we entered into a collaboration with a 3rd sector provider; Barnardos, to transform one of the 5-bedded houses into a purpose built provision for young people with complex needs.

At the same time, we reopened our 'mothballed' residential provision in Gorebridge to ensure we could accommodate our 'looked after and accommodated population.

6. Do you need more information or more consultation/engagement data?

- Do you need anything more:
 - i. to do this Equality Impact Assessment (EQIA)
 - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

Our current data trends, numbers, feedback, expenditure and analysis was sufficient to necessitate the need for local provision for this group of marginalised children and young people.

The realignment of resources means Midlothian Council can now offer local residential provision for children and young people with complex needs. The additional capacity (four beds) means we no longer have to exclude this group of children and young people from their families or communities.

Section C: Assessment

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

Race (this includes ethnic or national origins, colour and nationality)

Disability (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

Sex(male/female)

Age (all ages)

Sexual Orientation (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

Religion or belief (including having no religion or belief)

Pregnancy and maternity (having just had a baby or being pregnant)

Gender reassignment or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

Marriage and Civil Partnership

People experiencing poverty or at risk of poverty: (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

As you answer questions 7i. to 7iv. over the page:

a) Think about the policy, practice or function you are assessing and

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.

Continued.../

b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

c) Consider the General Equality Duty requirements to pay due regard to the need to:

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

7i. Note any positive impacts on the above equalities groups

The intention of the reconfigured provision is to provide local services to children and young people with complex needs and /or life limiting conditions.

At the same time looked after children and young people have returned to the previously 'mothballed 'Gorbridge' house

7ii. Note any negative impacts on equalities groups

There is no negative impact and the numbers of beds available to looked after children is proportionate to the current looked after and accommodated figures.

7iii. How significant would this negative impact be, and what kind of numbers would be affected?

The impact is negligible.

7iv. Note any opportunities for making a positive impact on equalities groups.

The reconfiguration means four children who were previously cared for in

hospital or external provision are now cared for locally and their parents are fully involved.

Section D: Actions and Outcomes

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

8. Note any actions you will be taking as a result of this EQIA:

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

We will continue to monitor and evaluate our residential provision.

9. Please note any actions you have already taken as a result of this EQIA here.

Discussions with our partners have focused on making sure we can provide the appropriate equipment and adaptations to give this group of children and young people the best experience.

10. How will you track/monitor that the actions you mentioned in 8. have been achieved?

e.g. by adding them to a work plan, service plan etc.

The provision will be tracked as per annual Children's Services action plans and Care Inspectorate feedback

11. If you have decided not to take any action please note why this is, and any justification, here.

A significant negative impact, even if it affects only a small number of people, should be addressed.

Not applicable

12. Is a more detailed assessment recommended?

no