

EQUALITY IMPACT ASSESSMENT

Family Group Conferencing

Reference: EIA000288

Date: 25/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000288
Date Submitted	25/01/2024
Subject of the EIA	Family Group Conferencing
Brief description of the policy, service or function covered by the EIA	The Family Group Conferencing Team is a service that supports citizens across BCC. Over the past year the remit of the team has changed to focus support to Citizens aged 14 years to 25 years who are moving from Children's services into adult services. Family Group Conferencing is a form of Person-centred planning for Birmingham's younger adults with vulnerabilities due to disabilities, or due to trauma. Members of the team will undertake focussed work with younger people to look at planning /mapping a future for the individual, and the people/organisations who they want, and can support in developing a plan around achieving positive outcomes. The team will also support in developing safeguarding plans.
Equality Assessment is in support of...	["Amended/refreshed strategy ", "Amended service", "Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-06-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Assessment and Support Planng
Service area	Preparing for Adulthood/Transitions
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Julia Parfitt
What is the accountable officer's email address?	Temitope Ademosu

Data Sources

Data sources	["Oracle", "Locally held data"]
Data source details	The team currently support younger people with vulnerabilities between 17 and 25 years old.



Protected Characteristics

Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years"]
Please describe the impact to the age characteristic	This service is currently accessed by younger people aged 16-25 years old. These younger people will have some form of vulnerability (people with a Learning disability/Physical disabilities/mental health issues/issues pertaining to trauma). The service has focused on younger adults who need planning support to maintain their independence. The implementation of the savings proposal will impact this characteristic. There would be a negative impact in terms of quality and success of prevention services and the younger people being able to move into adulthood without reliance on more intensive services.
How will you mitigate against any negative impact to the age characteristic?	There will be a review of the Equality Impact Assessment following the service review. The younger person can still receive an adult Care Act support plan (if they meet the eligibility), or support from Preparing For Adulthood services (PFA) if they meet PFA criterion.

Protected Characteristic – Disability	
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	This service is open to the most vulnerable (people with a Learning disability/Physical disabilities/mental health issues) There is a particular focus on Safeguarding plans and younger people (14-25) years with vulnerabilities who are moving into adulthood and potentially adult services and need planning support to maintain their independence. The implementation of the savings proposal will impact this characteristic. There would be a negative impact in terms of quality and success of prevention services and the younger people with disabilities being able to move into adulthood without reliance on more intensive services.



How will you mitigate against any negative impact to the disability characteristic?	There will be a review of the equality Impact Assessment after the service review is completed. The younger person with a vulnerability can still receive an adult Care Act support plan (if they meet the eligibility), or support from PFA if they meet PFA criteria
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Protected Characteristic – Sex

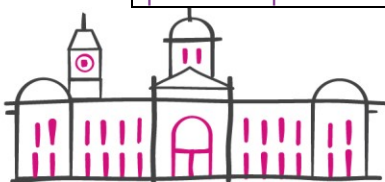
Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A



How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A
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Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A



Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Due to lack of recorded data in many areas of protected characteristics of citizens a review will be required to identify how recorded data in these areas can be improved. An equality impact log will be undertaken, it will highlight areas of responsibility and time frames to ensure citizens are screened for eligibility, and if eligible for Preparing for Adulthood or Transitions services plans put in place and adverse impacts are dealt with accordingly. If the impact will affect individuals, they will be consulted regarding this, and options for how they can take control of their own plans discussed. This will form part of their future planning
Please enter the email address for the officer responsible for monitoring impact and mitigation	julia.parfitt@birmingham.gov.uk

