

Title of proposed EIA	Preparation for Adulthood Transitions Strategy
Reference No	EQUA719
EA is in support of	New Strategy
Review Frequency	Six Months
Date of first review	09/01/2022
Directorate	Adults Social Care
Division	Preparation for Adulthood (PFA)
Service Area	Claire Mawby
Responsible Officer(s)	 Claire Mawby
Quality Control Officer(s)	 Nicola Holmes
Accountable Officer(s)	 Caroline Naven
Purpose of proposal	Refresh of the PFA Transitions Strategy
Data sources	Consultation Results; relevant reports/strategies; Other (please specify)
Please include any other sources of data	National policy and legislation
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders
Age details:	Preparation For Adulthood nationally is for 14 to 30 year olds as it includes the age a young person transitions from a child to an adult. For most services, the Transition age is between 16 and 19 from a Children's provider to an Adults. PFA Birmingham has extended this age to 30 to be more inclusive and offer a service to some young people who may be delayed in this transition due to their personal circumstances e.g. disability. The service and therefore the Strategy does have age boundaries specific to its purpose.
Protected characteristic: Disability	Service Users / Stakeholders; Wider Community
Disability details:	Preparation for Adulthood traditionally is for young people with additional needs and this is the case it Birmingham. This includes all types of additional needs which can include

physical disability, mental health issues, learning difficulties and disabilities, neurodiversity diagnosis, Strategy also includes people without a diagnosis where the young person or the family believe there could be one and we also support those who have experienced trauma which isn't always diagnosed or supported effectively at the time the trauma occurs. This can lead to a young person having further difficulties and they can become involved in drug or alcohol misuse, criminality, be vulnerable to exploitation, or homeless. The project and the Strategy include all young people in these circumstances.

Families of the young person are also offered support and many of them also have a disability or health condition.

Protected characteristic: Sex

Gender details:

Service Users / Stakeholders

The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on gender.

Protected characteristics: Gender Reassignment

Gender reassignment details:

Service Users / Stakeholders

The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on gender reassignment

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Service Users/ Stakeholders

The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on marriage and civil partnership

Protected characteristics: Pregnancy and Maternity

Pregnancy and maternity details:

Service Users / Stakeholders

	The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on pregnancy or maternity
Protected characteristics: Race	Service Users / Stakeholders
Race details:	The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on race
Protected characteristics: Religion or Beliefs	Service Users / Stakeholders
Religion or beliefs details:	The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on religious beliefs
Protected characteristics: Sexual Orientation	Service Users / Stakeholders
Sexual orientation details:	The service and the Strategy have no exclusions and does not include anything that would be discriminatory based on sexual orientation
Socio-economic impacts	Preparation for Adulthood wants to raise young people's aspirations, help young people return to school, join college, gain qualifications and/oro increase employment opportunities. Likewise for health, housing and inclusion. This is to increase the young person's prospects and health which may move them out of life on benefits or in poverty. The Strategy reflects this.
Please indicate any actions arising from completing this screening exercise.	None
Please indicate whether a full impact assessment is recommended	NO
What data has been collected to facilitate the assessment of this policy/proposal?	Legislation relating to the Children's and Families Act 2014, the Care Act 2014, NICE guidelines 2016 and SEND code of practice.
Consultation analysis	Full consultation and co-production with young people at various forums and

stakeholders. People for Public Services Forum, Youth Empowerment Squad (YES) Parent and Carer Forum, various stakeholders including Birmingham Children's Trust and Adult Social Care, PFA Board, Life Course Board, the PFA board and Birmingham Children's Partnership Executive for further feedback. The young people in particular found the original strategy to be too 'formal' so this Transitions Strategy includes more user friendly language.

Adverse impact on any people with protected characteristics.

The only exclusion is age.

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

Preparation for Adulthood needs to be an age bound service to cross over the ages of Transition from child to adult and therefore Children's to Adults providers. This service has extended the age from 25 to 30 to be more inclusive. There is a low uptake from 26 to 30 year olds.

How will the effect(s) of this policy/proposal on equality be monitored?

We have data analysts who report on some of the young people's protected characteristics including age, disabilities and ethnicity. There is capacity to report on various data when requested.

What data is required in the future?

Comprehensive reports are written and submitted to the PFA board and the Life Course Board and this learning will be factored into the refresh of the next Transitions Strategy





Are there any adverse impacts on any particular group(s)

No

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

The Transitions Strategy is relevant to the PFA service but also other services that support young people with the Transition process. It sets a standard for all services, to inform business planning which aids equality of opportunity for young people, to increase social inclusion, promote

	understanding and sensitivity and is robust to avoid discrimination.
Consulted People or Groups	People for Public Services Forum, Youth Empowerment Squad (YES) Parent and Carer Forum, various stakeholders including Birmingham Children's Trust and Adult Social care, PFA Board, PFA board, Life Course Board and Birmingham Children's Partnership Executive for further feedback.
Informed People or Groups	
Summary and evidence of findings from your EIA	The PFA Transition Strategy's purpose is to improve the life changes of young people as they transition from childhood to adulthood. It is inclusive to all including those with protected characteristics.
QUALITY CONTORL SECTION	
Submit to the Quality Control Officer for reviewing?	No
Quality Control Officer comments	I have amended spelling errors in this report for review.
Decision by Quality Control Officer	Proceed for final approval
Submit draft to Accountable Officer?	No
Decision by Accountable Officer	Approve
Date approved / rejected by the Accountable Officer	20/07/2021
Reasons for approval or rejection	This has been through the appropriate process.
Please print and save a PDF copy for your records	Yes
Julie Bach	 Caroline Naven
Person or Group	 Caroline Naven
Content Type: Item Version: 26.0 Created at 09/07/2021 12:02 PM by  Claire Mawby Last modified at 20/07/2021 10:12 AM by Workflow on behalf of  Caroline Naven	<div>Close</div>