

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Wandsworth Childrens Services
Service Area	Policy and performance team
Service/policy/function being assessed	
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved in developing this EINA	Haley Willkom
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	
Date submitted to Directors’ Board	

1. Summary

Please summarise the key findings of the EINA.

The updated Adolescents Wandsworth Adolescent Strategy 2023-28 builds on the previous strategy and details Wandsworth Childrens Services commitment to safeguarding vulnerable adolescents and ensuring that they receive the support and protection they need to thrive.

The strategy focuses on five objectives:

- I. Developing a whole-system approach to safeguarding
- II. Workforce development and governance
- III. Health and Neurodevelopment
- IV. Information Sharing and Data Collection
- V. Equality, Diversity, Inclusion, and Disproportionality

Safeguarding adolescents requires a collaborative and strategic approach that involves various agencies working together to identify and support young people at risk. This strategy serves to promote understanding between adolescents, practitioners, and partners by better listening to adolescents and ensuring that effective support is available to allow adolescents to thrive.

The policies and practices in the Adolescents strategy will not impact negatively on any groups of people who have one or more protected characteristic. The strategies and objectives are aimed at supporting adolescents through better identifying and supporting young people at risk. We will strive to continue to better support adolescents through further consultation and collaboration.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Local data	Evolve Service data

Local data	DataWand
National and Local data	Director of Public Health Annual Report 2023

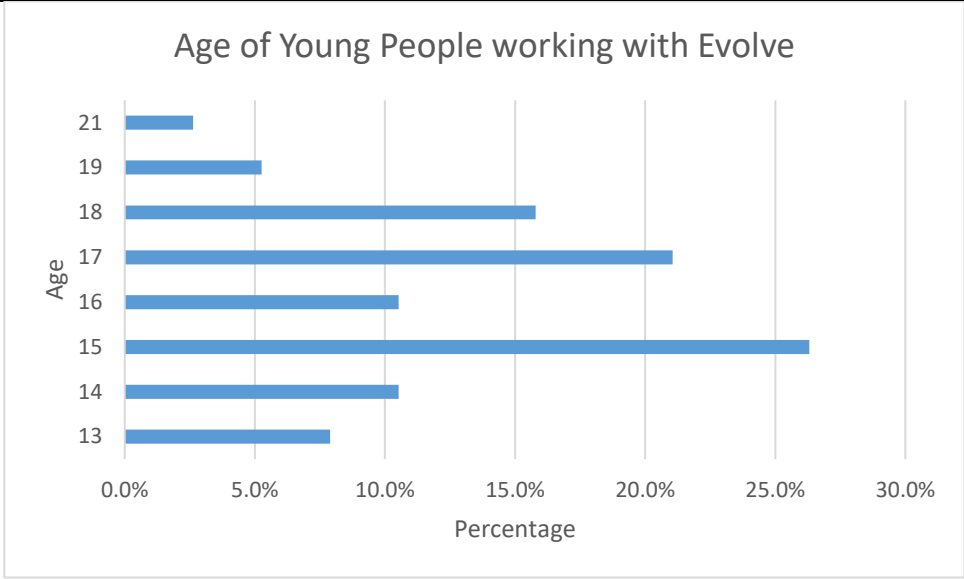
b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
Young people working with the Evolve service			Recommendations added to action plan.
Statutory partners (Police, NHS colleagues, community voluntary sectors)		21 Feb	
Colleagues across directorates in community safety and public health	Colleagues from community safety requested the change of “develop” to “enhance” the approach to serious youth violence as this work has already been conducted.		Advised to complete an EINA. Evolve to extend existing training as opposed to commissioning any new training

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

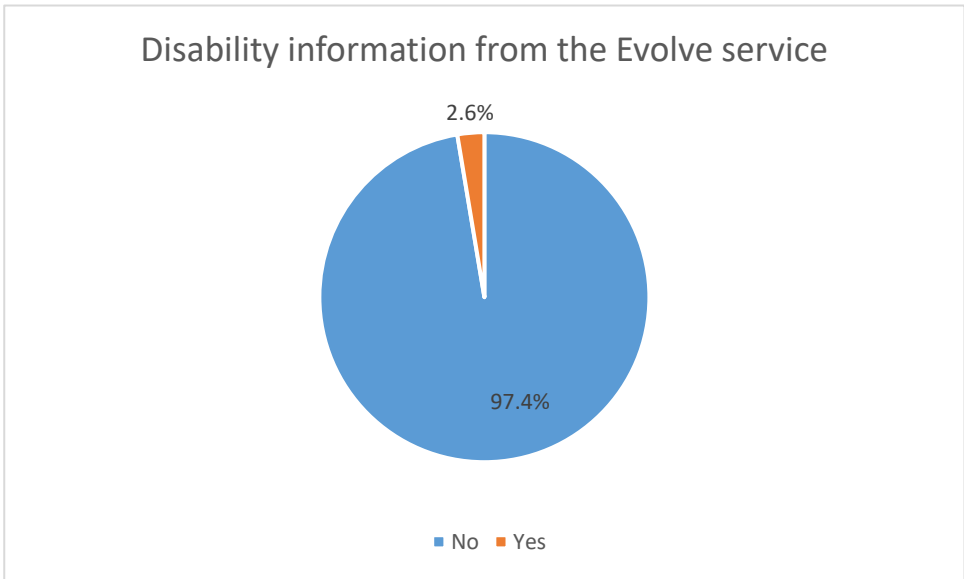
Protected group	Findings												
Age	<p>DataWand</p> <table border="1"> <caption>Population of Wandsworth</caption> <thead> <tr> <th>Age Group</th> <th>Percentage of Wandsworth's Population</th> </tr> </thead> <tbody> <tr> <td>Ages 40+</td> <td>38%</td> </tr> <tr> <td>Ages 30-39</td> <td>21%</td> </tr> <tr> <td>Ages 20-29</td> <td>22%</td> </tr> <tr> <td>Ages 10-19</td> <td>9%</td> </tr> <tr> <td>Ages 0-9</td> <td>11%</td> </tr> </tbody> </table> <p>Evolve service data.</p>	Age Group	Percentage of Wandsworth's Population	Ages 40+	38%	Ages 30-39	21%	Ages 20-29	22%	Ages 10-19	9%	Ages 0-9	11%
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There are 35,612 young people under 10 (11% of the borough’s population) and 28,759 young people between the ages of 10-19 (9% of the borough’s population) in Wandsworth Borough. Evolve service data shows that the young people working with the service are between the ages of 13 and 21. The adolescents strategy is likely to impact on young people and strives to provide better outcomes for them.

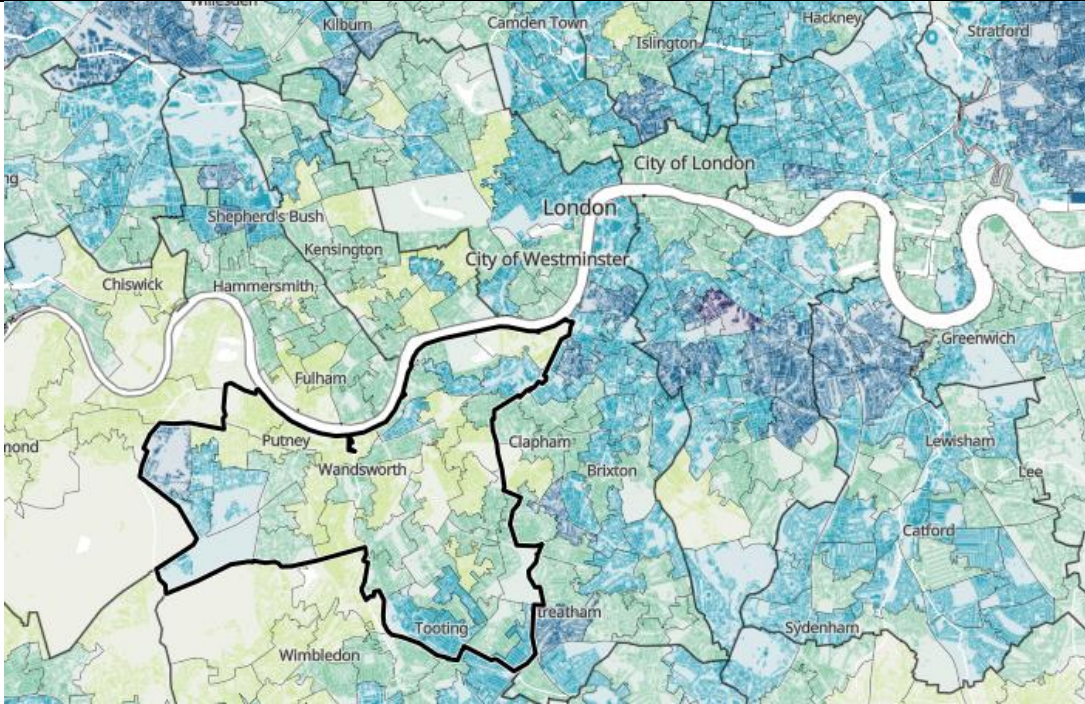
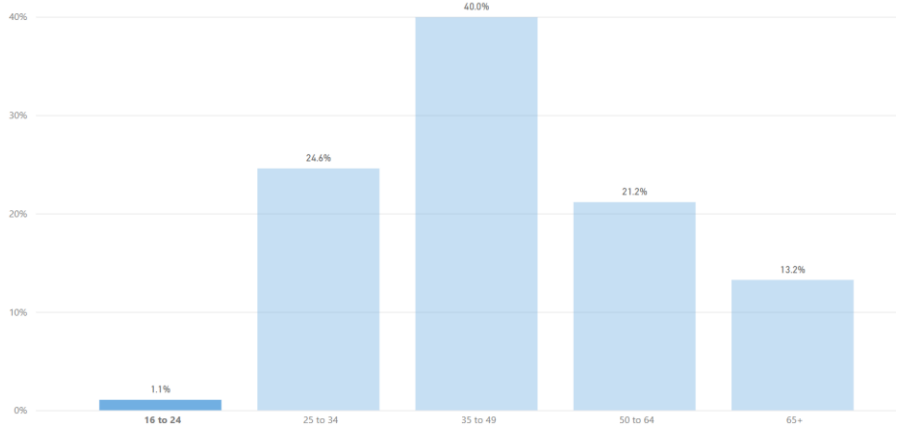
Disability



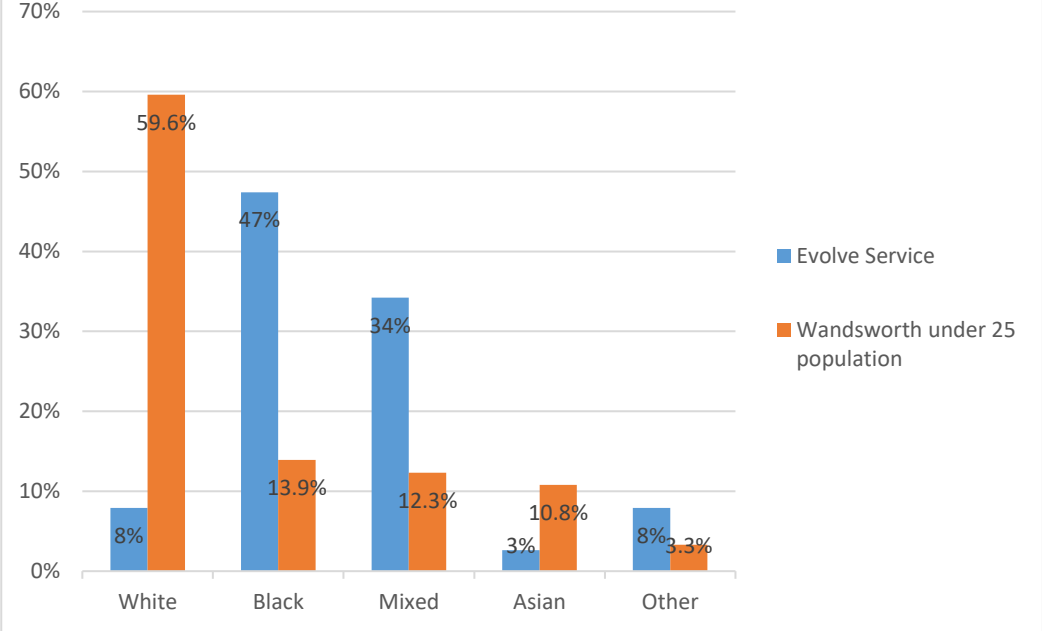
Evolve service data.



Evolve service data shows that 2.6% of children on plans have a disability. This is disproportionately low compared to the:

- wider borough population where, 10.7% of residents have a condition which limits their day-to-day activity,
- wider borough population aged 10-14, where 4.15% of residents have a condition which limits their day-to-day activity and
- the wider borough population aged 15-19, where 3.81% of residents have a condition which limits their day-to-day activity

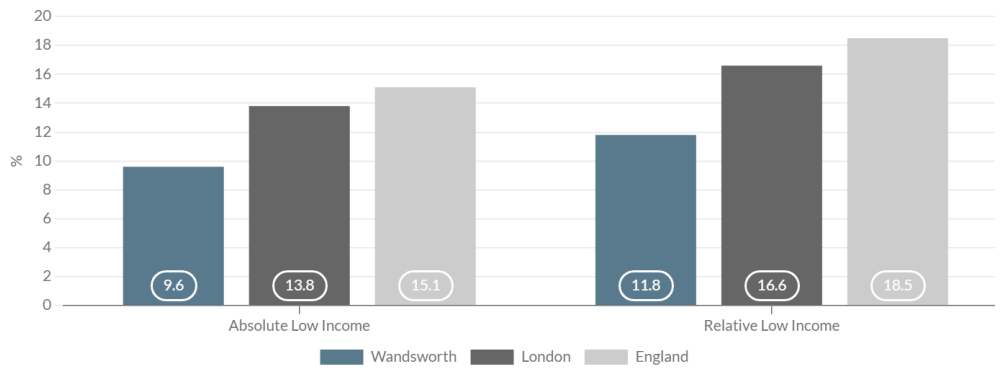
<p>Sex</p>	<p>Local data shows that there are 92,780 residents under 25. 50.4% of residents under 25 are female and 49.6% are male. Looking at the young people supported by the evolve service, 61% are male and 39% are female. Comparing the local and evolve data, there are disproportionately more males than females supported by the Evolve service.</p>												
<p>Gender reassignment</p>	 <p>0.62% of people aged 16 and over in Wandsworth have a gender identity different from their sex registered at birth. Data on gender reassignment is not available for the Evolve Service.</p>												
<p>Marriage and civil partnership</p>	<p>Marital status by age – Percentage married.</p>  <table border="1"> <thead> <tr> <th>Age Group</th> <th>Percentage Married</th> </tr> </thead> <tbody> <tr> <td>16 to 24</td> <td>1.1%</td> </tr> <tr> <td>25 to 34</td> <td>24.6%</td> </tr> <tr> <td>35 to 49</td> <td>40.0%</td> </tr> <tr> <td>50 to 64</td> <td>21.2%</td> </tr> <tr> <td>65+</td> <td>13.2%</td> </tr> </tbody> </table> <p>A small percentage (11%) of Wandsworth’s population aged 16-24 are married. There is no data on marriage and civil partnership available for the Evolve service, however, the subject of marriage is not applicable to the Adolescents strategy.</p>	Age Group	Percentage Married	16 to 24	1.1%	25 to 34	24.6%	35 to 49	40.0%	50 to 64	21.2%	65+	13.2%
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<p>Pregnancy and maternity</p>	<p>Local data – DataWand</p>												

	<div style="text-align: center;">  <p>2.6</p> <p>Under 16s conceptions rate per 1,000 ⁱ (2020)</p> </div> <div style="text-align: center; margin-top: 20px;">  <p>73.3%</p> <p>Under 18s conceptions leading to abortion ⁱ (2020)</p> </div>																		
<p>Race/ethnicity</p>	 <table border="1" style="margin-top: 10px;"> <caption>Race/Ethnicity Comparison</caption> <thead> <tr> <th>Race/Ethnicity</th> <th>Evolve Service (%)</th> <th>Wandsworth under 25 population (%)</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>8%</td> <td>59.6%</td> </tr> <tr> <td>Black</td> <td>47%</td> <td>13.9%</td> </tr> <tr> <td>Mixed</td> <td>34%</td> <td>12.3%</td> </tr> <tr> <td>Asian</td> <td>3%</td> <td>10.8%</td> </tr> <tr> <td>Other</td> <td>8%</td> <td>3.3%</td> </tr> </tbody> </table> <p>The local and national data show that there is a disproportionate number of Black and Mixed Heritage children being supported by Evolve Service. Heads of Service are now part of discussions around decisions to seek an initial conference, strengthening our commitments on tackling anti-racist practice, and to better understand decision making around escalation.</p>	Race/Ethnicity	Evolve Service (%)	Wandsworth under 25 population (%)	White	8%	59.6%	Black	47%	13.9%	Mixed	34%	12.3%	Asian	3%	10.8%	Other	8%	3.3%
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<p>Religion and belief, including non belief</p>	<p><i>Evolve service data not available</i></p>																		
<p>Sexual orientation</p>	<p><i>Evolve service data not available</i></p>																		
<p>Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.</p>	<p><i>Evolve service data not available</i></p>																		
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</p>	<p>Local data from DataWand shows that a lower proportion of children under 16 living with families with low income when compared to London and England as a whole.</p>																		

Include the following groups:

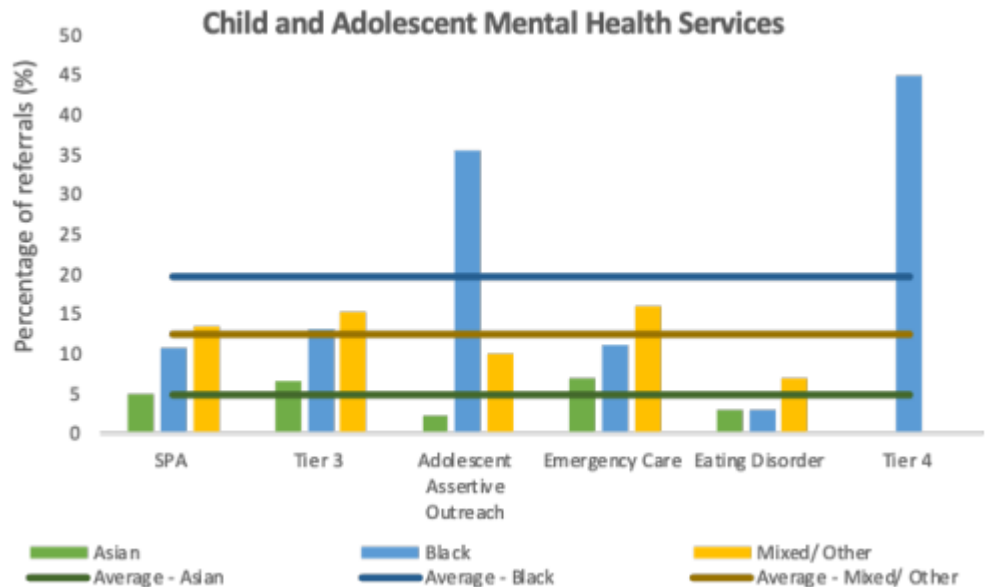
- Deprivation (measured by the 2019 English Indices of Deprivation)
- Low-income groups & employment
- Carers
- Care experienced people
- Single parents
- Health inequalities
- Refugee status

Percentage of children under 16 living in families with low income (2020/21)



The Director of Public Health Annual Report 2023 shared that Black and Mixed pupils were more likely to currently be having school meals. This was reported by 21% of Black primary pupils, 30% of Black secondary pupils and 31% of Mixed secondary pupils, which is ten percentage points more than average within the survey. Black primary pupils and mixed secondary pupils were also more likely to report that their family had used a food bank because they didn't have enough money to pay for food.

The Director of Public Health Annual Report 2023 also reported that Black children and young people and adults are over-represented in referrals to mental health services, most severely in referrals to crisis and inpatient services. The over-representation of Black groups in inpatient and secure mental health services is a persistent national trend.



The Director of Public Health Annual Report 2023 also shared that, among secondary-age pupils, 39% said they dealt with stress and worry by lashing out in anger, 36% ate more, 34% ate less, 6% smoke and drunk alcohol and 5% took drugs.

Data gaps

Data gap(s)	How will this be addressed?
Sexuality	Data on sexuality is not recorded as it is not proportionate to do so.
Religion	Data on religion is not recorded as it is not proportionate to do so.

4. Impact

Protected group	Positive	Negative
Age	<p>Safeguarding adolescents is a critical issue that requires a comprehensive and strategic approach. Young people, regardless of age, gender or ethnicity, are vulnerable and can be at risk of being exploited. This strategy aims to improve outcomes for adolescents and advance equality, diversity and inclusion through better incorporating the voices of young people into practice.</p> <p>This strategy works to positively impact young people through better support and protect adolescents. This includes building an understanding about young people's perception of themselves and their peers through embedding alternative narratives in our work with young people. It also aims to improve information sharing and data collection to improve the accessibility of information and services for young people and their families and ensure that safeguarding efforts are effective. Developing a whole-system approach to safeguarding will benefit young people by allowing for better coordination and monitoring of safeguarding efforts.</p>	None Identified
Disability	The Strategy makes a commitment and develop a collective response to Equality, Diversity and Inclusion. The strategy aims to develop and implement a partnership pledge outlining the impact of trauma and neurodiversity on safeguarding.	None Identified
Sex	The Strategy makes a commitment and develop a collective response to Equality, Diversity and Inclusion.	None Identified
Gender reassignment	The Strategy makes a commitment and develop a collective response to Equality, Diversity and Inclusion.	None Identified
Marriage and civil partnership	None Identified	None Identified
Pregnancy and maternity	This strategy will not impact on pregnant individuals but may benefit them in the future, as it involves improving the support available to adolescents.	None Identified
Race/ethnicity	It is important to recognise and understand the complexities of disproportionality including structural and institutional racism and the impact of this on outcomes for Black, Asian and minority ethnic children and young people. It is pertinent that our work structures tackle social, educational and health inequalities, social	None Identified

	<p>injustice and evidence of disproportionality by creating fair access opportunities for children and young people from Black, Asian and minority ethnic backgrounds that promote better outcomes.</p> <p>The Strategy makes a commitment and develop a collective response to Equality, Diversity and Inclusion and aims to embed a culture of courageous conversations about race in all practice including supervision, group supervision, panels, core groups etc.</p>	
Religion and belief, including non belief	None Identified	None Identified
Sexual orientation	The Strategy makes a commitment and develop a collective response to Equality, Diversity and Inclusion.	None Identified
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>The Strategy makes a commitment and develop a collective response to Equality, Diversity and Inclusion.</p> <p>The strategy aims to develop an outreach strategy that includes forums that engages key organisations working with communities that we don't know so well via statutory and outreach services. This serves to benefit underrepresented groups and helps support more residents to benefit from our services.</p> <p>The strategy aims to ensure that young people will have access to support to combat substance misuse including psycho-educative approaches via Catch 22 partners. This promotes equality in access to healthcare and supports protected groups to access services.</p>	None Identified

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
To embed a culture of courageous conversations about race in all practice including supervision, group supervision, panels, core groups etc.	Nana Bonsu	May 2024
To make a commitment and develop a collective response to Equality, Diversity and Inclusion	Nana Bonsu	May 2024
Build an understanding about young people's perception of themselves and their peers through embedding alternative narratives in our work with young people	Nana Bonsu	May 2024
Develop an outreach strategy that includes forums that engages key organisations working with communities that we do not know as well via statutory and outreach services	Nana Bonsu	May 2024

6. Further Consultation

Consultation planned	Date of consultation
<p>Wandsworth Children’s Services will go through a period of public consultation. We will be trialling a new form of consultation and the Adolescents Strategy will be uploaded online as an interactive PDF. <i>See example of an interactive strategy: Have Your Say Today - Have Your Say: Night Time Strategy Wandsworth - commonplace.</i></p> <p>The department will monitor satisfaction with and feedback about the Adolescent Strategy and identify areas of future improvement and concern.</p> <p>In addition to the previous methods of consultation, the strategy will be uploaded online to allow for a more interactive way of providing feedback. People can leave comments on all areas, or just what interests them. This will be more inclusive and allow people to go straight to the parts of the strategy they are interested.</p>	<p>TBC</p>