

## Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p><b>Name or Brief Description of Proposal</b></p>	<p><u>Phoenix @ Pause Southampton</u></p>
<p><b>Brief Service Profile (including number of customers)</b></p>	<p>A targeted service for women who have experienced repeat removals of children and are at risk of further pregnancies (and removals) in the future.</p> <p>The post-care proceedings support service is underpinned by the ‘Pause: Creating Space for Change’ model which has been evaluated by the DfE in 2017 and 2020. Southampton City Council (Phoenix Team) work in collaboration with the Pause charity to deliver the preventative service to 24 women over an 18-month period. During this time, all the women take a ‘pause’ in pregnancy and use a form of Long Acting Reversible Contraception (LARC) such as the implant, coil, or contraceptive injection to prevent pregnancy, allowing them time to focus upon themselves and their needs.</p> <p>The criteria for any Pause Programme (Nationally) is women aged 18-44, who are at risk of further pregnancy</p>

	<p>and removal, and have had 2 or more children removed within the last 5 years.</p> <p>The pilot service for the Phoenix @ Pause Southampton Team went live in September 2020. There are 19 women on the programme currently and the service has worked with 56 women in total across the 13 months to date.</p> <p>To note, within the initial scoping data there were 178 women who met the criteria for the Pause Programme in August 2020. This means 178 women had their children removed from their care at some point between 2018-2020 in Southampton City. 49 of those women were shortlisted anonymously by risk, 19 remain on the programme.</p>
<p><b>Summary of Impact and Issues</b></p>	<p>This service will impact on women in Southampton City who are at risk of having repeat pregnancies, whose lifestyles, choices and/or parenting would not be considered safe and appropriate to keep a child safe, and would likely lead to removal of a child.</p>
<p><b>Potential Positive Impacts</b></p>	<p>The service empowers women to protect themselves against further pregnancies whilst taking time to address their own needs, which are often highly complex, and improve their physical and mental health and wellbeing</p> <p>Prevention of pregnancy in this cohort of women will mean less children would be potentially removed to Local Authority Care. This will have a direct impact on the reduction of infant entries to care and the Care Proceedings which follow.</p>

	<p>Prevention of pregnancy and removal will result in women and children not having to experience the deep trauma caused by pregnancy and removal. This will lead to the women having no additional trauma and the opportunity to resolve existing trauma.</p> <p>The service offers support to women in all areas of their lives including sexual health, physical and mental health, housing and accommodation, benefits and money advice, safety, addiction, and substance abuse (non-exhaustive list).</p>
<b>Responsible Service Manager</b>	Natalie Pearce
<b>Date</b>	27/09/2021

<b>Approved by Senior Manager</b>	Steph Murray
<b>Signature</b>	
<b>Date</b>	

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	Women aged 18-44 are eligible for the programme. This bracket is considered 'child bearing age' by Pause. The service does not cover females under 18 years of age which could potentially leave this group without support around risk of pregnancies and removal of children.	Pause does not currently work with women younger than 18 as Pause is an adult intervention. Any women who are 17 and under would usually still be linked with looked after children (LAC) teams, and a nomination to approach her could be made, but not until her 18 <sup>th</sup> birthday. Women who are under 18 would

		fall into local provision of support in Southampton provided by No Limits.
<b>Disability</b>	<p>All women who can become pregnant will be eligible for the service if they meet the criteria of having 2 or more children removed permanently in the past 5 years.</p> <p>Women with disabilities, both physical and learning, need to be able to access the service and benefit from the support provided.</p>	The service engages with the Learning Disability Team and Adult Social Care to assist working with women with additional needs to enable the women to get the maximum from the Pause Programme.
<b>Gender Reassignment</b>	<p>Pause works with women who have or are at risk of their child(ren) being removed and works to break the cycle of pregnancies leading to repeat removals. In the case of male to female (MTF) gender reassignment, pregnancy would not be a risk factor, so the service would not benefit those individuals. In the case of female to male (FTM) reassignment, the risk of pregnancy is still a factor if the individual has not undergone gender reassignment surgery which would impact their fertility or ability to become pregnant. Individuals with FTM reassignment therefore need to be able to access the service.</p>	<p>Pause has worked with individuals who have been exploring their gender identity (FTM) and would continue to support them whilst they still meet criteria and are at risk for further pregnancies that could lead to a removal of the child. Care will be taken to safeguard these individuals from any transphobic behaviours and language- both from professionals and other women accessing the programme- and practice teams will be led by the person on their preferred pronouns and name. Advocacy and training will be provided for supporting these individuals.</p>
<b>Marriage and Civil Partnership</b>	<p>Marriage or civil partnerships are not anticipated to have impact on the access to, or</p>	

	ability to benefit from the programme.	
<b>Pregnancy and Maternity</b>	<p>All women who can become pregnant, along with the meeting the additional criteria, would be eligible for the programme.</p> <p>The only prerequisite element for a woman to work with Pause will be that they use long acting reversible contraceptive (LARC) or can evidence a firm desire to take a Pause in pregnancy. Women who do not wish to use contraception are therefore excluded and unable to benefit from the service, unless there is a medical reason for them being unable to use contraception.</p>	<p>The women are supported to attend the Sexual Health Clinic for a full consultation on their options for contraception and sexual health. This appointment is generally without a Pause Practitioner, however, at the women's request the Practitioner can join the consultation.</p>
<b>Race</b>	<p>Woman of all race will be able to access the service (where the Pause criteria is met). However there may be lower engagement and uptake in women from ethnic minorities and those who do not speak English.</p>	<p>The Phoenix service works with women of all races. The service welcomes nominations of women living in Southampton who have had their children removed from their care from any agency, or the women themselves.</p> <p>The Local Authority in Southampton provides data on women who have had their children removed from their care to the Phoenix Service, these woman are approached by the team to offer a service.</p> <p>Women who do not speak English would be offered support with an interpreter and would be</p>

		<p>provided documents that have been translated.</p> <p>Pause rejects all forms of racism and is committed to the elimination of racial discrimination. Pause is also working to:</p> <ul style="list-style-type: none"> <li>- Collect data within the organisation about those working with and for Pause to understand if they are representative of the communities they are in and if not, why not.</li> <li>- Seeking funding for research into the impact of race on the women who work with Pause and those who are eligible including barriers to support.</li> <li>- Better understanding the needs of black and brown women on the Pause programme and ensuring we provide them with the support, information and advice they need, including about their cultural heritage.</li> </ul> <p>Pause teams will be committed to working alongside the National Pause organisational aims and challenging racism and discrimination in all its forms</p>
<p><b>Religion or Belief</b></p>	<p>Women with all Religions and Beliefs will be able to access the service (where the Pause criteria is met). However, there</p>	<p>With regards to religion and culture, contraception will be discussed sensitively</p>

	<p>may be elements of the programme that have particular cultural sensitivity.</p>	<p>within the parameters of that person's faith, and specific support and guidance will be obtained from faith groups, charities and the woman's own community- where appropriate and safe for that woman. Where a woman's faith or culture does not allow the use of contraception, but an intervention is still appropriate, needed and wanted, Pause will use discretionary measures to look at women on a case by case basis.</p>
<b>Sex</b>	N/A	
<b>Sexual Orientation</b>	N/A	
<b>Community Safety</b>	<p>The service has the intention of supporting women to reduce risk in their lives and not engage in risk taking behaviours. We expect to see an improvement in safety.</p>	
<b>Poverty</b>	<p>The Service has an allotted amount of money called the 'women's resource' which is intended to assist the women positively. This may be paying off debt, rent arrears etc, it can also be used for deposits for appropriate accommodation.</p> <p>The service support women in addressing their finances and budgeting to avoid poverty.</p>	

<b>Other Significant Impacts</b>	The service should result in a reduction of Children in Care costs as well as costs associated with the removal of a child and the subsequent care proceedings. Additionally, the crisis lead care which the women frequently access, such as A&E and the Criminal Justice System.	