

Equality impact assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice.

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Housing Related Support – Teenage Parents

Assessment team leader name: Cath Hadfield

Date of assessment: 13 July 2012

Department responsible: Adults Health and Housing

Service Area: Integrated Commissioning Younger Adults and Housing

Other members of assessment team:

Name	Position	Area of expertise	Comments
Stephe Astbury	Acting Service Quality Manager	Commissioning of Housing related support services	
Amanda Philpott	Support Worker Riverside ECHG	Support provider	
Carol Potts	Support Worker Riverside ECHG	Support Provider	
Alex Haines	Customer Riverside ECHG	Customer receiving support services	

Question	Response/ findings
<p>1. What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>Supporting People (SP) is a programme of housing related support services funded by Government as a named unringfenced grant within Area Based Grant. The programme in Derby has historically received about £10m per year and has operated as a partnership with voting input at Board level from Derby NHS, Derbyshire Probation Service, and Derby City Council.</p> <p>The Supporting People programme plays an important role in promoting links between health, housing, probation, social care, the police and other stakeholders for the planning and delivery of services for vulnerable people.</p> <p>In Derby, the original Supporting People grant allocation was approx £10m per year. In the run up to 1st April 2003, the Council established contracts with all of the legacy services that had received income from one of the previously separate funding streams. Since 2003 the Council has produced two Supporting People strategies and a housing support needs analysis, undertaken to help define commissioning priorities.</p> <p>It has now been agreed, as part of the Council's overall budget strategy that the funding available for housing related support is reduced by £6.144m over 2 years (2012-2014). The remaining budget would be £3.323m.</p>
<p>2. Who implements, carries out or delivers the policy, practice, service or function?</p> <p>Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>Supporting People Team monitors performance, quality and contractual obligations, together with the involvement of the Peer Review group.</p> <p>Strategic Partners including our Core Strategy Group and Commissioning Board are responsible for decision-making processes about Supporting People policies and practice, service provision.</p> <p>Providers have contractual obligation under the terms of their contracts and the quality assessment framework to ensure that all policies and procedures are in place and reviewed at least every three years</p>

Identifying potential equality issues and factors

Question	Response/ findings																						
<p>3. What do you already know about the equality impact or need?</p> <p>For example, from research, feedback, consultation or any performance monitoring</p>	<p>Teenage parents in Derby City with housing related support needs have complex needs which are currently addressed through the current accommodation based and floating support provision in Derby.</p> <p>The positive outcomes that have been attained from these services are:</p> <ul style="list-style-type: none"> • Education, Employment and Training • Independent living skills • Maintaining a tenancy • Parenting skills • High level of motivation and self esteem • Awareness of Domestic Violence and what a positive relationship is. • Awareness of Sexual health and improved Health and Wellbeing • Good social skills. <p>Derby Plans outcomes that link...</p> <ul style="list-style-type: none"> • A Thriving sustainable economy • Achieving their learning potential • Being safe and feeling safe • A strong community life • An active cultural life. 																						
<p>4. Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups?</p> <p>For example, who uses the service, who doesn't and why not?</p>	<table border="1" data-bbox="747 980 1115 1094"> <thead> <tr> <th>Ages</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16-17</td> <td>34%</td> </tr> <tr> <td>18-24</td> <td>66%</td> </tr> </tbody> </table> <p>There are still a significant number of teenage parents who are 16/17...</p> <table border="1" data-bbox="747 1159 1493 1463"> <thead> <tr> <th>Ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White: British</td> <td>89%</td> </tr> <tr> <td>White : Other</td> <td>1%</td> </tr> <tr> <td>Mixed : White & Black Caribbean</td> <td>3%</td> </tr> <tr> <td>Mixed : White & Asian</td> <td>2%</td> </tr> <tr> <td>Mixed : Other</td> <td>1%</td> </tr> <tr> <td>Asian/Asian British : Pakistani</td> <td>1%</td> </tr> <tr> <td>Refused</td> <td>2%</td> </tr> </tbody> </table>	Ages	%	16-17	34%	18-24	66%	Ethnicity	%	White: British	89%	White : Other	1%	Mixed : White & Black Caribbean	3%	Mixed : White & Asian	2%	Mixed : Other	1%	Asian/Asian British : Pakistani	1%	Refused	2%
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Gender	%
Female	100%

Disability	%
Yes	0%
No	87%
Don't know	13%

Economic Status	%
Other Adult	17%
Full Time work	1%
Part-Time work	4%
Govt Training / Work Programme	1%
Job seeker	14%
Not seeking work	60%
Full time student	2%

Majority of Teenage Parents accessing Housing related support are ages 18-24, they are white British. 87% of those accessing services do not have a disability 60% are not seeking work.

*Percentages may not add up to 100 due to rounding.

5. Have there been any important demographic changes or trends locally?

For example is the population changing, and if so, how and what might that mean for the service or function?

There has been an increase in the number of teenage parents approaching the HOC for housing that included the father of their expectant baby. This has been the biggest change over 10 years. Previously the majority of fathers were nowhere to be seen.

There is an increase of Eastern European living in Derby. Currently there are high waiting lists for the one service in Derby currently providing support to over 52 young people with one or more children. 15 young people on the waiting list with the service receiving 3-4 calls per day for referrals. Moving them from shared accommodation into their own tenancies.

Question	Response/ findings
<p>6. Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>The current support that is offered to the teenage parents offers them the opportunity to re-establish themselves into the community with life skills, to enable them to live independently with their child/children.</p> <p>The policy decision to decommission/significantly reduce the Housing Related Support programme services will have the following impacts...</p> <ul style="list-style-type: none"> • Safeguarding issues would increase and Teenage parents would become more vulnerable to sexual exploitation. • Unhealthy relationships formed – an increase of domestic violence • Potential of involvement in criminal activity • Potential for gang involvement • Potential for family breakup with no support to mediate back into the family home • Increase of homelessness/rough sleeping • Vulnerability to become involved in substance misuse • Health and wellbeing reduced for both pregnant young people and parents with children. • Health and wellbeing of the unborn child or the children already born. • Teenage Parents unable to access support in order to access education or training. <p>The negative impacts for Derby not having the same support in place include:</p> <ul style="list-style-type: none"> • Reducing the chance of attaining 'purple' flag status • Increased criminal activity and anti-social behaviour • More customers being temporarily housed in bed and breakfast accommodation. • The city's economy will reduce and there will be fewer visitors to the city.
<p>7. Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>The service is extremely positive offering teenage parents support to gain various skills to enable them to bring their child/children up in the community...</p> <ul style="list-style-type: none"> • Independent living skills • Parental skills • Mediation back with the family even if this does not result in them moving

back into the family home.

- Access to Employment, training or education.
- Ensuring the child/children's health and wellbeing is looked after.
- Ensuring that the young person's health and wellbeing is addressed and they are accessing health services.
- Reduction in gang involvement and anti-social behaviour
- Reduction in sexual exploitation
- Working with the young person to ensure knowledge of domestic violence.
- Working closely with other agencies to ensure smooth delivery of support services.

Without this service, there would be many negatives...

- Stability for the teenage parents would be gone.
- No support to ensure the right level of benefits are being received, this could leave the teenage parent very vulnerable and desperate for money leading to crime.
- Post natal depression could take hold without being detected, leading to a pull on Community Mental Health teams. Child protection issues could arise and harm if the child/children are not detected.
- Harm to themselves, the child/children/ public if post natal depression or other mental health issues are not detected.
- Debt – rent arrears – homelessness
- Teenage parents not knowing what to do with the pregnancies who to turn to for support. The rate of teenage pregnancies going up.
- Withdrawal from other services (health etc....)
- Community safety as crime rates may increase.
- Children's illnesses increase leading to further pull on health
- Welfare reform will have an affect on these young people, single bedroom rate and tax credits change.

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
Teenage parents are homeless due to family / relationship breakdowns.	Clients	<ul style="list-style-type: none"> • More teenage parents presenting at Housing Options/single point of entry for accommodation with no where to place them apart for bed and breakfast accommodation. • Increased rates of rough sleeping, sofa surfing, squatting in empty buildings. • Increase in the number of statutory homeless applications • Increase in bed and breakfast placements • Increased safeguarding risks for both mother and baby (unborn baby) sexual exploitation. • Deaths • Ill Health/mental health problems • Lack of engagement with services, health services, treatment services, probation etc.... • No access to benefits system, monies, no food provision health deterioration • Increased Poverty 	<ul style="list-style-type: none"> • Partnership working and suitable accommodation with support for teenage parents avoiding bed and breakfast provision. • Support to ensure that complex benefits application and appeals are completed. • More policing • An increase in the amount of housing stock available in Derby both private and social • Pathways and intervention from CYP to increase to cater for 16/17 year olds.
	The general public	<ul style="list-style-type: none"> • Crime rates will increase. • Negative perception of Derby City. • Community safety, people feeling unsafe to go out into the communities. 	

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
Safeguarding rates increase with child protection cases rising.	Clients	<ul style="list-style-type: none"> • Relationships with the child breakdown. • Child protection procedures are enforced and mother and child are separated. • Teenage parents become withdrawn from all services rates of self harming and suicide increase. • Teenage parents become involved in crime, drugs, alcohol, breakdowns of relationships. 	<ul style="list-style-type: none"> • Partnership support to ensure that Teenage Parents receive support and parenting skills. • CYP interventions for teenage parents. • Education and Training available for young people to access to up date skills base.
	The General Public	<ul style="list-style-type: none"> • More foster parents required • Pull on the local economy • Risk to the public and community. 	
A reduction in Derby City's income	All Residents of Derby	<ul style="list-style-type: none"> • Public perception of Derby City as a tourist/cultural place to visit is lowered. Purple flag status is jeopardised. • The public don't visit the city which reduces the figures for attendance of local organised events in Derby. • Businesses in Derby are no longer able to sustain themselves. • Figures for unemployment rise leading to further pull on the benefits system. This in turn could lead to further homelessness increasing the rates for people who can no longer afford tenancies, mortgages etc... 	<ul style="list-style-type: none"> • A greater police presence in Derby. • Partnerships work within the community to encourage individuals to adopt a greater sense of pride in their local community • DCC address complaints and issues within the community within the right services.

Objectives for minimising negative impacts - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	To ensure rough sleeping/offending behaviour and substance misuse does not increase.
Specific	To roll out a partnership approach programme to work with teenage parents to prevent rough sleeping/offending and substance misuse.
Measurable	Less rough sleeping, offending behaviour and substance abuse
Achievable	A partnership approach will need to be developed to look at the way forward.
Relevant	Reducing inequalities, reducing unacceptable behaviour and meeting the Derby City Plan Targets.
Timed	12 months

Objective/Target:	To ensure that Teenage Parents that are at risk of homelessness have support to ensure that they have access to the appropriate housing and benefits.
Specific	To reduce the number of homeless Teenage Parents in the city and increase access to appropriate monies.
Measurable	Fewer Teenage Parents presenting as homeless in the city.
Achievable	A partnership approach will need to be developed to look at the way forward.
Relevant	Reducing inequalities, increasing individual economic wellbeing and meeting Derby City Plan Targets.
Timed	12 months

Objective/Target:	To reduce the impact on Teenage Parents vulnerability
Specific	To Develop partnership programmes to support and educate individuals.
Measurable	Reduce issues of exploitation and gang culture
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, reducing the number of customers who are exploited and / or take part in gang behaviour and meeting Derby City Plan Targets
Timed	12 months

Objective/Target:	To ensure that Teenage Parents are able to take up Employment, Education and Training.
Specific	To Develop partnership programmes to support and educate individuals.
Measurable	NEAT targets
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individuals' life chances, contribution to the local economy and meeting Derby City Plan Targets.
Timed	12 months

Objective/Target:	To ensure that Teenage Parents have support to develop parenting skills reducing child protection.
Specific	To Develop partnership programmes to support and educate individuals with appropriate parenting methods.
Measurable	Reduce issues of child protection cases
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individuals parenting skills, reducing the number of child protection cases and meeting Derby City Plan Targets
Timed	12 months