



# Equality Impact Assessment (EIA)

## 1. Topic of assessment

<b>EIA title</b>	Surrey Arts Budget Savings 2017-18
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<b>EIA author</b>	Stephen Miles and Gregory Finneron
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## 2. Approval

	<b>Name</b>	<b>Date approved</b>
<b>Approved by</b>	Peter Milton	01/02/17

## 3. Quality control

<b>Version number</b>	V1	<b>EIA completed</b>	01/02/17
<b>Date saved</b>	01/02/17	<b>EIA published</b>	30/06/17

## 4. EIA team

<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Team role</b>
Philip Trumble	Lead Manager Surrey Arts	SCC	Advisor
Stephen Miles	Business Analyst	SCC	Author
Gregory Finneron	Project Officer	SCC	EIA Lead & Author

## 5. Explaining the matter being assessed

<p><b>What policy, function or service is being introduced or reviewed?</b></p>	<p>Delivery of music services for ‘young people in challenging circumstances’ through the Surrey Music Hub, led by Surrey County Council.</p> <p>The service is a programme that engages with difficult to reach communities, creating bridges between isolated communities and existing community programmes including Travellers, Asylum Seekers and Looked-after children (LAC). It seeks to tackle educational exclusion through delivery programmes in PRUs (Pupil Referral units), EBD units (Emotional and Behavioural Difficulties), and behavioural management programmes in schools and works with vulnerable children and those at risk for example young people under secure orders or at risk of becoming involved with crime. The scheme also seeks to address social exclusion working in rural areas and areas of deprivation.</p>
<p><b>What proposals are you assessing?</b></p>	<p>Currently music services for ‘young people in challenging circumstances’ are provided by the charity Rhythmix. The proposed change is a move away from the provision of a grant (£24,000) for this charity to a commissioning for work model.</p>
<p><b>Who is affected by the proposals outlined above?</b></p>	<ul style="list-style-type: none"> <li>• The current service provider and charity Rhythmix.</li> <li>• Potentially about 300 young people benefitting from music services provided by the charity. This includes:             <ul style="list-style-type: none"> <li>○ Travellers</li> <li>○ Asylum Seekers</li> <li>○ Looked After Children</li> <li>○ Children with Emotional and Behavioural Difficulties</li> <li>○ Children at Risk of Offending or under secure orders</li> </ul> </li> <li>• Pupil Referral Units at which the programme is delivered</li> <li>• Surrey Schools at which the programme is delivered</li> <li>• Surrey Arts</li> </ul>

## 6. Sources of information

<b>Engagement carried out</b>
Philip Trumble – Head of Surrey Arts
<b>Data used</b>
<ul style="list-style-type: none"><li>• Joint Strategic Needs Assessment, Surrey</li><li>• Gender Identity Research and Education Society</li><li>• Census 2011 Office for National Statistics</li><li>• Surrey-i</li></ul>

## 7. Impact of the new/amended policy, service or function

The impact of the new policy is dependent on the outcome of the commissioning process. If the current service provider (the charity Rhythmix), retains the funding from Surrey Arts then there is likely to be no change to the quality of the service provided to the users.

If the current service provider is unsuccessful and the service is provided by another organisation then the impact is more uncertain. Through tight quality controls in the commissioning process we would hope to ensure that the quality of service provision matches or improves upon that which is currently delivered.

The service is targeted at young people that experience social isolation and economic exclusion. In 2014, Surrey had 10% of children under 16 considered to be living in poverty, this compares with an English average of 20%.

(Source: Surrey-i, Children in low income households 2014)

The current user profile for the service is as follows:

Profile	User Composition
Gender	Male = 60% Female = 40%
Age range	5-13 yrs = 20% 14-18yrs = 65% 18-25 yrs = 15% (Special Educational Needs)
Disabilities	40%
Alternative Education	20%
Mental Health	10%
Looked After Children	20%
Mainstream	10%

## 7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p><b>Age</b></p>	<p>There is the potential for a positive impact on young people as the change may deliver a more targeted service, utilising more deliverers.</p>	<p>Young people are most likely to be impacted if the service provider is changed as the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p>	<p>Young people are the sole user of this service.</p> <p>Age profile of service users is as follows:                      5-13yrs: 20%                      14-18yrs: 65%                      18-25: 15% (Special Educational Needs)</p> <p>The proportion of users that are Looked After Children is 20%.</p> <p>Commissioning for work best practice suggests that through a robust process the best, affordable service is commissioned.</p>
<p><b>Disability</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Young people with mental health or emotional behavioural difficulties will be impacted if the service provider is changed as the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p>	<p>The proportion of service users with disabilities is 40%, and service users with mental health difficulties comprise 10%. This is greater than the proportion of children with disabilities that exists in the general population.</p> <p>In 2011, 3% of the population living in a household reported a disability limiting day to day activity for the age group 0-15 years old.                      (Source: Surrey-i; Census 2011 Disability, Health &amp; Carers)</p> <p>It is estimated that 10,290, children aged 5-15 suffer from a mental health disorder.                      (Source: Surrey-i; Surrey Snapshot Improving Children’s Health and Wellbeing)</p>

			<p>The JSNA identifies the following regarding the GRT community:</p> <ul style="list-style-type: none"> <li>• There is a high prevalence of mental health issues within the GRT community including anxiety and depression.</li> <li>• Alcohol consumption and substance misuse are a concern as GRT young people assume adult roles and responsibilities earlier in life than their non GRT peers.</li> </ul> <p>(Source: <a href="#">JSNA Gypsy Roma and Travellers</a>)</p>
<p><b>Gender reassignment</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no data held on service users for this protected characteristic.</p> <p>‘Few younger people present for treatment. Only 100 or so children and adolescents are referred annually to the UK's sole specialised gender identity service, compared to 1,500 referred to the adult clinics. Nonetheless, presentation for treatment among youngsters is also growing rapidly and has the potential to accelerate if young people feel increasingly able to reveal their gender variance and undertake transition while still young.</p> <p>Organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition.</p> <p>(Source: <a href="#">GIRES Update 2011</a>)</p>
<p><b>Pregnancy and maternity</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p>	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership</p>	<p>There is no data held on service users for this protected characteristic.</p> <p>The maternity rate in Surrey for 2014 for those under 18 was 5 per 1000 women in the age group of the population. In England, the average was 11.1 per</p>

	<p>There is no specific positive impact identified for this one particular equality group.</p>	<p>relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>1000 women in the age group. (Source: <a href="#">ONS Conception Statistics 2016</a>)</p> <p>Those that are identified as likely to enter into early parenthood share similar characteristics to those that the scheme is targeting:</p> <ul style="list-style-type: none"> <li>• Young people excluded or truanting from school or underperforming in education.</li> <li>• Young people 'Not in Employment Education or Training</li> <li>• Young people in care or leaving care</li> <li>• Daughters of teenage parents</li> <li>• Young people involved in crime.</li> <li>• Some ethnic minority groups</li> <li>• Vulnerable young people</li> <li>• Young women with a history of underage pregnancy</li> </ul> <p>(Source: JSNA Chapter Teenage Pregnancy 2011)</p>
<p><b>Race</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Asylum seekers and Traveller are likely to experience a negative impact if the service provider is changed as the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>The service is designed to assist those from isolated and excluded communities. It therefore engages children who are asylum seekers and those from the Traveller community.</p> <p>In Surrey the age group 0-15, 81% of children are White British, 5% are White Other and 15% are Non White. (Source: Surrey-i; Ethnic Group by Age)</p> <p>In Surrey, there are 0.2% of the population categorised as White Gypsy or Irish Traveller. (Source: Surrey-i; Census 2011 Ethnicity Classification)</p>

			<p>The JSNA identifies the following regarding the GRT community:</p> <ul style="list-style-type: none"> <li>• There is a high prevalence of mental health issues within the GRT community including anxiety and depression.</li> <li>• Alcohol consumption and substance misuse are a concern as GRT young people assume adult roles and responsibilities earlier in life than their non GRT peers</li> </ul> <p>(Source: <a href="#">JSNA Gypsy Roma and Travellers</a>)</p>
<b>Religion and belief</b>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no data held on service users for this protected characteristic.</p>
<b>Sex</b>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>Males are more likely to be impacted by if the service provider is changed as the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p>	<p>Profile of users is 60% male and 40% female. Males are therefore over represented as a service user, as for the age range 0-24 in the general Surrey population the proportion is 51% male and 49% female.</p>



<p><b>Sexual orientation</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group. There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no data held on service users for this protected characteristic.</p> <p>The JSNA states that ‘The UK Government estimates that 7% of the population are lesbian, gay, bisexual, transgender or questioning (LGBTQ) (1). Applying this to mid-2009 population estimates for Surrey, there may be around 5,700 people aged 11 to 16 in Surrey who are LGBTQ.’</p> <p>The JSNA suggests that ‘LGBTQ young people are likely to experience some degree of identity-related stigma’, and this can contribute to, in some instances to issues that put them more at risk of social exclusion, poor mental health, self-harm and suicide, smoking and substance abuse. (Source: <a href="#">JSNA 2011 Lesbian, Gay, Bisexual and Transgender</a>)</p>
<p><b>Marriage and civil partnerships</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no data held on service users for this protected characteristic.</p> <p>In Surrey 53% of the population are married or have a civil partnership. The percentage of those in a same sex marriage is 0.2%. (Source: Surrey-i; Census 2011)</p>

<p><b>Carers (protected by association)</b></p>	<p>There is the potential for a positive impact on all users as the change may deliver a more targeted service, utilising more deliverers.</p> <p>There is no specific positive impact identified for this one particular equality group.</p>	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no data held on service users for this protected characteristic.</p> <p>The JSNA identifies that GRT young people assume adult roles and responsibilities earlier in life than their non GRT peers. This may include caring responsibilities.</p> <p>The estimated number of young carers aged 0-18 years old in Surrey, based on findings from a BBC and University of Nottingham survey in 2010, is 14,030... Hidden from View found young carers are equally as likely to be a boy or girl. (Source: JSNA Chapter Young Carers and Young Adult Carers, 2014)</p>
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## 7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<b>Age</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.
<b>Disability</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.
<b>Gender reassignment</b>	There are no positive impacts identified for SCC staff for this protected characteristic	There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.

		There are no negative impacts identified for SCC staff for this one protected characteristic.	
<b>Pregnancy and maternity</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.
<b>Race</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.
<b>Religion and belief</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.

		There are no negative impacts identified for SCC staff for this one protected characteristic.	
<b>Sex</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.
<b>Sexual orientation</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.
<b>Marriage and civil partnerships</b>	There are no positive impacts identified for SCC staff for this protected characteristic	There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.

		There are no negative impacts identified for SCC staff for this one protected characteristic.	
<b>Carers (protected by association)</b>	There are no positive impacts identified for SCC staff for this protected characteristic	<p>There is a risk that if the service provider is changed then the expertise held by that organisation may be lost and there may be a detrimental impact on partnership relationships.</p> <p>There are no negative impacts identified for SCC staff for this one protected characteristic.</p>	Surrey Arts staff equalities data not provided due to the small size of staff teams and potential ability to identify individuals.

## 8. Amendments to the proposals

Change	Reason for change
No change required	N/A

## 9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
There is a risk that a new service provider may not deliver the same quality of service as currently provided by Rhythmix	Surrey Arts should ensure that the commissioning process is robust, and used to mitigate risk by requiring all potential service providers to set out their plans for delivery.	March 2018	P. Trumble

## 10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
N/A	N/A

## 11. Summary of key impacts and actions

<b>Information and engagement underpinning equalities analysis</b>	<ul style="list-style-type: none"> <li>• Joint Strategic Needs Assessment, Surrey</li> <li>• Gender Identity Research and Education Society</li> <li>• Census 2011</li> <li>• Office for National Statistics</li> <li>• Surrey-i</li> </ul>
<b>Key impacts (positive and/or negative) on people with protected characteristics</b>	<p>Impacts are difficult to quantify but it seems likely that the quality of the service provided will remain the same or improve slightly. In the worst case scenario service provision is commissioned but the quality of service delivery deteriorates from the current standard resulting in a less rewarding experience for the young people involved. The current service user profile indicates that 40% of those accessing the service are children and young people with disabilities. There are also a greater proportion of males. In the event of a deterioration of service the protected characteristic groups that this is most likely to have a negative impact upon would be age, disability and gender.</p>
<b>Changes you have made to the proposal as a result of the EIA</b>	<p>No changes.</p>
<b>Key mitigating actions planned to address any outstanding negative impacts</b>	<p>The quality of all potential service providers to be assessed through a robust commissioning system.</p>
<b>Potential negative impacts that cannot be mitigated</b>	<p>N/A</p>