

Equality Impact Assessment – Stage Two

<p>What is the decision Executive is being asked to make?</p> <p>Please add a summary of relevant legislation and whether the proposed decision conflicts with any of the Council's key strategic priorities</p>	<p>Agree to the restructuring of the Youth Support, Family Resource, Help for Families and Young Carers Services.</p> <p>The relevant legislation is the Childrens Act 1989 and the council's duty to provide support and assistance to those children in need and in need of protection. Also the duties towards young carers as defined in the Carer Act 2015 which requires the council to identify, assess and provide a service for those children assessed as carers</p> <p>Some of the proposals will impact on the Council priorities of protecting vulnerable people. There will be some families and young people with a lower level of need who will no longer receive a service or for such a long period of time. However those with the greatest needs, risks and in agreed priority groups will continue to receive a service including young carers.</p>
Budget Holder for item being assessed:	Mac Heath
Name of assessor:	Mac Heath
Name of Service & Directorate	Communities
Date of assessment:	16/12/2016
Date Stage 1 EIA completed:	25/10/2016

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets	x	Performance Targets	x
User Satisfaction	x	Service Take-up	
Workforce Monitoring	x	Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union		Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	

Public Consultation	x	Other (please specify)	
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2. Please summarise the findings from the available evidence for the areas you have ticked above.

I have taken into account the views and comments provided from the following:

Public consultation published on council's website and ran from 31 October 2016 with feedback requested by midnight on 11 December 2016.

The public were encouraged to complete an online form. 17 responses received

I have taken into account the service targets and performance indicators. The planned focus and priorities for work in this new service area have also been drawn from discussions with staff and partners.

There was a significant level of support for the proposal with 70% (12) of respondents in agreement. The 30% (5) of respondents who disagreed raised the following points:

- Concern for any reduction in provision to a vulnerable cohort of young people
- Concern about the long term affect on statutory services (increased demand and escalation of need) through a reduction of preventative support
- Concern that bringing together family work and work with young people may dilute the focus of work particularly on young people
- Concern regarding the longevity of support to young people requiring help. The proposal is that the work will be time limited and focussed interventions.
- Ensure stronger staff utilisation efficiently and reduce bureaucracy

3. If you have identified any gaps in the evidence provided above, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research eg a needs assessment?

If 'No' please proceed to Step 2.

No

STEP 2 – Involvement and Consultation

1. Please outline below how the findings from the evidence summarised above when broken down, will affect people with the 9 protected characteristics. Where no evidence is available to suggest that there will be an impact on any specific group, please insert the following statement '*There is no evidence to indicate that there will be a greater impact on this group than on any other.*'

Target Groups

Describe the type of evidence used, with a brief summary of the responses gained and links to relevant documents

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<p>Age – relates to all ages</p>	<p>Vulnerable young people will be most affected by these proposals. A few responses highlighted that services may be more limited, not reach so many young people and not be able to offer long term support. Also young people that do not fall into those targeted groups may no longer receive a service.</p>
<p>Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.</p>	<p>The proposals may affect adults with a disability or long term health condition</p>
<p>Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p>Marriage and Civil partnership –.protects employees who are married or in a civil partnership against discrimination. Single people are not protected.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p>Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p>Race - includes colour, caste, ethnic / national origin or nationality.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p>Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p>Sex - applies to male or female.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p>Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.</p>	<p>There is no evidence to indicate that there will be a greater impact</p>

	on this group than on any other.
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2. Who are the main stakeholders (eg service users, staff etc) and what are their requirements?

The main stakeholders are the vulnerable families and young people who may require a service in the future and who currently receive a service from these teams. Other stakeholders include partner agencies such as schools, police, youth offending and specialist services for substance misuse, mental health and domestic abuse.

For young carers, the main stakeholders are the families where parents have a long term disability, health or other conditions that limits their parenting capacity and the agencies such as schools who identify this need. The main requirement is to provide a service that assesses and meet these particular needs

The stakeholders require a targeted service to those families and young people whose needs cannot be met by early help services and require targeted help to reduce risk and prevent family breakdown.

3. How will this item affect the stakeholders identified above?

It is proposed that the new service provide to those families and young people in greatest need and those will largely fall into the following groups

- Families at the risk of breakdown
- Children and Young People on the edge of care
- Families impacted by Domestic Abuse, parental mental health or parental substance misuse
- Children or Young People at risk of, or subject to, Child Sexual Exploitation (CSE)
- Children or Young people who are reported as missing
- Children or Young People who are experiencing caring responsibilities (Young Carers)

There is likely to be some young people and families who would currently be able to access a service, who will not be able to do so in the future. This is because they are not considered to be in the greatest need. The service will be offering time limited and focused work so it is unlikely that long term support and help will be provided except in certain circumstances such as young people at risk of CSE.

The available information, such as the JSNA, regarding prevalence of young carers would indicate that we should be reaching and offering a service to a greater number of young people.

STEP 3 – Assessing Impact and Strengthening the Policy

What have you assessed the impact as being? If there are potential adverse or differential impact on protected groups, what are the measures you will take to mitigate against such impact. Is there any opportunity to promote equality and good relations?

We have set up through our Multi Agency Safeguarding Hub (MASH) and will continue to review and develop the support, advice and consultation provided to those services and agencies that are supporting families in early help and universal services. This will help them support families effectively and prevent escalation

We will ensure that the new service has effective and efficient referral, planning and review functions so that families receive timely and effective services which are targeted and evidence-based to achieve good outcomes. This will maximise the number of families and young people who can benefit from targeted work

We will look to maximise income generating opportunities particularly in selling bespoke interventions such as domestic abuse work with families and perpetrators, and reviewing the use of buildings and facilities.

We will look to maximise grants and funding opportunities to develop the work with young carers.

STEP 4 – Procurement and Partnerships

Is this item due to be carried out wholly or partly by contractors? No

If 'yes', will there be any additional requirements placed on the contractor? Have you done any work already to include equality considerations into the contract? You should set out how you will make sure that any partner you work with complies with equality legislation.

STEP 5 – Making a Decision

Summarise your findings and make a clear statement of the recommendation being made as a result of the assessment. This will need to take into account whether the Council will still meet its responsibilities under the Public sector Equality Duty (Section 149 of the Equality Act), which states:-

A public authority must, in the exercise of its functions, have due regard to the need to:-

- (i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;***
- (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, in particular the need to:-***
 - (a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;***

- (b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;**
- (iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The council has to make very difficult decisions regarding budgets and needs to find significant savings. There will be a reduction in provision to those families at lower levels of need and some may no longer be able to access a service.

This proposal brings together aligned services and seeks to meet those families and young people at greatest need and in high risk groups. The proposals seek to protect the front line delivery of service by taking the majority of the savings from management posts. The service is intended to become more focused to those groups at high need and risk, to prevent escalation to statutory services. It will continue to deliver statutory services such as to those young people and children identified as young carers.

As a result of the consultation findings and assessment in relation to this proposal, it is recommended that the council approve the plans to restructure services as outlined. It is considered that the proposed service will continue to meet the council's public sector equality duty

STEP 6 – Monitoring, Evaluating and Reviewing

Once the change has taken place, how will you monitor the impact on the 9 protected characteristics?

The impact of these changes will be monitored through the Children and Family Leadership Team, Health and Wellbeing Board and Local Safeguarding Children's Board.

STEP 7 – Action Plan

	Actions	Target Date	Responsible Person
Involvement & consultation	This will continue as set out in the C&F Participation and Engagement strategy	Ongoing consultation	Head of CFS, Communities Directorate
Data collection	Review, monitor and Evaluate the data from DataZone of TIS	From Jan 2017	As Above

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Assessing impact	Data will be analysed to assess use of service	From Jan 2017	As Above
Procurement & partnership	Explore income generating and funding opportunities	From April 2017	As Above
Monitoring, evaluation and reviewing	Through C&F leadership team and partnership arrangements (H&WBB) and LSCB	From Jan 2017	As Above

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.		
Contributors to the Assessment		
Name: Mac Heath	Job Title: Head of Children & Family Services	Date: 16/12/2016
Head of Service (sign off)		
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