

Impact Assessment



Assessment of: Supported accommodation and housing-related support for 16/17 year olds at risk of homelessness and care experienced young people age 18-25

Service: Children's Health and Wellbeing (Children's Social Care)

Head of Service: Janet Fraser

Version / date of sign off by Head of Service:

Assessment carried out by (job title): Jessica Goddard (Commissioning Officer – Children's Services)

1. Description of project / service / activity / policy under review

The service under review is the recommissioning of supported accommodation services for 16/17 year olds at risk of homelessness and care experienced young people age 18-25. This currently happens through a block contract split into two lots:

Lot 1 – accommodation-based support. This service is for young people at risk of homelessness who do not have access to other accommodation, and makes up the majority of the contract (90% of contracted hours). There are 5 providers on the block contract, who between them offer up to 945 support hours per week to Devon young people. Support includes help to access employment, education and training, to develop independent living skills and support to develop skills to maintain and manage a tenancy and to access move-on accommodation. Although the contract is for the support hours and does not directly fund the accommodation, access to accommodation is a key qualifying criteria for a provider to be successful for this contract, with a requirement to have access to one bed in suitable accommodation for every 6.3 weekly support hours offered.

Lot 2 – floating support for prevention. This service is for young people who are already accessing accommodation via other means, but where there is a risk of this accommodation breaking down. This includes young people at home or in independent accommodation who need support to maintain this arrangement, and young people in temporary accommodation who require support to address issues that may otherwise lead to them losing this temporary accommodation.

The current contract (Homelessness Prevention, Housing and Support into Adulthood for 16/17 year olds and care leavers) is due to end on the 31st March 2023. This impact assessment looks at retendering of the service, and any changes proposed as part of the retendering.

Access to supported accommodation for young people at risk of homelessness or transitioning out of care helps DCC to meet our statutory duties to 16/17 year olds and care leavers. It also supports priorities for care leavers under [Devon's, A Place Called Home is the Devon Sufficiency Strategy](#) and our duties as corporate parents for children and young people in our care as outlined in [Devon's Corporate Parenting Strategy](#).

2. Reason for change / review

The current contract is due to end on the 31st March 2023, after which a new contract will need to be in place to ensure that young people can continue to access support and appropriate accommodation.

3. Aims / objectives, limitations and options going forwards (summary)

The aims of the retendered homelessness prevention contracts, will be:

For care experienced young people:

(i) that they will be supported to understand their housing option as they prepare to leave care. Where supported accommodation is the best route for them they will be supported to access this in a timely way and without needing to present as homeless in order to make a planned transition out of care;

(ii) that they will have access to clear information about what to expect from a supported accommodation provider, both before they move in and during their stay if there are any changes.

(iii) that commitments made in the Care Leavers' Housing Protocol between DCC and District Councils is supported by our commissioned service offer.

For 16/17 year olds at risk of homelessness:

(i) that they will be supported to return to or remain at home with their family where this is possible and safe to do so;

(ii) that commitments made in the 16/17 year old homelessness prevention protocol between DCC and District Councils is supported by our commissioned service offer.

For all eligible young people:

(i) That when supported accommodation is the most suitable option for a young person, this will provide them with a safe space where they can develop independent living skills and, when ready, be supported to either return home or to access appropriate move-on accommodation;

(ii) That young people needing support in a crisis will be able to access appropriate accommodation while other assessments or work is ongoing to understand their longer-term options.

Limitations that we must stay within include:

1. We must remain within procurement legislation;

2. We must ensure that contracts for supported accommodation and housing-related support deliver good value for money, in order to ensure that services are sustainable as well as of good quality.

Option 1 – Do nothing and move to spot contracting arrangements. This option would mean leaving the existing block contract to expire on the 31st March 2023 with no formalised arrangements in place to replace it. This would have a negative impact for a number of groups. Young people would be less able to access supported accommodation as access routes for spot purchase are limited and moving to a spot-purchase model could also influence provisions eligibility for housing benefit. Providers – some of whom are small organisations in the voluntary and community sector – would be impacted as spot purchasing arrangements may not offer them the stability to maintain service levels. Professionals supporting young people, e.g. Homelessness Prevention Workers, Personal Advisors or staff in Children’s Social Work teams, would also be impacted as routes to access supported accommodation could be less clear under spot purchasing arrangements.

Option 2 – retender the services as-is with no changes proposed (block contract only). This would ensure a service continued to be available to young people, and would offer the least possible level of disruption to existing processes e.g. referral routes. However, it would not offer us the opportunity to address some improvements identified in areas where young people are struggling to access appropriate provision – e.g. temporary/emergency accommodation, options for young people with high risks and/or complex needs, improving prevention options. It would also not give us the opportunity to respond to changes since the last retendering – for example, we tend to be seeing lower numbers of young people through the contract overall, but with higher support needs on average. Without responding to these changes we could create a service that is not efficient to run financially for providers – for example if we ask for more beds than needed to be available via the contract then we risk this becoming a financial risk to providers who are not able to access housing benefit for some of the beds. Alternatively we risk quality issues for DCC and young people if providers have to offer beds attached to the contracted support hours to other contracts as this may not be equal across the county, and means that young people in some parts of Devon could be disproportionately impacted.

Option 3 – retender the contract as a Dynamic Purchasing System (DPS) with a number of core blocks called off from the system. This would involve some changes in the service offer to young people, but it is hoped that by making these changes in response to current trends and feedback from young people on their needs that this would be a positive change. This option will maintain market stability through the core blocks, it is also expected that these blocks would enable us to meet the majority of need in a cost-effective way. The overarching DPS would give us additional flexibility to respond to peaks in demand and to young people who require a more bespoke approach than the block contract can deliver, where DCC has a responsibility to offer support. It will also allow us to invite District Councils in Devon to be named users on the DPS, which will improve opportunities for joint working around young people where there is a shared responsibility. Block contracts would be for

emergency beds, a core supported accommodation provision in each geographical hub for 16/17 year olds who choose to be accommodated as a Child in Need or under Early Help rather than as section 20, and for young parents age 16/17 or who are care leavers age 18-25.

4. People affected, diversity profile and analysis of needs

This recommissioning and any changes as a result will affect young people age 16-25, including young people who are care leavers.

Some key demographics of young people using the current service is:

Age and care status of young people in HP providers during 2021/22 (snapshot as at the end of each quarter).

	2021/22			
	Q1	Q2	Q3	Q4
16 year olds	3	5	8	9
17 year olds	33	23	25	22
18 (in transition from 16/17 contract)	13	13	8	10
Care leavers age 18-21	26	30	31	33
Care leavers age 22-25	6	8	11	13
Total 16/17 year olds and care leavers	81	79	83	87

Gender, ethnicity and sexuality of all young people supported by young people's homelessness prevention providers during 2021/22

	Number	Percentage
Gender		
Male	81	47%
Female	85	49%
Transgender	5	3%

Other or non-binary	1	0.6%
Ethnicity		
Black: Caribbean	1	0.6%
British Asian: Indian	1	0.6%
Mixed: Other mixed background	1	0.6%
Other ethnic group	1	0.6%
White: British	164	95%
White: Other background	4	2%
Sexual identity		
Bisexual	2	1%
Gay/lesbian	4	2%
Heterosexual	140	81%
Not known	24	14%
Other	1	0.6%
Undecided	1	0.6%

In addition to this there is an emerging trend of young people with neurodivergent conditions and mental health needs among both those accessing the contract and those who may struggle to access shared accommodation.

Young people accessing supported accommodation often have other multi-agency needs, in addition to a need for housing and housing-related support. Of young people accessing supported accommodation via this contract in 2021/22:

- 60.5% had needs relating to emotional or behavioural difficulties
- 33.9% had needs relating to mental health
- 31.7% had needs relating to substance misuse
- 14.4% had needs relating to the impact of parental substance misuse, mental health or domestic abuse
- 9.4% had learning difficulties, SEND and/or a long-term illness
- 8.9% were at risk of harm from others
- 7.8% were experiencing financial difficulties
- 4.4% had a history of criminal offences or were at high risk of offending

- 1.7% had needs around domestic violence and abuse

It should be noted that this data is from information taken at the point of referral, and so some areas of need may have a higher prevalence than that shown if the young person chose not to disclose this information. There may also be some areas, such as SEND, where there are young people with needs that are undiagnosed. For example, some studies e.g. Churchard et al 2017 have suggested that rates of people showing strong signs of autism are raised among people experiencing homelessness in addition to the general population.

5. Stakeholders, their interest and potential impacts

Stakeholder group	Interest and Potential Impacts
<u>Young people</u>	<p>16/17 year olds at risk of homelessness and care leavers age 18-25 will benefit from having a service available that can offer them suitable accommodation, and support them to develop the skills they need to move towards independence.</p> <p>If accommodation is not sufficient to meet their needs, e.g. if not enough beds are commissioned, if the support type or quality does not meet the needs of young people, or if accommodation is not of a suitable standard then this will be a disadvantage to young people. We will work to ensure this is not the case through thorough needs assessment of numbers and needs of young people being referred into the system, as well as any young people being supported as a care leaver or Child in Need who would benefit from supported accommodation but has not yet been able to access it. This needs assessment has already informed our commissioning strategy and will also be revisited regularly (e.g. annually, or more frequently if needed in response to concerns raised by young people or professionals around sufficiency) after tender to make sure we continue to have a sufficient service.</p>
<u>Children’s Social Work Teams</u>	Practitioners in Initial Response Teams, Early Help teams and Emergency Duty Teams will need to be able to refer into this service (via Homelessness Prevention Panels) to support 16/17 year olds who are at risk of

	homelessness and choose to be supported as a Child in Need or at Early Help level, rather than to be accommodated by DCC under section 20.
<u>Corporate Parenting</u>	Personal Advisors will need to be able to refer into this service (via Homelessness Prevention Panels) to support care experienced young people who are at risk of homelessness, or who are wishing to access supported accommodation as part of a planned transition out of care.
<u>Early Help Services</u>	Services within the wider Early Help system which support young people age 16-25 with specific needs (e.g. Y-Smart, Youth Offending Service/Youth Intervention Teams, Early Help for Mental Health, services offering support with Employment, Education and Training) will work with some the young people supported by this contract. A service specification this requires providers to work in a multi-agency and holistic way with wider Early Help services will benefit these providers by ensuring that young people are referred in a timely way.
<u>District Council Housing Options and Homelessness Prevention Workers</u>	District Council officers, and any subcontracted services, working with young people at risk of homelessness will be involved in the supported accommodation offer as they will: (a) need to refer eligible young people who present to them into supported accommodation providers (via Homelessness Prevention Panels); and (b) for the majority of young people they will be responsible for funding the accommodation accessed alongside the support offer through housing benefit.
<u>Providers of supported accommodation and housing related support</u>	The outcome of decision-making as part of the retendering will impact on the supported accommodation and housing-related support provider market. Providing a service design and contracting approach that is achievable and supported by the provider market is essential in order to make sure that benefits to the wider system are realised.
<u>Local residents in areas where</u>	These residents will be impacted by how young people using the accommodation interact with the local

<p><u>supported accommodation is based</u></p>	<p>community. They will also have an interest in whether supported accommodation is spread across an area or if there are concentrations of a high number of provisions, e.g. all on the same street. The concentration of accommodation goes beyond our power to control, as it does not just relate to services purchased through this contract or even just by Devon County Council. However, we can ask providers that we commission to have a code of conduct in place for residents around how they interact with the local community, and to carry out a risk assessment of the location of any accommodation proposed under this contract.</p>
<p><u>Elected Members</u></p>	<p>Overall decision-making lies with this group. Elected Members will be making decisions that represent and respond to the needs and interests of Devon communities based on the information and evidence provided to them by Officers. Elected Members also need to be assured in their decision-making that Devon County Council are meeting their legal responsibilities and making the best use of public funds.</p>

6. Additional research used to inform this assessment

Values, aims and good practice

- The [Positive Pathways](#) and the [Care Leavers Accommodation and Support Framework](#) each set out a national example of good practice relating to young people’s homelessness prevention.
- Devon’s [Corporate Parenting Strategy](#) sets out our commitment to young people in our care, including care experienced young people.
- Devon’s [A Place Called Home](#) is the Devon Sufficiency Strategy for children and young people.

Data

- Children’s Services Analysis Tool (ChAT)
- [Devon Joint Strategic Needs Assessment Summary – Devon Health and Wellbeing](#)
- Data from the current commissioned service around utilisation, demographic information and areas for development.
- Data from the homelessness prevention worker function around referrals into supported accommodation.

7. Description of consultation process and outcomes

Stakeholders consulted to help inform this impact assessment and our approach to recommissioning include:

- District Councils via Devon Youth Homelessness Prevention Partnership;
- Young people via Participation Team surveys around A Place Called Home and face to face consultations with young people;
- Corporate Parenting and Children’s Social Work colleagues via Devon Youth Homelessness Prevention Partnership, strategy development groups and the working group for recommissioning.
- Current providers regarding what’s working and areas for improvement in the current contract via surveys and face to face meetings with providers individually.

5.2 Summarised below are examples of themes, ideas and feedback that have emerged through engagement with young people, providers and other stakeholders.

Topic	Key feedback points received	How is this reflected in the new arrangement?
Emergency/temporary accommodation	<p>Young people have told us that sometimes they are housed in B&Bs or accommodation that isn’t suitable for them. If this accommodation breaks down they could be found intentionally homeless.</p> <p>Professionals supporting young people have told us that we find it particularly hard to access emergency beds for young people out of hours, and for young people who are too high risk to accommodate alongside 16/17 year olds.</p>	<p>Increased focus on availability of emergency beds that are suitable and safe for young people. This includes more beds and improving availability by moving from spot purchase to block contracts and ensuring that the right support is available as well as the beds.</p> <p>One dedicated emergency bed for care experienced young people whose needs and risks mean they cannot be placed in shared accommodation with 16/17 year olds. The number of these beds could be increased at a later</p>

	<p>Providers have told us that spot purchasing does not give them the stability to ensure beds and staff capacity are available for emergency accommodation. Emergency bed contracts need to consider the support offer to young people as well as the available beds.</p>	<p>date if funding was found and market development carried out to increase capacity in the market.</p>
<p>Options for young people with high risks and complex needs.</p>	<p>Young people have told us that sometimes we don't have access to supported accommodation because we're told we're too high risk.</p> <p>Providers have told us that support hours/funding per person per week under the current block are too low, which makes it hard to accommodate young people with higher risks.</p> <p>Providers have told us that there needs to be a mix in the provision, if there are too many young people with the same risks those risks become very hard to manage.</p>	<p>Increasing the average support hours per person per week for each bed under the block contract.</p> <p>The service specification will encourage providers in each geographical hub to work together to ensure sufficiency within the hub.</p>
<p>Employment, Education and Training</p>	<p>Young people have told us that rents in supported accommodation are high if your earnings go above a certain level. This decreases motivation to work and earn beyond that point.</p> <p>Providers have told us that costs which are included in the rent are necessary to the provision e.g. intensive housing management costs. They would like rents to be affordable for young people, but</p>	<p>Increasing flexibility of how support hours can be used and asking providers to work together in geographical hubs around overall sufficiency should make it more possible for providers wishing to offer step-down accommodation to do so.</p>

	<p>they can't decrease rents in 24/7 staffed provisions without it impacting on the services provided. Some providers are interested in developing move-on provisions, but a commitment from DCC to support and fund these would be helpful.</p>	
Geographical hubs	<p>Young people have let us know that it makes it hard to them to keep up friendships if they have to move around a lot.</p> <p>Professionals supporting young people have told us that sometimes young people need to move a long distance in order to access housing (e.g.s of young people moving between North Devon and Exeter).</p> <p>Providers have told us that they need to have some economies of scale in order to maintain our service offer – it would be difficult to offer economies of scale if provisions had to be in every District in Devon.</p> <p>Providers have told us that it's a challenge when young people are placed with you from a distance away but all of their support offer (e.g. PA) is still in the District they've come from.</p>	<p>Geographical hubs covering neighbouring District Areas will be maintained to ensure economies of scale and so a suitable support offer can be maintained.</p> <p>More emphasis in the new contract on providers in each geographical hub working together to ensure sufficiency within each hub.</p>

8. Equality analysis

Giving Due Regard to Equality and Human Rights

The local authority must consider how people will be affected by the service, policy or practice. In so doing we must give due regard to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations.

Where relevant, we must take into account the protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, sexual orientation, race, and religion and belief. This means considering how people with different needs get the different services they require and are not disadvantaged, and facilities are available to them on an equal basis in order to meet their needs; advancing equality of opportunity by recognising the disadvantages to which protected groups are subject and considering how they can be overcome.

We also need to ensure that human rights are protected. In particular, that people have:

- A reasonable level of choice in where and how they live their life and interact with others (this is an aspect of the human right to 'private and family life').
- An appropriate level of care which results in dignity and respect (the protection to a private and family life, protection from torture and the freedom of thought, belief and religion within the Human Rights Act and elimination of discrimination and the promotion of good relations under the Equality Act 2010).
- A right to life (ensuring that nothing we do results in unlawful or unnecessary/avoidable death).
- The Equality Act 2010 and other relevant legislation does not prevent the Council from taking difficult decisions which result in service reductions or closures for example, it does however require the Council to ensure that such decisions are:
 - Informed and properly considered with a rigorous, conscious approach and open mind, taking due regard of the effects on the protected characteristics and the general duty to eliminate discrimination, advance equality and foster good relations.
 - Proportionate (negative impacts are proportionate to the aims of the policy decision)
 - Fair
 - Necessary
 - Reasonable, and
 - Those affected have been adequately consulted.

[insert any cross-cutting or general responses to equality and diversity here, and delete this note...]

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>How will the project / service / policy / activity:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
<p>All residents (include generic equality provisions)</p>	<p>Some risk that change due to contracting arrangements could create anxiety or disruption for young people and professionals supporting them, including staff working for supported accommodation providers on the current contract.</p>	<p>We will make sure that we provide information about any changes as soon as possible and at key points. For example, pre-procurement, during the tender process where allowed by procurement legislation and once the contract has been awarded we will ensure communication routes are in place so that any young people or professionals supporting them can have their questions answered if they have any concerns.</p> <p>We will put in place a transition arrangement where contracts under the old system can step down and new contracts can step up over a period of time (e.g., 6 months). This will give security to young people already accommodated that they should not need to move provider purely due to a contract change.</p> <p>We will work with providers to ensure that any obligations under TUPE are understood and met to ensure that staff working for supported accommodation providers have their rights protected.</p> <p>All providers will be required to demonstrate that they can work with young people from a variety of genders, ethnicities, sexual orientations, religions and</p>

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		<p>beliefs, and that they will ensure staff do not discriminate against young people for any of these reasons. There may be some instances where it is appropriate for services to be targeted at specific groups, e.g. young parents, if it can be demonstrated that these groups have specific needs or vulnerabilities. However, it is important that any special provision does not take more beds or support hours out of the core provision than is likely to be needed for the relevant groups, to reduce the risk of insufficiency for other young people on the contract.</p>

Characteristics	Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED]	How will the project / service / policy / activity: <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
Age	<p>This contract is for 16/17 year olds at risk of homelessness and 18-25 year old young people who are care experienced and either at risk of homelessness, or accessing supported accommodation as part of a planned transition out of care. If sufficient checks are not made to ensure that this support is offered in a safe and suitable environment for young people (e.g. a young person's specialist provision) then there is a risk that young people will not receive the support or accommodation that they need.</p> <p>We will need to consider the impact of limiting the contract to certain age groups on those who fall just</p>	<p>We will ensure that the service specification requires providers to have training and skills in working with young people. We will also quality assure procedures and processes around safeguarding and risk assessment at tender to ensure that any successful provider can offer a safe and appropriate environment for young people.</p> <p>We will continue to allow a transition period of 3 months for young people who reach age 18 still in supported accommodation and are not care experienced.</p> <p>We will also work with District Councils and providers to identify opportunities to work together around transition and to minimise any disruption for young people.</p> <p>Limiting the transition period for support under this contract to 3 months after 18 for young people who are not care experienced is reasonable and proportionate in order to ensure that Children's Services funding is spend on those young people who are eligible for Children's Services support. If this measure was not taken then this would disadvantage vulnerable children and young people by spreading resources intended for them too thin and therefore reducing the quality and effectiveness of the service. There is also</p>

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	<p>outside of being eligible. E.g. young people living with supported accommodation providers who have just reached 18, or care leavers reaching 25. There is a risk that young people with no care experience who reach 18 or care experienced young people who reach 25 will experience a cliff-edge if transition plans are not put in place to allow for them to continue to access suitable accommodation and support if necessary when they are no longer eligible for this contract.</p>	<p>the option for providers to raise individual young people to us for consideration if there are exceptional circumstances which will impact on their move-on so that we can consider options in advance.</p>

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Disability (incl. sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people	<p>If support workers are not trained in disabilities that could influence a young person's <u>support needs</u> this could impact negatively on young people who cannot access effective support to meet their needs. It could also increase the number of young people experiencing an accommodation breakdown if hidden disabilities (e.g. autism, communication needs, sensory processing needs) are not met and that this is perceived as issues with a young person's behaviour.</p> <p>If <u>accommodation</u> is not suitable for young people with disabilities, (for example if it is not physically accessible or if it impacts on sensory</p>	<p>We will ensure that service specifications ask for support staff to be training in supporting young people with disabilities, including those with hidden disabilities, and that they are aware of where they can go to find information e.g. the SEND local offer.</p> <p>It is not possible to ensure that all accommodation on the contract is accessible to all types of disability as the range of adaptations that could be required is extensive. Also it is not possible to run a system where providers are funded by housing benefit for the accommodation and to ensure that large numbers of vacancies are kept at any one time to ensure access to the exact property needed when a young person is referred, as this would not provide a financially sustainable service. However, we will aim to ensure that a range of accommodation types are available to meet the needs of young people with disabilities as far as possible. Where existing provision cannot meet a young person's needs we will also work with District Councils and providers to search for alternative options to meet that young person's needs through either adaptations or use of alternative properties.</p>

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>How will the project / service / policy / activity:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
	<p>processing needs) then this could result in a young person being unable to access suitable accommodation.</p>	

Characteristics	Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED]	How will the project / service / policy / activity: <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
Culture and ethnicity: nationality/national origin, ethnic origin/race, skin colour, religion and belief	Young people supported by this contract will be supported by staff who respect, support and encourage their cultural identity and religious beliefs.	<ul style="list-style-type: none"> The service specification will require providers to have the necessary training and skills to support young people from a range of different ethnicities, cultures and backgrounds. As with the other key characteristics, formal contract monitoring will monitor, review and support providers on this. This will include oversight of the recruitment of staff, continued development of the workforce and impact the this has within the provision.
Sex, gender and gender identity (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed)	Young people supported by this contract will be supported by staff who respect, support and understand their sexual orientation, gender and gender identity.	<p>The service specification will require providers to have the necessary training and skills to support young people of all sexes, genders and gender identities. This will include those young people who come out during their time in supported accommodation.</p> <p>Providers will be equipped with knowledge of support agencies that young people can request further support from to build or maintain positive self-esteem and self-identity around sex, gender or gender identity if this is required.</p> <p>Specific accommodation will be commissioned which is suitable for young parents who will have specific requirements of accommodation and support.</p>

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>How will the project / service / policy / activity:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
		<p>Support requirements for this provider will include links to their local children's centre for young people to access multi-agency support during pregnancy and early parenthood, this will include support for young people who wish to breastfeed.</p>

Characteristics	Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED]	How will the project / service / policy / activity: <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
Sexual orientation and marriage/civil partnership	Young people supported by this contract will be supported by staff who respect, support and understand their sexual orientation.	<p>The service specification will require providers to have the necessary training and skills to support young people of all sexualities. This will include those young people who come out during their time in supported accommodation.</p> <p>Providers will be equipped with knowledge of support agencies that young people can request further support from to build or maintain positive self-esteem and self-identity around their sexual identity if this is required.</p>
Other relevant socio-economic factors such as family size/single people/lone parents, income/deprivation, housing, education and skills, literacy, sub-cultures, 'digital exclusion', access to transport options, rural/urban	1. <u>Geography</u> – wherever possible young people should be able to access accommodation and support close to their existing family and social networks, as well as employment, education or training that they are accessing.	1. <u>Geography</u> – the contract will be split into three geographical hubs made up of neighbouring District Councils. These are Eastern (Exeter, East Devon and Mid Devon), Northern (North Devon and Torrington) and Southern (South Hams, Teignbridge and West Devon). This will enable support to be based around existing travel-to-work or travel-to-education areas within Devon. Consideration has been given to whether support contracts should be further localised – e.g. by making each District its own hub. However, this is likely to mean that provisions are less able to tap into economies of scale, which could affect prices and quality of provisions. Any increase to prices has a risk of negatively impacting on young people by reducing the number of support hours/beds that we are able to purchase overall. In addition to this, many

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>How will the project / service / policy / activity:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
	<p><u>2. Socio-economic factors</u> – Many young people being supported by this contract will be eligible for benefits due to either not being in work or being on a low income. Young people accessing support through this contract should be supported to engage in employment, education or training</p>	<p>providers will not be able to carry high levels of vacancies at any one time. If provisions are dispersed around Devon then the risk of young people moving away from social networks could be higher if it meant they had to cross hubs to go where the vacancies were at that time.</p> <p>The service specification will require providers within each geographical hub to work together to ensure sufficiency within their hub as far as possible. This will prevent young people from having to move beyond a reasonable travelling distance to their home.</p> <p><u>2. Socio-economic considerations</u> – The service specification will require providers to offer young people support to engage with employment, education or training. It will also require providers to support young people to understand benefits they are entitled to and help them to claim these benefits. Young people will be supported to budget as part of work to help them develop independent living skills.</p>

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>How will the project / service / policy / activity:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (meet needs / ensure access, encourage participation, make adjustments for disabled people, 'close gaps'). • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
	<p>to support their economic wellbeing.</p>	

9. Human rights considerations:

The service recognises article 14 of the Human Rights Act – the right to receive Equal Treatment, and the Equality Act 2010 and prohibits discrimination including for age, disability, sex, gender, gender identity, race, religion, marriage and civil partnership, pregnancy and maternity and sexual orientation. All staff and service users will continue to be treated fairly and their human rights will be respected. No adverse impact on human rights has been identified.

10. Supporting independence, wellbeing and resilience. Give consideration to the groups listed above and how they may have different needs:

In what way can you support and create opportunities for people and communities (of place and interest) to be independent, empowered and resourceful?

By making sure that the split of provisions across geographical lots is an accurate reflection of need, and that providers within each geographical lot can work together to improve sufficiency within each lot, we give ourselves the best chance of supporting young people to be placed close to home. This will allow them easier access to friends, family and support networks as well as employment, education or training that they may already be engaged in. This will support resilience within communities by keeping existing support networks between young people and their extended family and friends intact wherever possible.

A key focus of the contract will be for providers to support young people to get into, or remain in, employment, education or training wherever possible. This will increase the resilience and independence of young people using the service by helping them towards being more self-sufficient.

In what way can you help people to be safe, protected from harm, and with good health and wellbeing?

Providers will be required to demonstrate that they have processes and procedures in place to ensure that young people are safeguarded, including safeguarding of children, safeguarding of vulnerable adults and safer recruitment policies and procedures.

Young people will be supported to develop independent living skills, which will help them to improve their health and wellbeing through becoming more self-sufficient. Where possible young people will be supported to move to independent accommodation or to return to live with family or friends.

Accommodation quality will be checked as part of the tendering process to ensure that it is a safe and suitable environment for young people. This will support young people's health.

Support services will be aware of support for mental health, substance misuse and other health services in their area to ensure that young people can link to multi-agency support as needed. They will also be required to demonstrate an understanding of trauma informed practice and psychologically informed interventions, in order to support young people who have experienced trauma. This will support young people's wellbeing.

In what way can you help people to be connected, and involved in community activities?

Providers will be encouraged to support young people to access opportunities within their local communities wherever possible. This could include work, volunteering and community activities.

11. Environmental analysis

An impact assessment should give due regard to the following activities in order to ensure we meet a range of environmental legal duties. The policy or practice does not require the identification of environmental impacts using this Impact Assessment process because it is subject to (please mark X in the relevant box below and proceed to the 4c, otherwise complete the environmental analysis table):

Devon County Council's Environmental Review Process	
Planning Permission	
Environmental Impact Assessment	
Strategic Environmental Assessment	

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Reduce, reuse, recycle and compost:	N/A	N/A
Conserve and enhance wildlife:	N/A	N/A
Safeguard the distinctive characteristics, features and special qualities of Devon's landscape:	N/A	N/A
Conserve and enhance Devon's cultural and historic heritage:	N/A	N/A
Minimise greenhouse gas emissions:	N/A	Supporting young people to access support closer to home where possible will reduce carbon emissions through travel, as young people and staff supporting them are less likely to need to travel long distances in order to maintain links with family and friends, or employment education and training they were accessing before moving to supported accommodation.
Minimise pollution (including air, land, water, light and noise):	N/A	Asking providers to have a code of conduct in place for young people around how they interact with local residents could decrease noise pollution.
Contribute to reducing water consumption:	N/A	N/A

Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level):	N/A	N/A
Other (please state below):	N/A	N/A

12. Economic analysis

	<p>Describe any actual or potential negative consequences. (Consider how to mitigate against these).</p>	<p>Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).</p>
<p>Impact on knowledge and skills:</p>	<p>If the service is not sufficiently funded this may impact on providers' ability to retain trained staff. Mitigations to this are that we will take inflation into account in our cost projections as well as the potential impact of delivering more support hours per person. Evaluations will be evaluated against both price and quality to ensure overall value for money.</p>	<p>The service specification will require that staff employed by providers have training in a number of areas, including trauma informed practice and psychologically informed evaluations, disability awareness including hidden disabilities, as well as the training needed to work with young people with a range of needs and safeguarding (plus safer recruitment for anyone involved in the recruitment of staff). This will have a positive effect for the workforce and for young people.</p> <p>Support under this contract will help young people to develop skills for independent living, budgeting and tenancy management. Young people will also be supported to access employment, education and training.</p>
<p>Impact on employment levels:</p>	<p>Rents in supported accommodation can be high due to levels of work required around property maintenance, and Intensive Housing Management. For many young people this will be covered by housing benefit, but if a young person's income – including earnings from employment – goes above a certain threshold</p>	<p>Providers on this contract will be based in the Devon area, due to the need to offer young people support close to where they live. This will provide employment locally within Devon.</p> <p>Young people supported by this contract will be supported to access employment, education and training.</p>

	<p>they will be liable to pay the rents themselves. This could discourage young people to take up employment or to work more hours if they will not see a financial benefit. This will be mitigated as far as possible by working with providers on ways to reduce rents – e.g. by offering some properties as move-on options with a lower level of support and lower rent levels.</p>	
Impact on local business:	No negative consequence.	Providers of this service will usually be local providers, either as stand-alone organisations or as part of a wider regional or national group. Staff will usually be employed from the local area due to the nature of the work and the majority of support needing to happen in person with young people.

13. Describe and linkages or conflicts between social, environmental and economic impacts (Combined Impacts):

None identified.

14. How will the economic, social and environmental well-being of the relevant area be improved through what is being proposed? And how, in conducting the process of procurement, might that improvement be secured?

By supporting young people to prevent them from becoming homeless the contract will promote their economic and social wellbeing. It will also promote wider economic and social wellbeing by reducing the demand on other services that young people may need to access if they did not have preventative services available, e.g. adult homelessness services.

15. How will impacts and actions be monitored?

Impacts and actions will be monitored through the following mechanisms:

1. Quarterly contract monitoring and annual visits to providers will track KPIs against key outcomes such as employment education and training, access to multi-agency support services, and the quality of accommodation and support offered.
2. Feedback will be sought regularly from Social Work and Housing colleagues through Devon Youth Homelessness Prevention Partnership - and other networks as needed – to monitor performance of the overall service in an area and how it is meeting outcomes. This will inform contract monitoring, if related to an individual provider, and strategic development of the service, if related to a wider system issue.