

## Equality Impact Assessment (EIA)

### Children's Services (CHS)

#### Hammersmith & Fulham Budget Proposals 15/16

#### SAVINGS, EXISTING EFFICIENCIES, AND NEW EFFICIENCY SAVINGS

Some Children's Services savings for 2015/16 are with respect to staffing changes to the back office and as such do not have a direct impact on front line service provision. In such cases equalities impacts are considered as part of staffing establishment reorganisations. Other savings items relate to the efficient means to deliver services to the public and are detailed below.

#### 1. Children with Disabilities

**Key Protected Characteristics:** Disability, Age, Race, Gender

Project/Service Area:	LBHF 15/16 Savings
<b>Use The Haven for specialist residential support and also home support</b>	<b>125k</b>
<b>More home support for disabled children with less residential and foster care placements</b>	<b>260k</b>

**Use The Haven for specialist residential support and also home support £125k:** Potentially positive impact by using locally provided services to children in borough. The EIA will outline specifically how relevant groups may benefit from the new service model e.g. better access to provision, improved choice of services etc.

**More home support for disabled children with less residential and foster care placements £260k:** Positive impact as enabling children and families to remain at home with targeted support. The EIA will outline specifically how relevant groups may benefit from the service model e.g. better access to provision, improved choice of services etc.

#### 2. Early Help

**Key Protected Characteristics:** Race, Religion, Gender, Age

Project/Service Area:	LBHF15/16 Savings
<b>New Support Service to families where children have been removed – reduce the number of new care proceedings</b>	<b>60k</b>

<b>Entry to Care – reduce young people entering care by 5 per annum</b>	<b>100k</b>
<b>Children’s Centres – Re-commissioning strategy</b>	<b>368k</b>
<b>Children’s Centres – Spot Purchasing</b>	<b>36k</b>

**New Support Service to families where children have been removed – reduce the number of new care proceedings £60k:** Targeting repeat removals. Positive impact anticipated for families and young people who have had repeat removals. This will enable children to remain at home with birth parents. The EIA will outline specific groups which may be subject to repeat removals e.g. age and disability.

**Entry to care – reduce young people entering care by 5 per annum £100k:** Targeting repeat removals. Positive impact anticipated as teams will work with families earlier to enable children to remain at home. The EIA will outline specific groups which may be over-represented e.g. race and gender.

**Children’s Centres re-commissioning strategy £368k:** No anticipated impact for 2015/16 as contribution in funding from Public Health will retain same level of service.

**Children’s Centres spot purchasing £36k:** No anticipated impact on the delivery of core children’s centre services. Removal of this additional resource means there is no ability to add additional resource locally when identified. Analysis of families which have accessed spot purchasing will help identify children who may be affected. The EIA will also consider Children With Disabilities (CWD), Children in Need (CiN) and low income families.

### 3. Looked After Children (LAC) and Leaving Care Project

**Key Protected Characteristics:** Disability, Age, Race, Religion Gender.

<b>Project/Service Area: LAC &amp; Leaving Care</b>	<b>LBHF 15-16 Savings</b>
<b>More in house foster carers recruited so that less independent fostering placements (IFAs) needed (10)</b>	<b>250k</b>
<b>Increase the number of children placed with relatives (10)</b>	<b>70k</b>
<b>Staffing – reduction in locality team staff costs through Early Help review</b>	<b>200k</b>
<b>Reduce back office staffing</b>	<b>60k</b>
<b>Legal expenditure reduced as care proceedings length</b>	<b>110k</b>

<b>reduces</b>	
<b>Better support to foster carers to reduce residential need</b>	<b>250k</b>
<b>Looked After Children (LAC) - Reduction in length of time in care</b>	<b>125k</b>
<b>Increase in number of Housing Benefit claims</b>	<b>100k</b>
<b>Reduction in Security costs</b>	<b>30k</b>
<b>Reduced Looked After Children (LAC) service staffing in line with reduction in LAC numbers</b>	<b>300k</b>

**More in house foster carers recruited so that less independent fostering placements (IFAs) needed (10) £250k:** No anticipated impact on service users. The EIA will outline data trends for particular groups accessing IFA and stipulate whether the current provision is meeting the needs of the local LAC population.

**Increase the number of children placed with relatives (10) £70k:** Positive impact on children who are able to be placed with extended family and therefore benefit from familiar carers and contact with family. The EIA will reflect whether any particular groups would benefit from this increase e.g. any specific areas of need. An increase could help placements which closely reflect the Looked After Children population.

**Staffing – reduction in locality team staff costs through Early Help review £200k:** No disproportionate affect on any group: The EIA will include a breakdown of the staff profile and outline any anticipated impact on service delivery/service user accessibility.

**Back office staff reduction CAS £60k:** No anticipated impact on service user. The EIA will stipulate whether the **Business Support Officers (BSOs)** have contact with service users.

**Legal expenditure reduced as care proceedings length reduces £110k:** Positive impact on children and families as shorter court proceedings will lead to quicker outcomes and better placement stability for the child. The EIA will highlight any particular groups which are subject to care proceedings and data trends on placement stability to demonstrate the impact of the pilot.

**Better support to foster carers to reduce residential need £250k:** Positive impact on children who will need to be placed in residential and respite placement less frequently. The EIA will outline data trends for those who access residential and respite provision. Further detail will also incorporate feedback from service users.

**Looked After Children - Reduction in length of time in care £125k:** Positive impact on children who are able to be placed within a permanent family environment at an earlier stage and therefore likely to benefit from stability and better life chances. The EIA will outline data trends e.g. LAC stability and any groups where there are gaps/greatest need e.g. those with disabilities and BME groups.

**Increase the number of Housing Benefit claims £100k:** This aims to reduce the costs for young people leaving care. No anticipated impact on service users. Consideration should be noted for particular groups e.g. complex cases, those with learning difficulties and Unaccompanied Asylum Seeking Children (UASC) who may have difficulty accessing benefits and specialist advice. Also to note the London Borough of Hammersmith and Fulham are one the first Local Authorities to implement universal credit and there may also be some associated delays in claimant accessing benefits. The EIA will outline the relevant support which will be provided to increase uptake of eligible benefits.

**Reduction in security Costs £30k:** The EIA will confirm alternative plans for security at Cobbs Hall and will include how the existing/future premises can adequately safeguard staff/service users.

**Reduced Looked After Children (LAC) service staffing in line with reduction in LAC numbers £300k:** No impact on service users if numbers are stable or continue to fall. The EIA will incorporate mitigating provision if there is an increase in numbers. Particular groups include Unaccompanied Asylum Seeking Children (UASC), those with No Recourse to Public Funds (NRPF) and those on remand.

#### 4. Safeguarding

**Key Protected Characteristics:** Age, Race, Gender, Disability, Maternity and Pregnancy

<b>Project/Service Area:</b>	<b>LBHF 15/16 Savings</b>
<b>Safeguarding &amp; Local Safeguarding Children's Board (LSCB) Service Configuration and Rationalisation</b>	<b>121k</b>

**Safeguarding & Local Safeguarding Children's Board (LSCB) Service Configuration and Rationalisation £121k:** No anticipated impact on service users. Up to 7 posts could be at risk as this saving will mostly be achieved through re-organisation. The EIA will include analysis of the service workforce profile to identify any groups which may be adversely affected.

## 5. Education/Schools

**Key Protected Characteristics:** Disability, Age, Race, Religion, Gender

<b>Project/Service Area:</b>	<b>LBHF 15/16 Savings</b>
<b>Draw in funding for specific expenditure – on children’s education and on families with attendance and employment issues</b>	<b>400k</b>
<b>School Standards</b>	<b>150k</b>
<b>School Meals/Catering</b>	<b>347k</b>

**Draw in funding for specific expenditure – on children’s education and on families with attendance and employment issues £400k:** Potential positive impact for children and families through promoting better education and employment prospects. The EIA will incorporate trend data to demonstrate the impact of initiatives.

**School Standards £150k:** It is not considered that there will be any significant equalities implication. In many instances, the funding for the service is to continue and the saving is a result of a proportion of this funding coming from an alternative source (Dedicated Schools Grant). Where there is a staff reorganisation, a full EIA will accompany any consultation proposals.

**School Meals/Catering £347k:** No anticipated equalities issues. The meal service caters for a variety of dietary requirements for pupils. The EIA will stipulate where savings will be made and highlight any impact on the quality/range of services provided. The EIA will also outline if there are any anticipated increase in costs to parents/families.

## 6. Finance

**Key Protected Characteristics:** Age, Race, Gender, Disability, Maternity and Pregnancy

<b>Project/Service Area:</b>	<b>LBHF 15/16 Savings</b>
<b>Finance reorganisation</b>	<b>250k</b>

**Finance reorganisation £250k:** No anticipated impact on frontline services. Proposals will be subject to staff consultation to inform the design of future staff and implementation arrangements. The EIA will include the finance workforce profile to identify if any particular groups are affected.

## 7. Other adjustments

<b>Project/Service Area:</b>	<b>LBHF 15/16 Savings</b>
<b>Grant realignment</b>	<b>219k</b>

**Grant realignment £219k:** No anticipated impact on any user groups as this is not a real saving, rather a realignment of the overall requirement to be delivered by Children's Services.

## 8. Commissioning

**Key Protected Characteristics:** Age, Race, Gender, Disability, Maternity and Pregnancy

<b>Project/Service Area:</b>	<b>LBHF 15/16 Savings</b>
<b>Commissioning staff reduction</b>	<b>140k</b>

**Commissioning staff reduction £140k:** There is unlikely to be an adverse impact on any protected characteristic within the community as commissioning and service activity will continue to be delivered and efficiencies identified to mitigate the staffing reduction. The staffing reduction may affect more women than men, reflecting the workforce profile within the directorate. The proposals will be subject to staff consultation to inform the design of future staffing and implementation arrangements. Other protected characteristics to be considered will include Pregnancy and Maternity, Age and Race.