



Equality Impact Assessment

Responsibility and Ownership

Name of policy, practice, service or function: Ambition Mediation Service Policy

Responsible department: Strategic Housing

Service area: Housing Ambition

Lead Officer: Joanna Hayes

Other members of assessment team

Name	Position	Area of expertise
Amar Bashir	Improvement Officer	Equalities
Carl Griffiths	Housing Options Manager	Housing

Scope of the assessment

1	What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?	The policy has been developed in order to implement a mediation service as part of the wider Housing Ambition Project.
2	Are there any external factors we need to consider like changes in legislation?	No
3	Who implements the policy, strategy, practice, service or function?	The Housing Ambition Co-ordinator will implement the policy and oversee the service
4	Who is affected by the policy, strategy, practice, service or function?	The officers who have been trained as mediators, external partners who will refer to the scheme and members of the public who will be referred to the scheme
5	What outcomes do we want to achieve, why & for whom?	The Ambition Mediation Service is being set up as part of the wider Housing Ambition Project as a tool to be used to prevent young people aged 16 – 24 becoming homeless in a crisis due to family conflict. This service is set within the framework of a positive pathway approach to housing for young people living within the project area, the overall goal of which is to improve housing outcomes for young people, preventing homelessness where possible.
6	What existing evidence do you have on the impact of the policy, strategy, practice, service or function?	The positive pathway approach, including a mediation service, is considered to be a best proactive approach to housing for young people. Other similar mediation schemes quote 87% positive outcomes for young people and their families accessing the mediation service.

7	How is information about the policy, practice, service or function publicised?	The only route into the service will be via referral from a limited number of key partners. These keys partners (Local Authority Homelessness Teams, Social Care and Multi Agency Teams) will be made aware of the scheme via their managers and will be sent a leaflet and a referral form to complete with the client.
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Identifying Potential Equality Issues

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over eg: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment.

Race

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race		
	White	English / Welsh / Scottish / Northern Irish / British Irish Gypsy or Irish Traveller Any other White background	The service will react to referrals sent by external partners so potential clients will not be disadvantaged due to race. Mediators will not know any background to the case prior to undertaking mediation and this includes the ethnic origin of the client.
	Asian / Asian British	Indian Pakistani Bangladeshi Chinese	As above

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race		
		Any other Asian background	
	Black / African / Caribbean / Black British	African	As above
		Caribbean	
		Any other Black / African / Caribbean / Black British background	
	Any other ethnicity	Arab	As above
		Any other ethnic group	

Sex / gender

9	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender	
	Female	None- the sex / gender of the person being referred will not be a factor when considering whether or not the situation is suitable for mediation.
	Male	
	Transgender	

Age

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
	0-9 years	Not applicable – service is only available to young people aged 16 – 24 and their parent(s) / guardian(s). Funding for the Housing Ambition Project was awarded to cover the 16 – 24 year old age group. There could however be a benefit to younger children within the household where conflict is reduced due to the intervention of the Ambition Mediation Service.
	10-15 years	
	16-18 years	No adverse impact or barrier - referrals for the mediation scheme will be accepted from external

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
	19-24 years	partners from any of these age groups although the household will have to contain a young person aged 16 – 24 who is in danger of having to leave the family home due to conflict between the young person and their parent or guardian. The parent or guardian can be of any age.
	25-34 years	
	35-44 years	
	45-54 years	
	55-59 years	
	60-64 years	No adverse impact or barrier – it is recognised that the parent or guardian could be an older person. A young person might have an older parent or parents, might be in the care of a grandparent or could be in a foster care setting with an older foster carer. These referrals will not be treated any differently because of the age of the parent or guardian.
	65 years and over	

Disability		
11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Physical or mobility impairments	<p>In the formal mediation process it is important that mediation takes place at a neutral location i.e. not within the family home as it is less likely to be successful. There are also issues around confidentiality as conversations could be overheard by other family members within the family home. This does mean that there could be a barrier to participating in mediation if a person’s physical or mobility impairment is such that they are unable to leave the family home. Such cases will be assessed in line with the usual guidelines and consideration will be given to mediating within the home if there are no other options.</p> <p>Locations which will be used for mediation will be accessible to those with physical and mobility impairments so those whose health conditions are such that they are able to leave the home will be able to access the service in the same way as an able bodied person. Transportation to the mediation venue will be discussed at the point of assessment.</p>

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Sensory (hearing, visual, speech)	<p>There would be no adverse impact or barrier to accessing the Ambition Mediation Service for a visually impaired person, transportation to the venue would be discussed at the point of referral. The majority of the mediation process is verbal and any aspects of the process which are usually written / visual could be read or explained by the mediator. A facilitator chosen by the client could be present however they could not be someone who was involved in the conflict and they must be able to remain neutral throughout the process.</p> <p>There would be no adverse impact upon those with hearing or speech impairment however there would be potential barriers to participation due to the fact that the mediation process is mainly verbal in nature. This barrier could be mitigated where the applicant was hearing impaired; where the client could lip read then the mediator would need to be mindful of this throughout the process and speak clearly and face towards the client when speaking. If the hearing impaired individual relied on sign language to communicate then a sign language interpreter could be arranged. The interpreter would need to be someone who was not involved in the conflict and who could remain neutral throughout the process.</p> <p>As mediation is mainly a verbal process there may be a barrier for those with a severe speech impairment. Any barrier would be dependent upon how they communicate in their day to day life. Someone with a severe speech disability could for example communicate using sign language where the barrier could be mitigated by use of a sign language interpreter as with a hearing impaired person.</p>
	Mental health	There would be no adverse impact or barrier to accessing mediation services to an individual suffering from a mental health problem.
	Learning disabilities	In order for mediation to be useful in a conflict situation both (or all) parties must be competent to negotiate and keep to any agreements made within the mediation setting. This means that any person participating in mediation must have an understanding of the conflict and their part in it. This does mean that a severe learning disability could be a barrier to participating in mediation however this would not have an adverse impact upon them, if a learning disability was this severe then there would be

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
		other statutory services in place to help them and their parents or carers that would not be available to the majority of young people should they be in danger of becoming homeless.
	Non-visible conditions such as epilepsy or diabetes	There would be no adverse impact or barrier to accessing mediation services to an individual suffering from a condition such as epilepsy or diabetes. It would be useful for the mediator to be aware of any such issue in case of emergency however the referral form does ask if the potential client has any special requirements.

Religion or belief

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief	
	No religion	The service will react to referrals sent by external partners so potential clients will not be disadvantaged due to religion or non-belief. Mediators will not know any background to the case prior to undertaking mediation and this includes the religion of the client.
	Christian	
	Buddhist	
	Hindu	
	Jewish	
	Muslim	
	Sikh	
	Any other religion	
	Any other philosophical belief	

Sexual orientation

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation	
	Heterosexual	The service will react to referrals sent by external partners so potential clients will not be disadvantaged due to their sexuality. Mediators will not know any background to the case prior to undertaking mediation and this includes the sexual orientation of the client.
	Lesbian	
	Gay	
	Bisexual	
	Prefer not to say	

Other categories

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	Rural / urban	The Housing Ambition Project covers 4 Local Authority areas (North East Derbyshire, Bolsover, Chesterfield and Derbyshire Dales) and therefore covers some very rural areas. The locations used by the Ambition Mediation Service will use venues provided by key partners in housing and with Derbyshire County Council. This opens up a wide array of different locations making the service accessible to those who live in the more rural parts of the project area.
	Carers	Mediation can be arranged around a individual's caring responsibilities so there would be no adverse impact or barrier to a carer..
	Child poverty	The Ambition Mediation Service is provided free of charge so there would be adverse impact or barriers around child poverty.
	Social value	There would be no adverse impact on social value.
	Any other	

Analysing the information and setting equality objectives and targets

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?

Document the evidence of analysis

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer feedback and complaints				
Consultation and community involvement				
Performance information including Best Value				
Take up and usage data				
Comparative information or data where no local information available				
Census, regional or national statistics				
Access audits or other				

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
disability assessments				
Workforce profile				
Where service delivered under procurement arrangements – workforce profile				
Monitoring and scrutiny arrangements				

Recommendations and Decisions

Take immediate action by:

Amending the policy, strategy, practice, service or function	
Use an alternative policy, strategy, practice, service or function	
Develop equality objectives and targets for inclusion in the service plan	
Initiate further research	
Any other method (please state)	

All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

Equality Impact Assessment Improvement Plan Summary

Name of policy, practice, strategy, service or function

Department

Date of assessment

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome

Please state where the departmental electronic assessment will be kept:

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EIA Assessment Group

Date of assessment		
Sub group approval	Yes / No	
Subject to minor amendments	Yes / No	
Date published on corporate website		

Copies of all EIAs are stored on PERFORM.

The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

- The general duty requires the council to:
- Eliminate discrimination, harassment & victimisation
 - Advance equality
 - Foster good relations between different groups