

Appendix 4 - Equality Impact Analysis (EIA) of main Budget proposals for 2016/17

Children's Services (CHS)

Key Protected Characteristics: Children with Disability, Maternity and Pregnancy, Age, Race, Religion, Gender

GROWTH PROPOSALS

The Council is seeking to protect the most vulnerable members of the community against the impact of Government and Legislative changes through the targeted allocation of resources to support homeless teenagers; assist children in care to stay with their foster families and enhance their education outcomes; support children leaving care and their foster families; support vulnerable refugees, unaccompanied asylum seekers and others with no recourse to public funds and ensure young people have the best support available from the Youth Offending Service. Investments in these measures are anticipated to have positive impacts on children and young people, including those in protected groups.

Particular consideration is given to the needs of our children with disabilities and their families as they seek to access our outstanding special school provision through the development of supported care and transport arrangements.

SAVING PROPOSALS

The Council has emphasised the need to improve services in the development of the savings proposals required by the reduction in Central Government support for local services. Where individual items relate to staffing efficiencies, reprocurments or other major programmes, appropriate procedures will be applied to ensure equality impact assessments are considered.

Family Services

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

Family Services are developing an innovative approach to its support of families in need through the Focus on Practice Initiative that will see social workers providing more intensive support to families. When the Focus on Practice initiative was approved by Cabinet in November 2014, consideration was given to an equalities impact assessment and it was determined that an assessment was not required as the initiative would not have an impact on protected groups.

Family Services aims to deliver savings by achieving more effective permanent care solutions for children (through avoiding the need for care, return home project, and improvements in the process by which children move into permanent placements). This will reduce the number of looked after children and are a continuation of existing policies and indicatives.

Part of the improvement will be achieved by increasing the number of in-house carers and proactively monitoring the implementation of children's plans to avoid delay and costly court proceedings.

Staffing numbers would only be changed if Family Services are successful at achieving permanent care for children and therefore reducing the number of Looked After Children. Any such staff reorganisation would require a separate EIA.

EDUCATION/SCHOOLS

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

Revise how lead adviser, data and educational psychology support is provided to schools. These revisions will not lead to a significant change in the services provided but review how the services are funded (i.e. through Dedicated Schools Grant or buy-back from schools). Therefore no equalities impact upon service users is anticipated.

Other discretionary support to schools.

Discretionary support to schools have helped to establish existing programmes. Restructuring this support and substituting funding sources will ensure that schools can continue to prioritise this work as part of their raising achievement plans.

COMMISSIONING

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

Renegotiation of Information, Advice and Guidance contract includes direct award of existing contract from April 2016 at a reduced cost. Any Equalities Impacts will be assessed in negotiating the revised specification of the 2016/17 service.

Joint Health Commissioning changes arise from the service now being delivered by the CCG in a different way. There will be no change to the service provided.

Staffing - Reduction in Commissioning staff budgets Significant reorganisation of the shared service Children's Commissioning Directorate with no negative anticipated impact upon frontline services. Proposals will be subject to staff consultation and the EIA will include the workforce profile to identify if any particular groups are disproportionately affected.

FINANCE AND RESOURCES

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

Staffing - Ahead of the consultation of staff affected by the reorganisation, it was assessed that the proposals would not have any significant implications for equalities within the workforce. There is no anticipated impact on frontline services.