



Derby Homes Children and Young People's Strategy 2021-2024

Equality Impact Assessment

Date of assessment: November 2021

Signed off by :

Holly Johnson, Customer Engagement and
Community Development Manager

Equality impact assessment

Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, considering any equality implications, so yes, we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have ‘**due regard**’ to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘**relevant protected characteristic**’ and people who don’t.

Having ‘due regard’ means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

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- race
- religion or belief
- sex
- sexual orientation

The assessments will help to:

- understand customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

The assessment reviews the Derby Homes Children and Young People's Strategy. Any negative impacts are considered to look at ways of lessening these.

An equality action plan is used to set targets, monitor actions and feedback for dealing with any negative impacts identified from the assessment.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people

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- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender reassignment – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers, and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men, and bisexual people

In addition, we have decided to look at the effects on families and people on low incomes too as we feel this is very important.

What's the name of the policy you are assessing?

Children and Young people's Strategy 2021-2024

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The assessment team

Team leader's name and job title – Holly Johnson, Customer Engagement and Community Development manager

Other team members:

Charlie Clarke	Customer Engagement Officer (Youth)	The Youth Panel
Tracy Harrison	CEO for Safe & Sound	Safeguarding and support for young people
Kara Joskowski	Complex Needs Manager	Debry homes Complex Needs
Jenny Veater	Tenancy Sustainment manager	Derby Homes Tenancy Sustainment
Sophie Bancroft	Employee Development and Corporate support Manager	Derby Homes apprenticeships

Step 1 – setting the scene

1 What are the main aims of the policy?

Policy Objectives

The strategy aims to ensure children and young people can take part in a variety of opportunities and engagement to suit them, whilst addressing key Derby Homes and Derby City Council priorities around supporting young people

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

We have an in-house youth panel, but also work in partnership across Derby Homes to support opportunities such as Connexions, Building Better Opportunities and Derby Homes apprenticeships.

3 Who are the main customers, users, partners, employees, or groups affected by the Policy?

It is aimed at children and young people in the estates that we manage.

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible

for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

We consult with the youth panel to gain their views on what they would like to see from Derby Homes. Any reasonable adjustments were accommodated to ensure we were able to listen to their feedback.

We have consulted with specialist in-house teams such as complex needs, tenancy sustainment and the Apprenticeship manager. We also consulted with Safe and Sound to ensure we had an overall view of what we can offer for Children and Young People on our estates.

We also have looked at existing national trends in mental health and employment figures to align the strategy.

5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the savings proposals on groups?

Equality groups	What do you already know?	No impact	Positive impact	Negative impact	Not sure
Age	We have 8,236 young people on our estates		X		
Disability		X			
Gender reassignment - trans		X			

Marriage and civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief or none		x			
Sex		x			
Sexual Orientation		x			
Families and people on low income			x		

6 From the information you have collected, how are you going to lesson any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

We identified that young people in our estates feel that they do not have the best opportunities to become 'work ready'. Young people would like more opportunity to understand what opportunities there are in employment and do not understand the current job market. They feel that schools do not help them achieve employment but instead encourage further education.

We know that young people would like a supportive environment to be able to thrive in our communities. We know that there are many existing projects in the city which Derby Homes could help signpost young people too, and opportunities for the Youth Panel is seen as a positive step for their future.

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take?

Outcome 1	x	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:

		<ul style="list-style-type: none">• sufficient plans to stop or minimise the negative impact• mitigating actions for any remaining negative impacts• plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome 1 – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken

Why did you come to this decision?

No specific equality related issues were identified or raised by the groups that we consulted with regarding this strategy

Step 4 – equality action plan – setting targets and monitoring

8 Fill in the table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals once they have been implemented.

N/A – not required