

Initial Equalities Screening Record Form

Date of Screening:	Directorate: Adult Social Care Health and Housing	Section: Housing	
1. Activity to be assessed	Please give full details of the activity Procurement of a housing related support service linked to accommodation, for approximately 75, 18 to 25 year olds in the borough who are at risk of homelessness and who have eligible support needs. The service will include Care Leavers		
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
4. Officer responsible for the screening	Simon Hendey		
5. Who are the members of the screening team?	Janet Weekes, Jane Foster		
6. What is the purpose of the activity?	<p>To ensure that an accommodation based support service for young people threatened with homeless or at risk of becoming homeless is established.</p> <p>To ensure that there is housing provision for care leavers.</p>		
7. Who is the activity designed to benefit/target?	Young people aged 18 to 25 with complex needs who are homeless or at risk of homelessness including Care Leavers		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	<p>The impact is expected to be positive.</p> <p>It is anticipated that service users will be open to young people with mental health problems, learning disabilities, and physical and sensory disabilities and those who may be on the Autistic Spectrum, thereby increasing the life chances of these young people whose additional problems result in increased</p> <p>The current service provides for young people with a range of disabilities including physical disabilities, learning disabilities, mental health problems and Autistic Spectrum Disorders. During 2016-2017:</p> <ul style="list-style-type: none"> • 20.83% of new service users had mental health problems (this is higher than expected for adults up to the age of 65)

			vulnerability.	<ul style="list-style-type: none"> • 4.17% had physical disabilities (this is lower than expected for people in the 18 to 24 year old age range) • 4.17% had HIV/AIDS • 4.17% had a learning disability (this is higher than expected) <p>We would expect the service provider to demonstrate effective anti-discriminatory policies, procedures and practices accept new referrals on the basis of their eligibility for the service and to signpost service users to appropriate services that will meet their physical, educational, health, religious and cultural needs on an individual basis.</p>
9. Racial equality	Y	N	<p>The service is expected to be provided to young people based on their needs and eligibility for the service.</p> <p>There is not expected to be any racial disadvantage in the service.</p>	<p>We would expect the service provider to demonstrate effective anti-discriminatory policies, procedures and practices with regard to all protected characteristics and to accept new referrals on the basis of their needs and eligibility for the service</p> <p>During 2016-2017 all new service users for the current accommodation based service were White British</p>
10. Gender equality	Y	N	<p>The service is expected to be provided to young people based on their needs and eligibility for the service.</p> <p>Service users and potential service users are not expected to be disadvantaged on the basis of their gender</p>	<p>We would expect the service provider to demonstrate effective anti-discriminatory policies, procedures and practices with regard to all protected characteristics and to accept new referrals on the basis of their needs and eligibility for the service.</p> <p>During 2015-2016, 58.33% of new service users for the current service were male and 41.66% were female. Overall 49.5% of the population are male and 50.5% of the population are female.</p>
11. Sexual orientation equality	Y	N	<p>The service is expected to be provided to young people on the basis of their needs and eligibility for the service. The service will nevertheless be expected to provide for young people regardless of their sexual orientation, whilst recognising that their sexual</p>	<p>We would expect the service provider to demonstrate effective anti-discriminatory policies, procedures and practices with regard to all protected characteristics and to accept new referrals on the basis of their needs and eligibility for the service.</p>

			<p>orientation could have contributed to their vulnerability.</p> <p>It is expected that for those young people who have felt marginalised consequent upon their sexuality the service will have a positive effect.</p>	<p>During 2015-2016, the majority of service users in the current accommodation service stated that they were heterosexual, and a small number would not provide their sexual orientation. However 12.4% said they were bisexual, a lesbian woman. This is significantly higher than the adult population of Bracknell forest as a whole and indeed it is higher than the Annual Population survey of 2015 which indicated that 3.3% of young people aged 16 to 24 described themselves as being LGB. The higher than expected levels of young people using the current service may be reflection of the exclusion these young people have felt consequent upon their sexual orientation rather than discrimination in favour of those who identify as LGB</p>
12. Gender re-assignment	✗	N	<p>The service will be specifically targeted at young people between the ages of 18 and 25 and will include those who are particularly vulnerable through being care leavers. It is not expected to have a negative effect on young people who have undergone or who wish to proceed with gender re-assignment.</p>	<p>We would expect the service provider to demonstrate effective anti-discriminatory policies, procedures and practices with regard to all protected characteristics and to accept new referrals on the basis of their needs and eligibility for the service</p> <p>Whist the service will provide housing related support, we expect it to signpost people to other services, to ensure that other specific needs, including those arising from any of their protected characteristics, can be met.</p>
13. Age equality	✗	N	<p>The service will be specifically targeted at young people between the ages of 18 and 25 and will include those who are particularly vulnerable through being care leavers.</p>	<p>Within the age group, we expect the selection of service users to be based upon on their need and eligibility for the service.</p>
14. Religion and belief equality	✗	N	<p>The service will be specifically targeted at young people between the ages of 18 and 25 and will include those who are particularly vulnerable through being care leavers.</p> <p>It is not expected to disadvantage anyone on the basis of their religion or belief</p>	<p>We would expect the service provider to demonstrate effective anti-discriminatory policies, procedures and practices with regard to all protected characteristics and to accept new referrals on the basis of their needs and eligibility for the service.</p> <p>We would expect the service provider to signpost service users to religious and cultural services that will meet their</p>

				needs on a non-judgemental basis.
15. Pregnancy and maternity equality	Y	N	<p>The service will be specifically targeted at young people between the ages of 18 and 25 and will include those who are particularly vulnerable through being care leavers.</p> <p>It is not expected to disadvantage anyone based on whether or not they become pregnant; indeed it would be expected that support and signposting would have a positive impact upon the pregnant young woman.</p>	<p>Whilst the service is not intended to support young people who have children living with them it is recognised that female service users may become pregnant whilst in the service. It is expected that such young women will continue to receive support whilst in the service and that they would be signposted to the appropriate medical and support services in a timely fashion, with appropriate liaison with Children's and Young People's Services regarding both the service user and the unborn child.</p>
16. Marriage and civil partnership equality	Y	N	<p>The service is intended for those young people who are not living in a relationship.</p>	<p>The service will be open to young single homeless at risk of homelessness people. Therefore, whilst those who are currently living in a stable relationship would not be eligible to access the service it is expected that the available to young people who have become homeless consequent upon a relationship breakdown whose support needs mean that they would otherwise be eligible to receive the service.</p>
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	<p>Whilst some of the young people accessing the service may be attending school or college or be in employment it is expected that, due to their vulnerability and often chaotic lifestyles, that many of the young people concerned will be NEET at the point of entering the service, and therefore on limited incomes. The service will aim to ensure that young people will leave the service with increased independence, including improved economic prospects.</p> <p>The service expected to be open to offenders and those at risk of offending who are otherwise eligible to receive the service by virtue of their age and needs. During 2015-2016, 4.17% of new service users were offenders</p> <p>The service will be aimed at 18 to 25 year olds. Young people joining the armed forces will generally not be eligible to leave until they are at least 22 years old. Nevertheless Bracknell Forest Council has signed up to the Armed Forces Community Covenant, and it is expected that the service would be open to Young People including Care Leavers, who would otherwise meet the eligibility criteria for the service, and who would be encompassed by the Armed Forces Community covenant either in their own right or because they were from a family covered by the Covenant.</p> <p>The Young People for whom the service is intended will often feel alienated and may have led chaotic lifestyles that may have impacted negatively upon their local communities. Through the provision of housing related support, signposting to other services and the potential to forge positive relationships between the service and its local community it is hoped that service users will build positive relationships with their local communities.</p>			

18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	NA		
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	There is not expected to be any difference in the impact of the service for any of the protected equality groups.		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	See evidence column for each group
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?			
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	Please explain your decision. If you are not proceeding to a full equality impact assessment make sure you have the evidence to justify this decision should you be challenged. If you are proceeding to a full equality impact assessment please contact Abby Thomas.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
24. Which service, business or work plan will these actions be included in?			
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please list		

26. Chief Officers signature.

Signature:

Date: