

Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email Clare.Muir@reading.gov.uk.

Please contact the Project Management Office at pmo@reading.gov.uk for advice and/or support to complete this form from a project perspective.

Name of proposal/activity/policy to be assessed: Preparing For Adulthood Policy

Directorate: DCASC

Service: Adult Social Care - LDA / Preparing for adulthood

Name: Sunny Mehmi

Job Title: ASC Assistant Director

Date of assessment: 20/03/24

Version History

Version	Reason	Author	Date	Approved By
1	For initial discussion/review with lead EIA Officer	Alan Dennett	20/03/24	

Scope your proposal

What is the aim of your policy or new service?

To refresh the existing Reading Borough Council Preparing for Adulthood (PfA) Policy 2019 to bring it into line with current legislation, naming conventions and best practice. The overall aim of this policy is to make sure that young people and their families have the appropriate support as they move into adulthood and that there are no gaps in the delivery of services.

Who will benefit from this proposal and how?

Children, Young people, their families/carers and staff in Adult Social Care & Brighter Futures for Children (BFFC)

What outcomes does the change aim to achieve and for whom?

To ensure the policy is current and meets requirements of both the Children and Families Act 2014 and the Care Act 2014, which places duties on Local Authorities in regard to arrangements for young people with care and support needs in preparing for adulthood.

Who are the main stakeholders and what do they want?

The principles of personalisation, inclusion, participation and co-production imbued in the legislation were applied. The draft policy went out to consultation with a range of statutory, voluntary and independent groups as well as young people themselves. Comments received were included in the final policy document.

- Current children, young people and adults moving into adulthood
- Carers and family of young people moving into adulthood
- Staff and volunteers across care and support providers in the statutory, private and voluntary sectors that support young people with disabilities.

Assess whether an EqlA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

Do you have evidence or reason to believe that some groups may be affected differently than others (due to race, disability, sex, gender, sexuality, age, religious belief or due to belonging to the Armed Forces community)? Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.

No

Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.

No

*If the answer is Yes to any of the above, you need to do an Equality Impact Assessment. If No you **MUST** complete this statement.*

An Equality Impact Assessment is not relevant because:

This is a policy refresh to ensure any amendments to legislation are included along with current national guidance and best practice.



Lead Officer

Sunny Mehmi

Assistant Director: Adult Social Care

Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

Example: A local authority takes separate decisions to limit the eligibility criteria for community care services; increase charges for respite services; scale back its accessible housing programme; and cut concessionary travel.

Each separate decision may have a significant effect on the lives of disabled residents, and the cumulative impact of these decisions may be considerable.

This combined impact would not be apparent if decisions are considered in isolation.

Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted

<ul style="list-style-type: none"> - Current children, young people and adults moving into adulthood - Carers and family of young people moving into adulthood - Staff and volunteers across care and support providers in the statutory, private and voluntary sectors that support young people with disabilities. 	<p>BFFC to use existing SEN / LAC groups</p> <p>Reading Families Forum</p> <p>Mencap</p> <p>SEND Strategy Group</p>	<p>To be undertaken during April - May 2024</p>
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Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

- Describe how this proposal could impact on racial groups
- Is there a negative impact? No

No negative impact in terms of different racial groups has been identified.

Where take up of other services is disproportionately low for some racial groups which may face particular barriers to access, there will be a focusing of resources on those communities as part of the drive to reduce inequalities.

There is an ongoing need to recognise that cultural norms and barriers such as language may impact on access to support, and the updated Preparing for Adulthood Policy should be a tool to address this.

Responses to the initial engagement raised the importance of ensuring that information and advice about health and wellbeing and other key information is accessible to all groups.

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- Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)
 - Is there a negative impact? No
-

No negative impact in terms of gender has been identified.

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- Describe how this proposal could impact on Disability
 - Is there a negative impact? Yes / No / Not sure
-

No negative impact in terms of disability has been identified.

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- Describe how this proposal could impact on Sexual orientation (cover civil partnership)
 - Is there a negative impact? No
-

No negative impacts on the grounds of sexual orientation have been identified.

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- Describe how this proposal could impact on age
 - Is there a negative impact? No
-

No negative impacts on the grounds of age have been identified

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- Describe how this proposal could impact on Religious belief
 - Is there a negative impact? No
-

No negative impact in terms of religion or belief has been identified.

- Describe how this proposal could impact on the Armed Forces community (including reservists and veterans and their families)
 - Is there a negative impact? No
-
-

No negative impact in terms of Armed Forces community (including reservists and veterans and their families) has been identified.


Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you MUST assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

1. No negative impact identified - Go to sign off

- How will you monitor for adverse impact in the future?
-

The long-term impact of updating the Preparing for Adulthood Policy should be a reduction in health and social inequalities and improvement in outcomes for young people, their families and carers transiting into Adult Social Care. In order to track progress towards this goal, monthly meetings between Children and Adult Social Care will be undertaken and progress reports made to the Directors of Children Social Care and Adult Social Care.



Lead Officer

Sunny Mehmi

Assistant Director: Adult Social Care