



Equality Analysis Report

Title of activity: CSSF 7 Contribution for funding in health services

Summary of activity:

The local authority currently commission an external provider for the provision of services for young people for:

- drugs and alcohol
- teenage pregnancy

The amount of funding the local authority has available to commission such services has reduced significantly over the last 24 months; and as a consequence can no longer continue to fund these non-statutory services. There is alternative provision available through NHS Bedfordshire and other commissioned services.

This is a non-statutory service for which there are other services available in Bedford Borough.

£16,000 is currently used to deliver services to support the work on reducing levels of teenage pregnancy; this function is also carried out by Health professionals such as health visitors or school nurses.

£30,000 is used to commission the delivery of counselling interventions or support to young people with drug / alcohol problems, this support is available through health colleagues and health initiatives.

Lead officer:

Sharon Simpson, Head of Commissioning & Resource Allocation

Equality analysis team:

Emma Sparrow, Engagement & Development Manager

Relevance

An equality analysis of this activity is required.

This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations. An equality analysis is not needed.

Explanation why equality analysis is not needed:

Level 1 Equality Analysis

Scope of equality analysis

Impacted by activity:

The activity proposed under CSSF 7 is to remove funding streams for contracts areas in relation to teenage pregnancy and drugs & alcohol. There are a group of children and young people in Bedford Borough who currently access services funded by those being considered under this proposal.

Protected equality groups:

It is not known from which specific protected equality group these groups of children and young people are until further work is done on engagement, consulting and analysis this will not be known.

General Equality Duties:

This activity proposed under CSSF7 relates to the Bedford Borough Council's equality duties to advance equality of opportunity between people who share a protected characteristic and those who do not by taking steps to consider the distinct needs of young people in providing drugs, alcohol and pregnancy services.

Evidence

What relevant evidence is there about the activity?

From the reports we collate, we know the numbers of young people accessing services in relation to drugs and alcohol. For 2011/12, it is estimated that 80 young people will be referred to the service (based on figures from Q1)

The funding for teenage pregnancy has not been used in 2011/12 and therefore, there has been no adverse comments received about the change in use of funding in the duration.

What does this evidence tell you about the different protected groups?

For the activity proposed under CSSF 7, there is some information available on service users which may help us in analyse the impact on equality. However, there is more evidence needed from the service users and stakeholders through engagement and analysis work to ensure that the impact of each activity proposed is considered in more detail in respect of the protected equality groups.

What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?

As a result of the activities proposed under CSSF 7, there is potentially an impact on service users and other stakeholders– who may be from one or more of the different protected equality groups. Through engagement and the collation of more information and evidence, the extent of any impact can

be considered further.

Have you thought about commissioning new data or research?

Through the engagement and consultation which is being undertaken, specific information and evidence will be collated to allow us to better understand the impact of the proposed activity under CSSF 7 for service users and other stakeholders.

Adverse affect on equality

Age

By virtue of the fact that children and young people are the predominate service users for the Directorate – the activity proposed under CSSF7 will have an impact on those in the protected equality group with the characteristic of age. However, from the evidence we have so far, the extent of this impact is not known; and this would be further explored through the consultation work.

Although, other stakeholders could be from a particular age group it is envisaged that the activity proposed would not have an impact a particular age group for these.

Disability

There may be children and young people who access the services as proposed under CSSF 7 who would be included in this protected equality group; however, from the evidence we have so far – the impact of the proposals on this protected group is not known, and therefore more work is needed to understand this.

Gender reassignment

For the children and young people who access the services, is it not appropriate to consider the impact of this protected equality group.

Pregnancy and maternity

There may be some young people who are protected by this equality group, but from the evidence we have so far the extent of any impact is not known. Therefore there needs to be consideration of the activity proposed under CSSF7 to determine this.

Given the nature of the contracts funded, there may have been adverse impact to those young people accessing services around teenage pregnancy; including those in this protected equality group. However, the funding has not been used for these services in 2011/12 and therefore it is considered that there will be no additional impact.

<p>Race</p> <p>Under CSSF 7, all children or young people who receive the services and other stakeholders could be affected by the proposed activity and could be considered in this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on one or more of the groups with this characteristic.</p>
<p>Religion or belief</p> <p>Under CSSF 7, all children or young people who receive the services and other stakeholders could be affected by the proposed activity and could be considered in this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on one or more of the groups with this characteristic.</p>
<p>Sex (gender)</p> <p>Under CSSF 7, all children or young people who receive the services and other stakeholders could be affected by the proposed activity and could be considered in this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on one or more of the groups with this characteristic.</p>
<p>Sexual orientation</p> <p>For the children and young people who access the services, is it not applicable or viable to consider the impact of this protected equality group.</p>
<p>Marriage & civil partnership (in relation to eliminating discrimination)</p> <p>For the children and young people who access the services, is it not appropriate to consider the impact of this protected equality group; but we could consider the impact on families who access the services. Other stakeholders may be included under this protected equality group as a result of the activity proposed under CSSF 7; therefore more work is needed to determine the extent of any impact.</p>
<p>Other identified groups (e.g. carers, different socio-economic, other groups experiencing barriers to access)</p> <p>There may be children and young people who access the services as proposed under CSSF 7 who would be included in this protected equality group; however, from the evidence we have so far – the impact of the proposals on this protected group is not known, and therefore more work is needed to understand this.</p>

Positive affect on equality This proposal has no positive impact on equality
1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations (including tackling prejudice and promoting understanding between different protected groups)
4. Promote positive attitudes towards disabled people
5. Take account of disabled people's disabilities

Summary of analysis
<p>The evidence we have so far would suggest that the activity proposed under CSSF 7 will have an impact on the different protected equality groups and Bedford Borough Council's equality duties to:</p> <ul style="list-style-type: none"> • advance equality of opportunity between people who share a protected characteristic and those who do not; and • foster good relationships between people who share a protected characteristic and those who do not. <p>What is not known is the extent of any impact as a result of the activity, adverse and positive, and specifically on which protected equality groups. Work needs to be done on each of the service areas under the activity proposed in order to address this in more detail. Therefore, the most appropriate course of action would be to carry onto a level 2 analysis.</p> <p>For most of the activity in CSSF 7 there are gaps in the relevant equality information preventing an evidence led analysis of the effects on equality. By completing the level 2 analysis, and through the proportionate engagement with service users, staff and other stakeholders, we can determine the impact of each, whether this is positive or adverse and any mitigating actions.</p> <p>It is however, envisaged that this detail and information would be in relation to the services around drugs and alcohol; given that the funding for teenage pregnancy has not been used to commission these services in 2011/12.</p>

Level 2 Equality Analysis

Engagement

In order to assess the impact of the proposal, consultation was undertaken with stakeholders via letter (21 October 2011) and responses received through the public consultation carried out via the Bedford Borough Council website.

One summary response was received direct from stakeholders and 14 responses were received through the online process.

Age

Consultation activity was undertaken with stakeholders in order to determine the impact of the proposal. Responses have been received and these have been considered as part of the development of the final policy proposal. However, from the responses, it has not been possible to identify from what particular protected characteristic the respondents are from.

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<p>Marriage & civil partnership (in relation to eliminating discrimination)</p> <p>Consultation activity was undertaken with stakeholders in order to determine the impact of the proposal. Responses have been received and these have been considered as part of the development of the final policy proposal. However, from the responses, it has not been possible to identify from what particular protected characteristic the respondents are from.</p>
<p>Other identified groups (e.g. carers, different socio-economic, other groups experiencing barriers to access)</p>

<p>Engagement findings</p>
<p>Age</p> <p>The removal of funding for services around teenage pregnancy would not have an impact on young people as the funding is currently not used to commission services around teenage pregnancy. There is a support pathway for teenage mothers in place, and this is currently included within plans for the Directorate moving forward.</p> <p>However, the removal of funding for services for drugs and alcohol will impact</p>

on young people. The consultation responses suggest that there will not be alternative provisions from other stakeholders. The policy to remove the funding will therefore leave a gap in the prevention and direct 1:1 work currently provided by the voluntary and community sector.

The current provider has proven outcomes from the current levels of funding and how the service directly supports young people in reducing alcohol and cannabis use. Outcomes here could lead to longer term cost savings.

Disability

This engagement exercise did not raise specific issues.

Gender reassignment

This engagement exercise did not raise specific issues.

Pregnancy and maternity

This engagement exercise identified the other support networks that are available to support teenage mothers and teenage pregnancy.

Race

This engagement exercise did not raise specific issues.

Religion or belief

This engagement exercise did not raise specific issues.

Sex (gender)

This engagement exercise did not raise specific issues.

Sexual orientation

This engagement exercise did not raise specific issues.

Marriage & civil partnership (in relation to eliminating discrimination)

This engagement exercise did not raise specific issues.

Other identified groups (e.g. carers, different socio-economic, other groups experiencing barriers to access)

Through the responses around the proposals to reduce funding for drugs and alcohol services, it was highlighted how the cessation of funding could have an impact on the voluntary and community sector continuing to provide services across the Borough with areas of deprivation and urban / rural mix.

Analysis of engagement
<p>What further adverse impact on each protected equality group was identified?</p> <p>There would be a reduction in services for young people aged 12 -18 around drugs and alcohol – services provided include 1:1 support for users, group interventions for education and advice. Particular vulnerable groups that could be impacted are those young people who are looked after, excluded from school, engaged with the Youth Offending Service or who have parents who are using drugs and alcohol.</p> <p>There is currently no alternative to the services funded, and the consultation responses would suggest that young people who access the services at the moment, would most likely not seek alternatives from their GP. Current service users have seen reduced levels of drug and alcohol use, increased attendance at school and college, improvements in psychological health and general wellbeing as a result of accessing the current provision.</p>
<p>If the activity is likely to have a negative impact, what are the reasons?</p> <p>A reduction or cessation of services may result in a decrease in the number of young people who would see the benefits as identified above.</p>
<p>What does your activity currently do to address the issues highlighted by engagement?</p> <p>Commissions a service for young people aged 12 – 18 around drugs and alcohol use.</p>
<p>What practical changes will help reduce any adverse impact on the relevant protected equality groups?</p> <p>To work with stakeholders and colleagues to identify opportunities to save the funding identified from 1 April 2014, whilst ensuring there are alternative models in place across Bedford Borough. This will be developed over the next 12 – 18 months.</p>
<p>What are the resource / budget implications of these actions?</p> <p>The level of savings will be found as identified, but ensure that there are alternative services in place.</p>
<p>What will be done to improve access to, and take-up of, services and understanding your activity by relevant protected equality groups?</p> <p>Work with stakeholders, colleagues and service users to identify alternative models for the provision of drugs and alcohol services.</p>
<p>What impact will the activity have on helping different groups of people to get</p>

on well together and foster good relations?

Working together to find an alternative solution.

What can you do to advance equality and eliminate discrimination when you procure goods and services?

Ensure that the service / alternative model post 1 April 2014 is commissioned in accordance with policy and procedure.

How will the activity meet the different needs of relevant protected equality groups?

Young people and stakeholders will be involved in the development of an alternative model.

What risk to equality / adverse impact would there be if your activity was **not** implemented?

There would be no funding for services for young people around drugs and alcohol from Bedford Borough Council post 1 April 2014.

Analysis Findings

Analysis findings

No major change is required in regards to the proposal remove the budget for funding teenage pregnancy. The resource identified in the 2011/12 budget for services covered has not been used as originally intended. There have been no reported adverse impacts of this non-use of budget

No major change is required in the funding of drugs and alcohol services. As a result of the responses received outlining the potential cost and outcome implications as a result of ceasing this funding work needs to be done over the next 12 – 18 months, with stakeholders and services users to identify alternative models of delivering drugs and alcohol services as currently funded across. There needs to be work done to explore more about who uses the services, and what other services they access to ensure no duplication of funding.

Monitoring and review

The work and progress, including analysis of findings, would be through the Child Health sub-group of the Health & Well Being Board.

Action plan

Issues	Actions	Target date	Lead	Resources required
Adverse impact	To work with stakeholders and colleagues to understand more the different services currently funded by Bedford Borough Council for the provision of drugs and alcohol services	June 2012	HoS Commissioning & RA	None
Opportunities to advance equality and foster good relations	To identify possible areas of duplication and where services could be brought together to achieve synergy and economies of scale	June – December 2012	HoS Commissioning & RA	Not known at this stage
Engagement and involvement	To work with service users and current stakeholders to develop a model of provision post 1 April 2014	Ongoing post June 2012	HoS Commissioning & RA	Not known at this stage
Dissemination of analysis	Keep stakeholders up to date with the development of model and findings	Ongoing post June 2012	HoS Commissioning & RA	Not known at this stage
Equality information, data and evidence	Collection of robust data and evidence throughout the development of new model and ensure an evidence base for the development of new model	March 2013	HoS Commissioning & RA	Not known at this stage



Sign off

Name of Executive or Assistant Director: Brian Glover

Date: 24 November 2011

Review date: December 2012