

APPENDIX 1

RBKC Equality Impact Assessment (EqIA)

SECTION 1: Programme details

Name of the policy, project, service, or strategy being assessed, and a brief overview of its aims and objectives	<p>Statutory Advocacy Services.</p> <p>The Royal Borough of Kensington and Chelsea and Westminster City Council commission advocacy services by duty under s67-68Care Act 2014. These services support a variety of need including mental health, learning disability and older people.</p> <p>These services have a re-tendering and procurement timeline which expects to publish the opportunity notice for tender in early September 2024, and see a new service in place from 1st September 2025.</p>
Name of person completing this EqIA	Lucie Price, Care Markets Development Officer
Name of Director	Gareth Wall
Team	Integrated Commissioning
Directorate	ASC
Contact Email	lprice@westminster.gov.uk
Where is this EqIA stored. (This is to ensure colleagues can pick this up in your absence.)	Shared Drive – Access to be granted upon request ASCH Care Markets and Care Design Sharepoint Market Development page/site
Is this EqIA accompanying a report that is going through a formal decision process? If so which meeting, is it going to for decision?	Yes the EQIA is accompanied by a KDR. On forward plan and due for decision from 18 th March 2025.

SECTION 2: EqIA Screening – Do you need to complete a full EqIA?

Please complete the checklist below, including impact to help determine if a full EqIA is necessary.

Please see table in Section 3 for a breakdown of the protected characteristics

Question	Answer	Impact
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	(Yes, No, Unclear)	(Positive, Negative or Neutral)
Does your programme have the potential to disproportionately affect men, women or those who identify as non-binary?	No	Neutral
Does your programme have the potential to disproportionately affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	No	Neutral
Does your programme have the potential to disproportionately affect people with a disability? Consider physical and learning disabilities and mental health conditions.	Yes	Positive
Does your programme have the potential to disproportionately affect people of certain sexual orientations?	No	Neutral
Does your programme have the potential to disproportionately affect people of different age groups? Consider children and elderly populations.	Yes	Positive
Does your programme have the potential to disproportionately affect those undergoing or intending to undergo the process of gender reassignment?	No	Neutral
Does your programme have the potential to disproportionately affect those due to pregnancy or maternity? The Equality Act protects women or birthing people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.	No	Neutral
Does your programme have the potential to disproportionately affect people of different faiths and beliefs?	No	Neutral
Does your programme have the potential to disproportionately affect people on low incomes or living in poverty?	No	Neutral
Does your programme have the potential to disproportionately affect people living in the most deprived areas of RBKC? Think about North Kensington, in particular Golborne, Notting Dale, Dalgarno and those living on the Worlds End Estate. There is further detail in Section 3 below in the socioeconomic and geographical box.	No	Neutral

If you have assessed the impact to any of the above questions to be Negative, Neutral or Unclear, then you will need to complete Sections 3, 4 and 5. If you have assessed the impact as Positive, explain the rational for this in the box below and then go to Section 5.

Please use this box to outline how residents are positively impacted. Include the following information:

People with a disability – Advocacy services are commissioned to offer support specifically to this service-user group and offers of support tailored to this characteristic, in other words parts of this service require a person to have a disability to access the service. These services seek to positively empower people with a disability and increase their independence, ability to understand complex information in certain circumstances, and ability to communicate their wishes and needs.

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People of different age groups - Advocacy services are commissioned to offer support specifically to this service-user group and offers of support tailored to this characteristic, in other words parts of this service require a person to be an 'older-person' to access the service. These services seek to positively empower Older People and increase their independence, ability to understand complex information in certain circumstances, and ability to communicate their wishes and needs.

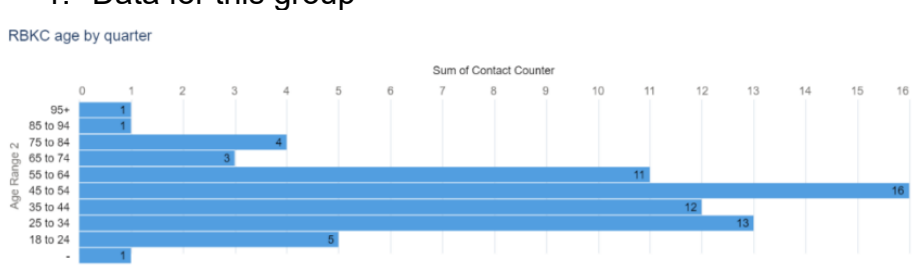
Overall, current monitoring data from advocacy services provides that people of different age groups are not disproportionately affected across all service provision and service user activity by age group is reflective of borough residents by age group.

People living in the most deprived areas of RBKC – This service is not commissioned to directly engage people living in the listed areas. The probability that the service would disproportionately engage and support this service-user group is neutral. There are no service aims or offers of support tailored to this characteristic within the advocacy services.

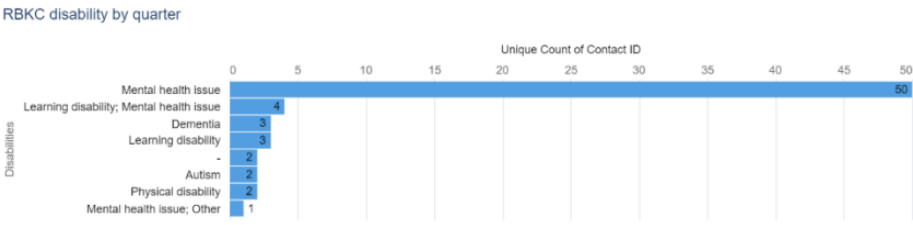
SECTION 3: Assessing the Impact

Please use this section to assess the impact of the programme on those with protected characteristics. Please answer the following questions in your assessment for each characteristic.

There are currently an approximate 2000 service users for the bi-borough service, with 1100 in WCC and 900 in RBKC.

Protected characteristic	Analysis	Impact (Positive, Negative or Neutral)																								
Age	<p>2021 census: The average age of residents in Kensington and Chelsea is 40 - 45 years, making it the fourth oldest population in London.</p> <p>The age breakdown of our population is:</p> <table border="1"> <tbody> <tr> <td>4 years and under</td> <td>4.3%</td> <td>25-34 years</td> <td>17.5 %</td> </tr> <tr> <td>5-9 years</td> <td>4.4%</td> <td>35-49 years</td> <td>21.2 %</td> </tr> <tr> <td>10-15 years</td> <td>5.4%</td> <td>50-64 years</td> <td>20.5%</td> </tr> <tr> <td>16-19 years</td> <td>3.8%</td> <td>65-74 years</td> <td>7.9%</td> </tr> <tr> <td>20-24 years</td> <td>8.5%</td> <td>75-84 years</td> <td>4.8%</td> </tr> <tr> <td></td> <td></td> <td>85 years and over</td> <td>1.7%</td> </tr> </tbody> </table> <p>1. Data for this group</p> 	4 years and under	4.3%	25-34 years	17.5 %	5-9 years	4.4%	35-49 years	21.2 %	10-15 years	5.4%	50-64 years	20.5%	16-19 years	3.8%	65-74 years	7.9%	20-24 years	8.5%	75-84 years	4.8%			85 years and over	1.7%	Positive
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	<p>2. Consultation outcomes for this group: Feedback from service users who are ‘older people’. including service user impact and outcome surveys, are reviewed through quarterly monitoring meetings with the provider. There have been no complaints about the service from this service user group.</p> <p>3. Accessibility and Inclusion: Older people’s advocacy is commissioned for and targeted towards supporting accessibility and inclusion for this group of people.</p> <p>4. Analysis of impact: Positive</p> <p>5. As commissioning team, we liaise with other parts of the council where necessary to address any areas of negative feedback which arise from this group. We have worked to support digital awareness, online safety and digital inclusion for this group. Service aims and service outcome requirements support the independence, development and inclusion of this characteristic.</p>																	
<p>Disability</p>	<p>2021 census: 12.8% of residents in the borough said they had a long-term condition or disability that limited their life in some way. LGA Data from the academic year 21/22 highlights:</p> <ul style="list-style-type: none"> • 2,379 young people have Special Educational Needs in RBKC. • 746 have a statement of Special Educational Need or an Education and Health Plan. • 62 children in the Borough have a disability in schools. <p>1. Data for this group</p>  <table border="1"> <caption>RBKC disability by quarter</caption> <thead> <tr> <th>Disabilities</th> <th>Unique Count of Contact ID</th> </tr> </thead> <tbody> <tr> <td>Mental health issue</td> <td>50</td> </tr> <tr> <td>Learning disability; Mental health issue</td> <td>4</td> </tr> <tr> <td>Dementia</td> <td>3</td> </tr> <tr> <td>Learning disability</td> <td>3</td> </tr> <tr> <td>Autism</td> <td>2</td> </tr> <tr> <td>Physical disability</td> <td>2</td> </tr> <tr> <td>Mental health issue; Other</td> <td>1</td> </tr> </tbody> </table> <p>2. Consultation outcomes for this group: Feedback from service users with a disability, including service user impact and outcome surveys, are reviewed through quarterly monitoring meetings with the provider. There have been no complaints about the service from this service user group.</p>	Disabilities	Unique Count of Contact ID	Mental health issue	50	Learning disability; Mental health issue	4	Dementia	3	Learning disability	3	Autism	2	Physical disability	2	Mental health issue; Other	1	<p>Positive</p>
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Mental health issue; Other	1																	

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	<p>3. Accessibility and Inclusion: Advocacy is commissioned for and targeted towards supporting accessibility and inclusion for this group of people. Monitoring reports from this service show continuous achievements of a progressively inclusive community for people with disabilities.</p> <p>4. Analysis of impact: Positive</p> <p>5. As commissioning team, we liaise with other parts of the council where necessary to address any areas of negative feedback which arise from this group. We continuously work to improve accessible materials such as easy-read documents, ensuring our approach to accessibility is always informed by service-user feedback and experiences. We have connected these advocacy services with some of our other services such as community catalysts, to strengthen outcomes and achievements in line with improved independence of people with learning disabilities and developing skills. Service aims and service outcome requirements support the independence, development and inclusion of this characteristic.</p>																																													
<p>Race</p>	<p>2021 Census: The broad ethnic breakdown of the borough’s population is White at 70.6%; Asian, Asian British at 11.8%; Black, Black British at 7.9%; Mixed or multiple ethnicities at 6.6%; and Other at 9.9%. A more detailed breakdown is:</p> <table border="1" data-bbox="316 1272 1268 1921"> <tr> <td>Asian Bangladeshi</td> <td>1%</td> <td>Mixed White and Asian</td> <td>2.1%</td> </tr> <tr> <td>Asian Chinese</td> <td>2.7 %</td> <td>Mixed White and Black African</td> <td>0.9%</td> </tr> <tr> <td>Asian Indian</td> <td>2.2 %</td> <td>Mixed White and Black Caribbean</td> <td>2.1%</td> </tr> <tr> <td>Asian Pakistani</td> <td>0.9 %</td> <td>Mixed Other</td> <td>2.4%</td> </tr> <tr> <td>Asian Other</td> <td>5%</td> <td>White English, Welsh, Scottish, Northern Irish British</td> <td>32.7%</td> </tr> <tr> <td>Black African</td> <td>4.8 %</td> <td>White Irish</td> <td>2.0%</td> </tr> <tr> <td>Black Caribbean</td> <td>2.3 %</td> <td>White Gypsy or Irish Traveller</td> <td>0.1%</td> </tr> <tr> <td>Black Other</td> <td>0.8 %</td> <td>White Roma</td> <td>0.7%</td> </tr> <tr> <td></td> <td></td> <td>White Other</td> <td>28.3%</td> </tr> <tr> <td></td> <td></td> <td>Other Arab</td> <td>4.5%</td> </tr> <tr> <td></td> <td></td> <td>Other ethnicities</td> <td>5.4%</td> </tr> </table> <p>1. Service user data</p>	Asian Bangladeshi	1%	Mixed White and Asian	2.1%	Asian Chinese	2.7 %	Mixed White and Black African	0.9%	Asian Indian	2.2 %	Mixed White and Black Caribbean	2.1%	Asian Pakistani	0.9 %	Mixed Other	2.4%	Asian Other	5%	White English, Welsh, Scottish, Northern Irish British	32.7%	Black African	4.8 %	White Irish	2.0%	Black Caribbean	2.3 %	White Gypsy or Irish Traveller	0.1%	Black Other	0.8 %	White Roma	0.7%			White Other	28.3%			Other Arab	4.5%			Other ethnicities	5.4%	<p>Neutral</p>
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	<p>RBKC ethnicity</p> <table border="1"> <caption>RBKC ethnicity data</caption> <thead> <tr> <th>Ethnic group</th> <th>Sum of Contact Counter</th> </tr> </thead> <tbody> <tr><td>Black/African/Caribbean/Black British: African</td><td>11</td></tr> <tr><td>White: other</td><td>10</td></tr> <tr><td>White: English/Welsh/Scottish/Northern Irish/British</td><td>10</td></tr> <tr><td>Black/African/Caribbean/Black British: Caribbean</td><td>8</td></tr> <tr><td>Prefer not to say</td><td>7</td></tr> <tr><td>Other ethnic group: Any other ethnic group</td><td>4</td></tr> <tr><td>Asian/Asian British: Bangladeshi</td><td>2</td></tr> <tr><td>Multiple ethnic group: White and Black Caribbean</td><td>2</td></tr> <tr><td>Multiple ethnic group: Other</td><td>2</td></tr> <tr><td>Black/African/Caribbean/Black British: Other Black</td><td>2</td></tr> <tr><td>-</td><td>1</td></tr> <tr><td>Asian/Asian British: Chinese</td><td>1</td></tr> <tr><td>Asian/Asian British: Indian</td><td>1</td></tr> <tr><td>White: Irish</td><td>1</td></tr> <tr><td>Asian/Asian British: Pakistani</td><td>1</td></tr> <tr><td>Asian/Asian British: Other</td><td>1</td></tr> </tbody> </table>	Ethnic group	Sum of Contact Counter	Black/African/Caribbean/Black British: African	11	White: other	10	White: English/Welsh/Scottish/Northern Irish/British	10	Black/African/Caribbean/Black British: Caribbean	8	Prefer not to say	7	Other ethnic group: Any other ethnic group	4	Asian/Asian British: Bangladeshi	2	Multiple ethnic group: White and Black Caribbean	2	Multiple ethnic group: Other	2	Black/African/Caribbean/Black British: Other Black	2	-	1	Asian/Asian British: Chinese	1	Asian/Asian British: Indian	1	White: Irish	1	Asian/Asian British: Pakistani	1	Asian/Asian British: Other	1			
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<p>Religion/belief</p>	<p>A breakdown of religious groups in RBKC from the 2021 census are:</p> <table border="1"> <tbody> <tr> <td>Buddhist</td> <td>1.1%</td> <td>Jewish</td> <td>1.9%</td> <td>Other</td> <td>0.7%</td> </tr> <tr> <td>Christian</td> <td>48.4%</td> <td>Muslim</td> <td>11.8%</td> <td>No religion</td> <td>24.8%</td> </tr> <tr> <td>Hindu</td> <td>1.1%</td> <td>Sikh</td> <td>0.2%</td> <td>did not answer</td> <td>10%</td> </tr> </tbody> </table> <p>RBKC religion</p> <table border="1"> <caption>RBKC religion data</caption> <thead> <tr> <th>Religion</th> <th>Sum of Contact Counter</th> </tr> </thead> <tbody> <tr><td>Christian</td><td>30</td></tr> <tr><td>No religion</td><td>12</td></tr> <tr><td>Muslim</td><td>11</td></tr> <tr><td>Prefer not to say</td><td>7</td></tr> <tr><td>-</td><td>2</td></tr> <tr><td>Jewish</td><td>2</td></tr> <tr><td>Self describe</td><td>2</td></tr> <tr><td>Other</td><td>1</td></tr> </tbody> </table>	Buddhist	1.1%	Jewish	1.9%	Other	0.7%	Christian	48.4%	Muslim	11.8%	No religion	24.8%	Hindu	1.1%	Sikh	0.2%	did not answer	10%	Religion	Sum of Contact Counter	Christian	30	No religion	12	Muslim	11	Prefer not to say	7	-	2	Jewish	2	Self describe	2	Other	1	<p>Neutral</p>
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Self describe	2																																					
Other	1																																					

SECTION 5: Sign-off

Head of Service Name	Shazia Ghani
Contact Email	Shazia.Ghani@rbkc.gov.uk
Date of sign off	29-7-24
<p>Review It is important to consider equalities issues at every stage of the process. Remember an EqIA is a live document which means it must be regularly reviewed and updated considering new evidence or information, for example, have you now completed your consultation or has there been news on funding. Please ask your Director or Head of Service to sign-off at every review stage. You can have as many reviews as are appropriate for your work.</p>	
Date of 1 st Review	
Name of Reviewer	
Director signature	
Date of 2 nd Review	
Name of Reviewer	

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Director signature	
Date of 3 rd Review	
Name of Reviewer	
Director signature	