

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Transitions - Preparation For Adulthood
Directorate	Adult Social Care and Health
Service Area	Commissioning and Transitions Team
Type	New/Proposed Policy
EA Summary	<p>This EA supports the work in relation to setting a shared Vision and three year Strategy across Health, Social Care for Children's and Adult Services and Education for Children and Young People who are in transition, with an initial focus on children and young people with a disability and their families. This vision will be delivered over the next three years through a combination of;</p> <p>1) Transition projects which focus upon particular cohorts of vulnerable young people/adults. 2) Joint commissioning and alignment of investment with relevant partners. 3) Establishment of a multi disciplinary team based on the realignment of existing resources to test the longer term feasibility of any new model proposals.</p>
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

To deliver a shared Vision and three year Strategy across Health, Social Care for Children's and Adult Services and Education for Children and Young People who are in transition from children to adult services, with an initial focus on children and young people with a disability and their families.

The outcome of which will be a clear and effective pathway for children and young people who are in transition, which is focused on the young person and enhancing life chances and opportunities in relation to education, employment, health and community engagement.

Key functional changes are summarised as follows:

- 1) Data sharing protocols which enable high level information to support performance, shared understanding of needs and actions, service planning and visibility of costs.
- 2) Aligned financial plans and joint investment
- 3) Joint, outcomes based commissioning
- 4) Multi disciplinary team approaches

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
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Comment:

The Transitions Strategy and associated actions to secure delivery of its vision, supports the local authority and Birmingham Children's Trust strategic priorities for children and young people, in delivering appropriately designed and timely interventions that create an environment where our children and young people through their journey of transition to adulthood are able to realise their full potential through great education and training. This will be achieved through specific intervention which enable children and young people to;

- * have confidence about their own sense of identity,
- * access the range of opportunities available to them
- * ensure that parents are able to support their children through the journey of transition and ultimately levels of independence and decision making,

Health: Helping People Become More Physically Active And Well	Yes
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Comment:

The function and policy will support young people (and their parents/carers) in transition to:

- * access to health, wellbeing and leisure services
- * receive integrated health and social care responses which are timely and tailored
- * maximize their resilience and independence by preventing, reducing and delaying their dependency upon higher cost statutory interventions

Housing : To Meet The Needs Of All Current And Future Citizens	Yes
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Comment:

Young people in transition will be supported to access a range of local housing solutions which are appropriate to their needs, safe and affordable.

Jobs And Skills: For An Enterprising, Innovative And Green City	Yes
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Comment:

Young people will be supported to meet their aspirations as young adults through access into volunteering, training and employment opportunities.

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

The project will test a future service model, the main beneficiaries will be young people in transition (service users), Children's Trust, the local authority and health.

Will the policy have an impact on employees?	Yes
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Comment:

The transitions model will require a new way of working for staff engaged with young people, across the health and social care system. This will also influence practice of staff in the externally commissioned market.

Will the policy have an impact on wider community?	Yes
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Comment:

The intention is to support young people to live a life and home that they choose within their local community.

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

At this stage, a Full Equality Assessment has not been completed in light of the fact that the overarching strategic direction and policy is yet to be formally agreed by Council. However, the practical implementation will incorporate a fully inclusive approach with children and young people informed by their experience which will recognise key characteristics.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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Comment:

The project will work with young people as they transition into adulthood.

3.1 Disability - Assessment Questions

3.1.1 Disability - Relevance

Disability	Relevant
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Comment:

The project will support young people in transition which will include young people with multiple needs including learning, physical and sensory disabilities, autism and secondary presenting needs relating to their mental health and wellbeing.

3.1 Concluding Statement on Full Assessment

The initial assessment has identified that at this stage the level of information required to complete a comprehensive and robust full EA is not available and will only become available as the policy and function develops. Therefore as part of the development of this policy and function further a full EA will be undertaken alongside this work.

4 Review Date

12/08/19

5 Action Plan

There are no relevant issues, so no action plans are currently required.