

**APPENDIX 1**

<b>Subject/Title</b>	FDAC (Family Drug and Alcohol Courts)
<b>Project Lead Officer (Name and Jon Title)</b>	Sarah Whittle – Public Health Strategic Lead
<b>Assistant Director / Director</b>	James Mallion
<b>Department</b>	Public Health
<b>Directorate</b>	Public Health

<b>EIA Start Date</b>	<b>EIA Completion Date</b>
15 <sup>th</sup> July 2024	15 <sup>th</sup> July 2024

**PURPOSE OF THE EQUALITY IMPACT ASSESSMENT**

Page 13

An Equality Impact Assessment (EIA) aims to examine whether a proposal will contribute to or alleviate inequalities in Tameside through assessing the potential impacts the proposal may have on people with ‘protected characteristics’. (A ‘proposal’ here includes any strategy, policy, service change, or project).

‘Protected characteristics’ are attributes that people have or experiences that people may go through which can result in marginalisation or disadvantage. Under the Equality Act 2010, there are nine legally mandated protected characteristics to consider:

- Age
- Sex
- Race (including colour, nationality, and ethnicity)
- Religion or belief
- Disability
- Sexual orientation

## Tameside Metropolitan Borough Council Equality Impact Assessment Form

- Gender identity<sup>1</sup>
- Pregnancy and maternity
- Being married or in a civil partnership

Tameside Council has classified further characteristics as protected, referred to as 'extra protected characteristics'. These are below:

- Carers
- Cared for Children and Care Leavers
- Ill Mental Health
- Neurodivergence
- Socio-Economic Disadvantage

Conducting an Equality Impact Assessment based on these protected characteristics will aid compliance with the Public Sector Equality Duty (Equality Act 2010, section 149), which requires that all public bodies pay 'due regard' to the three general aims of the Public Sector Equality Duty:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Having 'due regard' involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

### EQUALITY IMPACT ASSESSMENT CORPORATE STANDARDS

Due to the important ethical and legal aims of the Equality Impact Assessment (EIA), there are several corporately agreed criteria which should be fulfilled when completing EIAs:

---

<sup>1</sup> We have rearticulated 'gender reassignment' under the Equality Act 2010 as 'gender identity'. An explanation for this is given in the definitions of protected characteristics in STEP FIVE.

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



- An EIA is required for all formal decisions that involve changes to service delivery. For all other proposals, an EIA must be considered.
- The decision as to whether an EIA is undertaken rests with the Project Lead Officer in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not completed, the reason(s) for this must be detailed within the appropriate report.
- EIAs must be timely and completed alongside the development of any proposal. The findings of any potential detrimental or inequitable impact that may occur through the implementation of the proposal on residents, service users, or staff must be brought to the attention of the decision maker in the accompanying report. Appropriate mitigations must be integrated into the development of the proposal.
- EIAs should be carried out by at least two people. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing 'due regard' to the necessary equality duties.

## INITIAL SCREENING

Purpose:	To identify which proposals need to proceed to Part II of the EIA Process – the full EIA.
----------	---

## Step 1: Summarise the proposal

1a.	Proposal Title:	FDAC (Family Drug and Alcohol Court)
1b.	Proposal Aims:	This report outlines proposals to implement the Family Drug & Alcohol Court (FDAC) model in Tameside, which provides an alternative approach to court proceedings within Children’s Social Care, where there are drug & alcohol issues in the household. This model is in operation in other parts of Greater Manchester and has good evidence that it will result in fewer children being taken into care in these cases, which will improve outcomes and reduce placement costs to the council.

Page 239

		<p>There are substantial numbers of families in contact with Children’s Social Care in Tameside due to issues with drugs &amp; alcohol. There is a strong evidence base for the FDAC model and a strong track record of delivering this from the Greater Manchester team based in Stockport.</p> <p>The proposal is to invest £0.263m from Public Health reserves over the next three years to trial implementation of the FDAC approach in Tameside. This has been included as an invest-to-save proposal as part of the Medium Term Financial Strategy. This capacity will be purchased from the established FDAC team in Stockport (approx. cost £17.5k per case) under a 3-year partnership agreement. Evidence and evaluation from other areas shows that this approach results in more children staying at home with their families, reducing social care placement costs for the council. In additional we would like to be able to secure up to 10 further cases over the 3 year period on a activity and needs basis</p>
<p>Page 240</p> <p>1c.</p>	<p>Context:</p>	<p>Family Drug and Alcohol Courts (FDACs) offer an alternative to standard care proceedings involving parental drug or alcohol misuse, using a “problem solving” approach to support parents to reduce their substance misuse issues. The primary aim is to improve outcomes for children and families, ensuring that children can either live safely with parents at the end of care proceedings or, where reunification is not possible, have the best chance for permanency and stability outside the family home.</p> <p>FDAC is a therapeutic problem-solving court process and is distinctive because it provides:</p> <ul style="list-style-type: none"> <li>➤ Trained judges who motivate parents and a specialist multi-disciplinary FDAC team collaborate to give parents a ‘trial for change.’</li> <li>➤ Judicial continuity - Judges stay with a case from first to final hearing.</li> <li>➤ Non lawyer reviews - Fortnightly review hearings with the judge without lawyers present.</li> <li>➤ Parents being subject to regular testing for drug and alcohol use</li> <li>➤ A specialist, multi-disciplinary team which assists the judge, delivers interventions and assessment with parents and co-ordinates a network of services to promote change.</li> </ul> <p>The presence of a clinical psychologist is central to formulation and can reduce the burden on parents to complete additional independent psychological assessments. The presence of a highly experienced team enables parents to access specialist support during proceedings at the most critical time and avoid waiting lists.</p> <p>One of the most important elements of FDAC are the non-lawyer reviews (NLR). The NLR gives parents the opportunity to speak directly with the judge about their progress without lawyers present every 2 weeks. It is also</p>

Page 241	<p>important to note that the programme requires parents to be willing to engage with the approach. This cannot be a mandated programme and requires the consent and willing participation from the parents.</p> <p><b>RATIONALE &amp; EVIDENCE</b></p> <p>Communities in Tameside face a high degree of harm from the impact of drugs &amp; alcohol use. This also has a disproportionate impact on children when they are living in a household where their parents/carers have drug &amp; alcohol misuse issues. This can be seen in recent benchmarking work completed by IMPOWER which demonstrates that Tameside has much higher numbers of children’s social care assessments where drug and alcohol misuse are cited as risks.</p> <p>There is also a strong evidence base demonstrating the effectiveness of the FDAC model in terms of supporting parents to address their addictions and care for their children, resulting in fewer children being taken into the care of the local authority. In 2023, Foundations (the national ‘What Works Centre’ for children &amp; young people) published a national evaluation of FDAC, which compared all cases from 14 FDAC sites with a matched comparison group in the most comprehensive study of the model to date. Children in FDAC sites had a lower probability of being placed in local authority care compared with non-FDAC care proceedings (28.6% versus 54.7%). Link to full report can be found here <a href="#">Family Drug and Alcohol Courts - Foundations</a> Headlines from the evaluation are outlined in Figure 1 below:-</p> <p>In addition to the quantitative outcomes from evaluation of existing FDAC programmes, there are some key qualitative aspects regarding the success of the model. The Centre for Justice and Innovation recently carried out a review of all evaluation that has been carried out to date (Family drug and alcohol courts: The evidence) and this suggests;</p> <p>There is strong evidence that being in FDAC significantly increases the likelihood of children being reunified with their parents at the end of care proceedings. There is promising evidence that the family reunifications created by FDAC are safer and more stable than those in standard proceedings. This stability is likely to cut the likelihood of recurrent care proceedings.</p>
----------	--

**VALUE FOR MONEY**

FDAC has been subject to previous value for money (VfM) studies, including analysis which showed it generated significant avoided costs: In 2011, Harwin et al found FDAC generated immediate cost savings, including less time in foster care for children (at an average savings of £4000/family) and reduced court costs (£1882/family<sup>2</sup>).

- In 2012, Ernst & Young with Ryan Tunnard Brown estimated that FDAC saved the public purse £40,000 per year for each family that were reunified.
- A VfM analysis, conducted by the Centre for Justice Innovation (CJI) and funded by Department for Education, found that FDAC broke even within two years of the start of the case (through the avoided cost savings generated by FDAC) and for each £1 in initial investment, £2.30 was saved over five years<sup>3</sup>.

Recent cost-benefit analysis work by Apteligen (2020/21) on behalf of the Centre for Justice Innovation suggests that FDAC is a significantly less expensive way of hearing care proceedings than the standard approach. The best-case scenario suggests that, for the investment in one FDAC team to hear 30 cases (covering 42 children), FDAC pays back original investment of £540,000 and generates savings of over £500,000 within proceedings (i.e. within 6-9 months) and generates an additional £700,000 in savings post-proceedings, resulting in net savings of £1,200,000.

**FDAC PROPOSAL FOR TAMESIDE**

Following a period of scoping and engagement with internal and external stakeholders (including look backs by Children’s Social Care at caseloads to determine suitability of the model; and discussions with substance misuse leads and the FDAC team in Stockport), FDAC was viewed as a favourable approach for Tameside families. This

<sup>2</sup> Harwin et al(2011) the Family Drug and Alcohol Court (FDAC) Evaluation Project. Brunel University

<sup>3</sup> Whitehead & Reeder. (2016). Better Courts: the financial impact of the London Family Drug and Alcohol Court. Centre for Justice Innovation

has also been included in IMPOWER scoping work for the Medium Term Financial Strategy, linked to the longer term financial savings this approach will realise.

The FDAC team in Stockport have the capacity to provide the capacity to support a number of cases to go through the FDAC model, on behalf of other local authorities. The capacity to support a small number of cases will be purchased directly from Stockport FDAC team, with input from our own legal and social work teams, and Change Grow Live (CGL) who are our current Drug and Alcohol Recovery and Treatment provider.

Once approval is gained and relevant agreements are in place, the FDAC team will arrange and facilitate staff training for Tameside’s legal and social work teams (current target date, October 2024) which will be followed by full on boarding of the approach and starting the process of identifying relevant cases. The FDAC legal team have a track record of establishing this process so will be ready for implementation immediately.

The FDAC team in Stockport who will be supporting these cases are an experienced multi-disciplinary team which will include the following key roles –

- 1 service lead (social work qualified)
- 2 senior social workers and 1 social worker
- 1 specialist domestic abuse worker
- 1 specialist substance misuse worker
- 1 parenting worker
- 1 specialist clinical psychologist
- 1 business support.

These dedicated roles will add value as they will also link in and work jointly with our own TMBC social care and legal teams. It is important to note that, in all cases, the TMBC social care and legal teams retain all decision making. The FDAC team produce reports and make recommendations but these can be overruled by social care teams if they do not agree.

We will also ensure there are appropriate links to other existing provision that families engage in to ensure a whole system approach, joint working and to avoid duplication. These will include CGL (Change Grow Live), Probation, Department of Work and Pensions, Mental Health services, and the domestic abuse support service.

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



		This proposal is linked to Tameside’s Medium Term Financial Strategy. There is an objective to save around £0.150m pa from 25/26 from the Children’s Services budget. The ambition of the model will be to support as many families as possible, for the best outcomes. The evidence suggests that this approach will realise substantial long term savings. The programme will be thoroughly evaluated to capture the impact and cost avoidance as a result of this work.
1d.	Stakeholders:	Tameside Children’s Social Care Tameside Adult Social Care CGL (Change Grow Live) Tameside Public Health Stockport FDAC Team Families in Tameside

Page 244

## Step 2: Impact Analysis – identify the impacts

Purpose:	To identify potential impacts the proposal may have on people with protected characteristics.
----------	---

### SEE INSTRUCTION:

Each potential impact can be classified as ‘direct’ or ‘indirect’.

A **direct impact** occurs when the proposal is targeted at a particular group. For example, if libraries closed down children’s areas, this would directly impact children under ‘Age’.

An **indirect impact** occurs when the proposal is more general or universal, but it has a knock-on effect on people with particular protected characteristics. For example, if a pelican crossing is removed due to construction or highway changes, this would indirectly impact people with disabilities (‘Disability’), the elderly (‘Age’), people with children or who are pregnant (‘Pregnancy/Maternity’).

If a detrimental direct or indirect impact is identified, an appropriate **mitigating action** should be integrated into the development of the proposal. A mitigating action is an adjustment to the proposal that will reduce or minimise the impact. This is covered in STEP SIX of the EIA Process.

# Tameside Metropolitan Borough Council Equality Impact Assessment Form

The Impact Analysis is separated between two steps: STEP TWO (here) and STEP FIVE (below). In this step:

- State whether any direct or indirect impacts have been identified under each protected characteristic.
- List the impacts identified under each protected characteristic.
- Identify whether a mitigation action is required.

There is **no requirement** at this stage to provide the detailed evidence about each impact or identify specific mitigating actions.

When identifying impacts, think about:

- Information and intelligence you have access to (e.g. data that is publicly available)
- Experiences and knowledge of residents and service users
- Experiences and knowledge of colleagues, including frontline staff
- Experiences in other local boroughs, particularly Greater Manchester and statistical neighbours
- Research reports from think tanks, academia, government organisations, and charities

**'Multiple marginalisation'** – how the proposal may impact people with combinations of protected characteristics (e.g. Age and Race/Ethnicity) rather than consider each protected characteristic singularly. A proposal may impact people with one combination of protected characteristics more than another combination of protected characteristics. For example, moving a service from physical to digital provision may detrimentally affect elderly people of Bangladeshi backgrounds more than elderly people of a White British background.

Page 245

Protected Characteristic	Direct Impact	Indirect Impact	Mitigation Required
<i>Select yes or no from the drop-down list in each box to identify whether any direct or indirect have been identified under each protected characteristic, and also select yes or no to determine whether a mitigating action is required. Subsequently, list these impacts.</i>			
Age	No	Yes	No
Sex	No	No	No
Race (including colour, nationality, and ethnicity)	No	No	No
Religion or Belief	No	No	No

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



Disability	No	Yes	Yes
Sexual Orientation	No	No	No
Gender Identity	No	No	No
Pregnancy/Maternity	No	No	No
Marriage/Civil Partnership	No	No	No
Carers	No	Yes	No
Cared for Children and Care Leavers	Yes	Yes	Yes
Mental Health	No	No	No
Neurodivergence	No	No	No
Socio-Economic Disadvantage	No	Yes	Yes
Multiple Marginalisation	Yes	Yes	Yes

Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

## Step 3: Initial Screening Sign Off

Purpose:	To determine whether a proposal should proceed from the Initial Screening to the Full Equality Impact Assessment.
----------	---

# Tameside Metropolitan Borough Council Equality Impact Assessment Form

**SEE INSTRUCTION:**

A full Equality Impact Assessment should be undertaken when:

- There is a formal decision relating to changes in service delivery
- A detrimental impact against a protected group has been identified, irrespective of whether the impact is direct or indirect
- There are substantial, important gaps in knowledge that prevent proper consideration of the proposal’s potential impacts

**Sign off is only required if the Initial Screening does not proceed to the Full Equality Impact Assessment.**

1e.	Does the proposal require a full EIA?	<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
1f.	If you are not undertaking a full EIA, please provide justification as to why not.		

Page 247

This initial screening has been completed by the EIA Lead Officer:	Name:	Sarah Whittle
	Signature:	<i>S J Whittle</i>
	Department:	Public Health
	Date:	July 2024
This Initial Screening has been checked by the Assistant Director / Director:	Name:	James Mallion
	Signature:	
	Department:	Public Health

Tameside Metropolitan Borough Council Equality Impact Assessment Form



Date:

July 2024

FULL EQUALITY IMPACT ASSESSMENT

Step 4: Issues to Consider

**SEE INSTRUCTION:**

***Data and Intelligence***

The following types of data can potentially be accessed:

- Publicly available national data (e.g. from the Local Authority Interactive Tool, ONS, NOMIS, NHS Digital, relevant government departments)
- Local data
- Service user information

It is also worth considering how this data can be used, for example:

- Benchmarking data for Tameside against other local authorities, e.g. local authorities in Greater Manchester, statistical neighbours
- Whether national or regional data can be applied to Tameside
- Whether data at a smaller geographical scale than Tameside is required, e.g. by ward, by MSOA/LSOA

Further intelligence can be gathered from the following:

- Research reports from think tanks, academia, government organisations, and charities
- Policy briefings
- Academic papers (which can be found through search engines, e.g. Google Scholar)

Data and Intelligence	
4a.	Harwin et al (2011) the Family Drug and Alcohol Court (FDAC) Evaluation Project. Brunel University 1Whitehead & Reeder. (2016). Better Courts: the financial impact of the London Family Drug and Alcohol Court. Centre for Justice Innovation Family Drug and Alcohol Courts - Foundations

Page 249

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



**SEE INSTRUCTION:**

**Consultation and Engagement**

It is expected that you will engage with potential impacted groups on this proposal when undertaking the Equality Impact Assessment to better understand potential impacts on people with protected characteristics.

Engagement can occur through:

- A general consultation/engagement exercise on the proposal (e.g. a survey), where space is provided to discuss impacts on people with protected characteristics
- Regular channels of engagement or feedback e.g. a service user panel that you already operate
- Input from colleagues (particularly frontline staff) and partners (e.g. the VCSE sector)

Alternatively, insights can be retrieved from engagement or consultation exercises that have previously occurred.

Consultation and Engagement		
4b.	Has any consultation or engagement been conducted that is relevant to this Equality Impact Assessment?	<input checked="" type="checkbox"/> YES <span style="margin-left: 200px;"><input type="checkbox"/> NO</span>
		<span style="display: inline-block; width: 45%; text-align: center; color: blue;">If YES, answer 4c-4e.</span> <span style="display: inline-block; width: 45%; text-align: center; color: blue;">If NO, answer 4f.</span>
4c.	Engagement Undertaken:	<ul style="list-style-type: none"> <li>• Drug and Alcohol Greater Manchester Transformation Board</li> <li>• Greater Manchester Children’s Board</li> <li>• Directors of Children’s Social Care Round Table with the GM Deputy Mayor</li> <li>• Tameside Children’s Social care directors and heads of service</li> <li>• CGL (Change Grow Live)</li> </ul>
4d.	Who has been engaged with?	North West partnership representatives from Public Health, GMCA Drug and Alcohol Teams, Greater Manchester Police, Greater Manchester Fire and Rescue Service, Members of Tameside Adult and Children’s Social Care and a range of internal Public Health Colleagues Stockport FDAC Team/Host

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



4e.	Outcomes of Engagement:	All stakeholders support this approach in Tameside
4f.	If engagement has not been undertaken, please explain why.	NA

Page 15 of 15

**SEE INSTRUCTION:**

**Legislative Drivers**

It is worth considering any legislative drivers that may influence the Equality Impact Assessment:

- Legal duties that services have to abide by, including the Public Sector Equality Duty
- Case law and judicial review, particularly instances where similar services have been provided and challenged, and as a result, have needed to change

Legislative Drivers	
4g.	NA

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



**SEE INSTRUCTION:**

**Financial Considerations**

It is worth considering any financial considerations that may influence the Equality Impact Assessment, e.g. budgeting, available resources, etc.

This is particularly in relation to mitigating actions that are identified in STEP SIX, which are needed to reduce potential impacts of the proposal at hand.

It may be worth thinking about how mitigating actions can serve as opportunities for innovation.

Financial Considerations	
4g.	NA

Page 252

## Step 5: Impact Analysis – evidence the impacts

Purpose:	To provide evidence of the potential impacts identified under each protected characteristic.
----------	--

**FOR DEFINITIONS OF PROTECTED CHARACTERISTICS, EXPAND THE INSTRUCTION BELOW.**

**SEE INSTRUCTION:**

This step constitutes the second part of the Impact Analysis. In this step, under each protected characteristic, each potential impact should be listed and categorised (e.g. Direct or Indirect), and the evidence for each potential impacts should be provided. The potential impacts that have been identified will likely be the same as those that have been identified in STEP TWO. However, these may have changed or new impacts may be identified, due to the gathering of further evidence.

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



Evidence can be quantitative (numerical) or qualitative (non-numerical), addressing the ‘what’, ‘who’, ‘how’, and ‘why’ of potential impacts. Refer to the guidance on Data/Intelligence and Consultation/Engagement identified in Step 4 to assist with the evidence that can be included in the Impact Analysis.

When listing the impacts, it will help to number each impact. This will help navigate the form when identifying mitigating actions under STEP SIX.

Do not feel constrained by the space provided in the table. To add a new row, right click on the bottom row, then select ‘Insert Item After’ or click the + button. Also, each box will expand downward as the information is entered. However, when entering data tables, copy and paste as pictures; if entered as tables, it will alter the layout of the Impact Analysis form.

The definitions of protected characteristics are below:

<b>Age</b>	A person’s specific age or age group. An age group can be numerical (e.g. 18-30) or descriptive (e.g. ‘the elderly’, ‘teenagers’, etc.).
<b>Sex</b>	A person’s biological sex, whether a person is male, female, or those who are differently sexed (e.g. intersex). This does not include sexual orientation and gender identity, which are analysed separately.
<b>Race (including colour, ethnicity, and nationality)</b>	How people identify themselves or are identified in society according to their skin colour, physical features, and national/cultural identity. This can cover: <ul style="list-style-type: none"> <li>• Racial identities (e.g. White, Black, Asian)</li> <li>• Ethnic identities (e.g. Jamaican, Arab, Persian, Jewish, Irish, Gypsy/Roma)</li> <li>• Nationalities</li> <li>• Languages spoken – whether English is the first or additional language</li> <li>• Refugee and asylum status</li> </ul>
<b>Religion or Belief</b>	Any religion or belief that a person follows or subscribes to. It includes the commonly recognised religions (such as Christianity, Islam, Hinduism, Judaism, Buddhism, and Sikhism) and the different groups within each religion (e.g. in Christianity, it can cover Catholicism, Protestantism, etc.; in Islam, it can cover Sunni Islam, Shia Islam, Sufism, etc.). It also applies to religions that are not necessarily well known (e.g. Jainism, Baha’i Faith) as well as people who do not have any religious belief (e.g. those ascribing to Humanism and Atheism).
<b>Disability</b>	Physical or mental conditions that have substantial and long-term adverse effects on people’s abilities to carry out day-to-day activities. This covers a wide range of disabilities: <ul style="list-style-type: none"> <li>• Physical and mobility impairments</li> <li>• Sensory impairments (e.g. sight, hearing)</li> <li>• Learning disabilities</li> <li>• Progressive conditions (e.g. neurodegenerative disorders, muscular dystrophies, dementia)</li> <li>• Fluctuating and recurring conditions (e.g. rheumatoid arthritis, epilepsy, myalgic encephalitis)</li> <li>• Organ-specific disorders (e.g. respiratory conditions, cardiovascular diseases)</li> </ul>

Page 253

# Tameside Metropolitan Borough Council Equality Impact Assessment Form

	<ul style="list-style-type: none"> <li>• Auto-immune conditions</li> </ul>
<b>Sexual Orientation</b>	The orientation that a person has toward another person of any sex or gender. Common orientations are towards people of the opposite sex/gender (e.g. heterosexual/ straight), towards people of the same sex/gender (e.g. a gay man or lesbian), or towards multiple sexes/genders (e.g. bisexual or pansexual). There are other orientations that should be considered (e.g. asexual – a person who does not experience sexual attraction). A person’s orientation can be sexual, romantic, or emotional.
<b>Gender Identity</b>	The gender that a person identifies with. People most commonly identify with the gender that matches their sex assigned at birth – i.e. as a man or woman. People who are trans identify with a gender that is different to their sex assigned at birth. Included amongst people with trans identities are people “proposing to undergo, undergoing, or having undergone a process to reassign sex”. This is the legal definition for ‘gender reassignment’ under the Equality Act 2010. However, this legal definition does not include trans people who do not choose to undertake the medical transitioning process and people with other gender identities (e.g. those who identify as non-binary, gender fluid, etc.).
<b>Pregnancy/Maternity</b>	‘Pregnancy’ refers to when a person is pregnant and expecting a baby. Any person who can become pregnant should be considered – e.g. women, trans men, and people with different gender identities. This should also cover all aspects of the pregnancy journey, including those who have been affected by miscarriage.
	‘Maternity’ refers to the period following the birth of the child. In employment, this is related to parental leave. In the non-work context, this is related to unfavourable treatment relating to being a mother or parent. Legally, for the latter, protection is applied for 26 weeks. An important aspect of maternal/parental discrimination is <i>breastfeeding</i> .
<b>Marriage/Civil Partnership</b>	A person’s marital status in law, whether a person is married or in a civil partnership to another person of the opposite sex or same sex.
<b>Carers</b>	Any person who provides unpaid care for a partner, family member, or friend due to illness, disability, frailty, a mental health problem, or an addiction. The person being provided care cannot cope or finds it difficult to cope without that person’s care and support. A carer can have varying caring responsibilities, such as supporting people with everyday tasks (e.g. getting out of bed, bathing, etc.) or providing emotional support. This covers people who may not see themselves as ‘carers’, whom do not separate their caring responsibilities from the relationship that they have with the person for whom they provide care. Importantly, this covers young carers who provide care for their parents or other relatives.
<b>Cared for Children/ Care Leavers</b>	‘Cared for Children’ (sometimes known as ‘looked after children’) are children and young people in the care of the local authority due to their parents being unable to take care of them in a temporary or permanent capacity. ‘Care Leavers’ are any adult who have previously spent time in the care of the local authority.
<b>Ill Mental Health</b>	A person with a condition related to their psychological or emotional wellbeing. This includes a wide variety of conditions: <ul style="list-style-type: none"> <li>• Common mental health problems, such as depression or anxiety disorders</li> <li>• Trauma (e.g. Post-Traumatic Stress Disorder)</li> <li>• Severe mental illness (e.g. Psychosis/Schizophrenia or Bipolar Disorder)</li> <li>• Phobias (e.g. Agoraphobia)</li> </ul>

Page 2 of 4

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



<b>Neurodivergence</b>	A person whose mind works differently to neurocognitive styles that society regards as 'normal'. This includes a wide range of conditions and experiences: Autism, ADHD, Dyslexia, Dyscalculia, Dyspraxia, Dysgraphia, Epilepsy, Tourette's, Aphantasia/Synaesthesia, etc.
<b>Socio-Economic Disadvantage</b>	A wide range of experiences accruing from having a disadvantaged socio-economic status: having low or no income; living in absolute or relative poverty; unemployment or underemployment; living in substandard housing; being homeless or threatened with homelessness; food insecurity and poverty; fuel poverty; digital exclusion; etc.
<b>Multiple Marginalisation</b>	A wide variety of combinations of different protected characteristics that uniquely influence a person's experiences. Any combination of protected characteristics can be two or above (e.g. RACE/ETHNICITY and GENDER IDENTITY; CARE LEAVER, CARER, and SOCIO-ECONOMIC DISADVANTAGE).

<b>Impact No.</b>	<b>Protected Characteristic</b> <i>Select a protected characteristic from the drop-down list</i>	<b>Impact</b> <i>Identify the potential impact of the proposal</i>	<b>Impact Type (Direct/Indirect)</b> <i>Select 'direct' or 'indirect' from the drop-down list</i>	<b>Evidence</b> <i>Provide evidence regarding the proposal's potential impact (e.g. data/intelligence, findings from consultation/engagement, research reports, etc.).</i>
Page 255	Age	This will positively impact on both adults and children in families	Indirect	This FDAC model as an alternative to standard court proceedings where drugs and alcohol is a major factor. It will also provide the opportunity to decrease children coming into care through a trauma informed challenging but supportive programme that enables families to stay together and reduces demand on other services.
2	Disability	Ensure that the premises used for courts are accessible to all, including disabled access.	Direct	Access is a statutory requirement
3	Carers	This will positively impact on family members and informal carers who look after the children of those adults who are using substances.	Direct	FDAC cases are evidently more successful than standard proceedings for families to stay together and reduces demand on other services

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



4	Cared for Children/Care Leavers	As above	Direct	As above
5	Socio-Economic Disadvantage	Cost of travel to FDAC premises for twice weekly drug testing and panels	Indirect	Impact on families how have low incomes would be missing appointments which would result in them not being able to remain part of this process
6	Multiple Marginalisation	Often the families who engage in FDAC have a range of multiple disadvantages, including insecure housing, and co-occurring conditions	Direct	This has been evidence as part of the case finding process and also through the FDAC evaluations completed by Stockport (FDAC host)

Page 256

## Step 6: Plan mitigating actions

Purpose:	To identify mitigating actions to minimise potential detrimental impacts of the proposal on people with protected characteristics.
----------	--

<b>Impact No.</b> <i>Impact number from Impact Analysis</i>	<b>Impact</b> <i>Identify the impact being addressed</i>	<b>Mitigating Action and Rationale</b> <i>Describe the action required to reduce the detrimental impact identified in the Impact Analysis, and explain the rationale underneath and/or intended outcome.</i>	<b>Officer Responsible</b> <i>Identify who is responsible for implementing the mitigating action (name and department).</i>	<b>Timescale</b> <i>Provide the timeframe for when the mitigating action should be implemented.</i>	<b>Completed (Yes/No)</b> <i>Has the mitigating action been implemented?</i>	<b>Update</b> <i>Provide any progress updates below.</i>
<b>1 – Age</b>	This will positively impact on both	No mitigation required – this is a positive impact	NA	NA	NA	NA

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



	adults and children in families Ensure that the premises used for courts are accessible to all, including disabled access.					
<b>2 – Disability</b>	Ensure that the premises used for courts are accessible to all, including disabled access.	During the on boarding process we will ensure that the premises selected for families to access are fully accessible to all	Sarah Whittle	October 2024 – before ‘live’ date	TBC	Review in October
<b>3 – Carers</b>	This will positively impact on family members and informal carers who look after the children of those adults who are using substances	No mitigation required – this is a positive impact	NA	NA	NA	NA
<b>4 –Cared for Children/Care Leavers</b>	As above	No mitigation required – this is a positive impact	NA	NA	NA	NA
<b>5 – Socio-economic</b>	Cost of travel to FDAC premises for twice weekly drug testing and panels	Travel tickets are available to families via the FDAC team	FDAC Team in Stockport	Ongoing	Yes	Review annually

Page 257

# Tameside Metropolitan Borough Council Equality Impact Assessment Form

<b>6 – Multiple Disadvantage</b>	Often the families who engage in FDAC have a range of multiple disadvantages, including insecure housing, and co-occurring conditions	Ensure appropriate referral and pathways to other services are in place and reviewed	Tameside Children’s Social Care	Ongoing	Ongoing	Reviewed quarterly
----------------------------------	---	--	---------------------------------	---------	---------	--------------------

**Step 7: Sign-off**

**Purpose:** For the EIA Lead Officer to sign that the EIA is complete, and for the Assistant (Director) to counter-sign that they agree with the content of the EIA and that it is sufficiently robust.

This Equality Impact Assessment has been completed by the EIA Lead Officer:	Name:	Sarah Whittle
	Signature:	<i>SJ Whittle</i>
	Department:	Public Health
	Date:	July 24
This Equality Impact Assessment has been checked by the Assistant Director / Director, and signs that it is sufficiently robust and rigorous:	Name:	James Mallion
	Signature:	
	Department:	Public Health

Page 258

# Tameside Metropolitan Borough Council Equality Impact Assessment Form

Date: July 2024

## POST-IMPLEMENTATION REVIEW

### Step 8: Review EIA after implementation

**Purpose:** To update the EIA with any new impacts and to provide a progress update on mitigating actions.

#### SEE INSTRUCTION:

**This step should only be completed if the proposal has passed through the governance process where appropriate and has been implemented.** It should be completed at two stages:

- Six months after implementation
- Twelve months after implementation

The evidence in the Impact Analysis should serve as the baseline against which change can be measured.

The Post-Implementation Review can find out whether:

- The proposal has had any positive impacts on people with protected characteristics
- Mitigating actions to minimise detrimental impacts have worked
- There are impacts that were not foreseen in the Impact Analysis that need to be accounted for

Six Months After Implementation	Twelve Months After Implementation
To be carried out – October 2024	To be carried out - October 2025

Page 259

--	--