

Community and Equality Impact Assessment

As an authority, we have made a commitment to apply a systematic equalities and diversity screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

About the service or policy development

Name of service or policy	Substance Misuse Procurement (Young People)
Lead Officer	Jill Williams
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Why is this service or policy development/review needed?

This review is required because a new contract for the Young People’s Substance Misuse Service (“the service”) is being procured. The treatment of addiction has cross cutting implications for the community. For example, the service works with young people in the criminal justice system who may struggle with addiction. The recently completed Barking and Dagenham Cultural Competency Review found that a distrust of agencies is a factor around access to treatment services e.g. the Black community and specific Eastern European communities. Working with young members of the LGBTQI+ community supports self-acceptance reducing the increased risk of substance misuse found in adult members of the community (Bachmann & Gooch 2018; Boyle, Labrie, Costine & Witkovic 2016; Valentine & Maund 2016). The provision of an effective substance misuse service that is flexible to meet the needs of young people from marginalised groups in the local population is critical to reducing inequalities.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
 Look at what you know. What does your research tell you?

Please state which data sources you have used for your research in your answer below

Consider:

- National & local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with ‘protected characteristics’. The table below details these groups and helps you to consider the impact on these groups.
- It is Council policy to consider the impact services and policy developments could have on residents who are socio-economically disadvantaged. There is space to consider the impact below.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	P			Reduce the harm of substance misuse in the community amongst young people supporting reduction of county lines activity and the impact of knife crimes on young people.	Providing psychosocial interventions and advocacy to young people and adults in a variety of settings with the aim of reducing the level of substance misuse related problems and achieve improvement in health, social, psychological, legal, welfare and life chances of young people who are vulnerable through use of illicit drugs and/or alcohol and hidden harm. This also involves joint working with other agencies including the Youth Offending Service and CAMHS and the Adult Substance Misuse Service in relation to young adults.
Age	P			The service provides ensure access to specialist treatment for addiction open to all young people from early teens to age 18 years. The service will also support transitional work with the adult substance misuse service for young adults aged 18-24 who may require additional support.	The service is staff by skilled workers who work specifically with young people providing age appropriate psychosocial and health interventions to support young people to stop or reduce their drug intake. Age-appropriate care includes awareness of the legal position around working with young people including aspects such as Gillick Competence and Fraser Guidelines where staff assesses whether a person under 16 years is or is not capable of making a decision around treatment. The transitional age group is where the service user is an adult but who may need additional individualised support to engage with adult service such as
Disability	P			The service will enable better	The service will support young people with disabilities by co working with relevant agencies supporting young people with

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

			coordination between the service and social care agencies to deliver better support for young people with disabilities to access treatment for addiction.	disabilities offering assessment, advice and psychosocial interventions for the treatment of addiction tailored to meet the needs of a particular individual.
Gender reassignment	p		The service enables provision for the young members of the LGBTQI+ community to treat addiction and support self-acceptance of self thereby reducing increased risk of substance misuse in adulthood.	Each service user has their own worker who provides a individually tailored treatment plan. The service provides a confidential knowledgeable space for young people to share their thoughts around their identity and how their experiences impact their use of substances.
Marriage and civil partnership		N	The provision of substance misuse services will not directly impact this protected characteristic.	
Pregnancy and maternity	P		The service will provide appropriate support in relation underaged pregnancy and maternity and addiction.	Appropriate support includes joint working with maternity and social services, safeguarding, advocacy, providing expert clinical advice around pregnancy and substance misuse to support the young person through their pregnancy if they wish it to continue. Sexual health advice also forms part of the work with young people.
Race (including Gypsies, Roma and Travellers)	P		The service will aim to increase uptake by the different	Skilled workers provide trauma informed psychosocial interventions as per service specification meeting young people where they are in the community e.g. schools, Youth Offending Service which helps build

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

			demographics currently underrepresented in treatment and who may be distrustful of agencies.	trust and engagement. The service is non-judgemental and sensitive to the cultural needs of key cohorts in the borough. Offering a trauma informed approach is a requirement of the service specification.
Religion or belief	P		The service will support greater awareness of substance misuse in young people to religious organisations in Barking and Dagenham.	This will be achieved by outreach to religious organisations providing advice and informing parents, care givers of where support is available.
Sex	P		While boys and young men have a higher risk of suicidality the rate for girls and women under 24 years is has been increasing over the past 10 years nationally. Provision of services that support healthy self-acceptance and boundaries contributes to the protection of these vulnerable cohorts (ONS 2021).	The service works closely with CAMHS to offer support to young people with mental health vulnerabilities and substance misuse issues. The service will adopt trauma informed practice which is sensitive in identifying mental health vulnerabilities and possible neurodivergence. This is particularly important with girls and young women who often mask aspects of neurodivergence, for example, resulting in accumulative stress which may manifest in self-harm activities and increased risk of suicidality and uncertainties in gender identity. Boys and young men may be at greater risk of knife crime and working jointly with the Youth offending service promotes allows a focus on both psychological trauma and associated substance misuse and crime.
Sexual orientation	P		The service enables provision for the young members of the LGBTQI+ community to	Each service user has their own worker who provides a individually tailored treatment plan. This provides a confidential knowledgeable space for young people to share their thoughts around their sexual orientation and how

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

				<p>treat addiction and support healthy self-acceptance thereby reducing increased risk of substance misuse in adulthood</p>	<p>their experiences impact their use of substances.</p>
<p>Socio-economic Disadvantage</p>	<p>P</p>			<p>A key aim of public health funded services is to reduce health inequalities in society. These include avoidable differences in health between groups which is often linked with socio-economic disadvantage.</p>	<p>The service is an open access service which supports young people to stop using drugs by providing individualised expert interventions. This allows young people who may have stopped going to school, for example, because of their drug use to return to school completing their education and therefore increasing opportunities to go onto training on leaving school. The service also works closely with the Youth Offending Service enabling young offenders to deal with any addiction issues and supporting work on offending to help re entry into education, training or employment. This decreases risk of drug taking and associated offending being sustained into adulthood with all its associated harms and health inequalities. The service maintains regular contact with schools and colleges within the borough.</p>
<p>Any community issues identified for this location?</p>					

References

Bachmann, C. & Gooch, B. (2018). LGBT in Britain: Health Report. Retrieved from https://www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf

Boyle, S., Labrie, J., Costine, L. & Witkovic, Y. (2016). "It's how we deal": Perceptions of LGBT peers use of alcohol and other drugs to cope and sexual minority adults' own substance motivated substance use following the Pulse nightclub shooting. *Addictive Behaviours*, 65 (2017), 51-55. Retrieved from www.elsevier.com/locate/addictbeh

Lindsell, H. (2023) Barking and Dagenham Cultural Competency Review

Office of National Statistics (2021) at [Suicides in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Valentine, V. & Maund, O. (2016). Trans Inclusion in Drug and Alcohol Services. Retrieved from <https://www.scottishtrans.org/alcohol-and-drug-services>

1. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation, please include:

- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

Consultation with community stakeholders such as the Youth Offending Service was conducted in relation to race and ethnicity in the Cultural Competency Review and included a survey of professional organisations in the borough including the Youth Offending Service.

How well local treatment services are outreaching their young population is shown by the National Drug Treatment Monitoring System (NDTMS). NDTMS data provides quarterly performance data of local substance misuse services and includes demographic profiles. There will be a requirement for the new service to provide service user feedback in order that the service quality can be assessed qualitatively including how well it delivers treatment to members of the community.

2. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Quarterly NDTMS data is collected	Each quarter	Service Provider
Service Specification/Contract to manage the performance of the service ensuring that it is meeting the requirements of an inclusive service.	Each quarter	Council
Any incoming service will undertake an equality impact assessment within 6 months of mobilisation geared to the development of a new service.	TBC	Service Provider

3. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the wider community.

Take some time to summarise your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

Implications/ Customer Impact

Substance misuse treatment services provide an important local resource for the treatment of addiction. The Young People's Service will provide an individualised package of support of young people with addiction issues including those with protected characteristics as defined by the Equality Act (2010). As a result it helps support reduction of health inequalities in relation to marginalised communities within Barking and Dagenham. Addiction services have a mostly positive impact on the experience of inequalities in relation to the EA (2010) protected characteristics as described above. In terms of young people treating addiction early on reduces the risk of addiction continuing into adulthood, including associated criminal activity, thereby increasing a young person's life chances going forward.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Matthew Cole	Director of Public Health	06/06/23