

## Draft Equality Impact Analysis (EIA)

### Children's Services

#### Budget Proposals 2017/18

#### Savings Proposals

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

There remains an aim within the Council to ensure required savings take place alongside innovative and improved service delivery wherever possible. Where individual savings relate to staffing efficiencies, re-procurements or other major programmes, appropriate procedures will ensure equality impacts are assessed and responded to. A number of the developments described have already been subject to a detailed EIA or will be carried out at a point at which these implications can be fully assessed.

#### Family Services. £1.514m

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

Family Services and Cross Cutting Savings	H&F 2017/18 Savings
Maximising Social Care Effectiveness (see cabinet report on 07/11/16)	£0.797m
Integrated Family Support Services (see cabinet report on 10/10/16)	£0.500m
Efficiencies to Legal Costs	£0.100m
Aligning the budget to actual expenditure	£0.030m
Full year effect of 2016/17 MTFS savings delivered in 2016/17	£0.087m

Family Services continue to improve services with an increasing focus on family preservation approaches which enable more children to remain with their families. This has a significant and positive impact upon overall outcomes for children and the cost of supporting them. This complements the wide ranging Focus on Practice programme which is providing the workforce with additional skills to maximise their potential to secure effective and sustainable change, reducing re-referrals and escalating children through the system where required. This will build upon a locally developed approach to intensive working with families which has demonstrated its effectiveness in diverting children from care.

In addition, there will be further exploration of opportunities to reduced spend on legal costs associated with proceedings in the Family Courts, changing the balance of which services are provided and when to avoid unnecessary costs. Because of ongoing strategies to reduce the number of children entering care, there are already robust monitoring processes in place which will track the impact upon relevant protected characteristics. It is known that 66% of the borough's current looked after children are from BME backgrounds so it will be important to monitor whether children in this cohort equally benefit from the positive impact of being supported to remain with or return to their birth families where appropriate. Baselines are available and it is anticipated that the demand management programme will have a positive impact upon older children who are also currently overrepresented.

Family Services and Children's Commissioning are in the process of redesigning universal and targeted services as part of a whole system service strategy with specialist services. This will lead to integration of practice and workforces across a range of family and health services, budgets and the different thresholds of support provided.

Alongside this a number of savings are planned to existing early help services in 2017/18 as part of the first stage of Integrated Family Support. Management savings have been identified in Children's Centres and efficiencies in the management of youth provision made through better systems and processes rather than through reducing levels of services to local children and families (and hence with no equality impacts expected). Some restructuring of early help services is being planned within the next six months and this will be subject to an Equality Impact Assessment.

### **Education and Schools. £0.356m**

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

<b>Education and Disability Savings</b>	<b>H&amp;F 2017/18 Savings</b>
staffing and other efficiencies as disability placements age out	£0.122m
Schools Standards Staffing and discretionary spend	£0.129m
Education Psychology – additional traded income with schools	£0.050m
Move to more independent travel training for some Special Educational Need Pupils in cases where this would be better for the pupil	£0.025m
Other efficiencies	£0.030m

Actions taken have been part of the ongoing service efficiencies that have improved the quality and focus of the school improvement services. School improvement functions have secured clear leadership in early years' education advisory support

and advisory support for English as an additional language with a focus on establishing best practice networks and brokering support between schools. This has led to reduced demands and, as a consequence, a reduced budget. All requests for support continue to be met as before so a neutral equalities impact is expected. In addition, the need to make further savings has been lessened by income generation from Educational Psychology traded services. These actions have been assessed against the equality impact criteria and it has been concluded that there will be a neutral impact on equalities.

Services for children with special educational needs and disabilities are now managed within the Children's Service Education Directorate. There are plans in 2017/18 to change the balance of staffing, with social care key workers providing additional capacity following a reduction in social worker posts. This reflects the feedback of parents and carers and provides capacity appropriately within the system. A number of service improvements will compliment this change which is designed to ensure children and their families receive the support they need when they need it. The Short Breaks service available to families will be revised in the context of a more accessible range of other support services through the Local Offer which reduce reliance on specialist one to one provision where services which meet needs can be offered in other ways. The new offer is designed to be more accessible, including to those who have not previously met the criteria for services, and provides greater choice. This, along with any proposed changes to staff structures will be subject to an Equality Impact Assessment.

Development of an independent travel training programme will provide some young people who have special educational needs (some of whom will have the protected characteristic of disability) with the confidence to travel alone, enhancing their independence and access to opportunities while reducing the costs which result from specialist travel arrangements. It is therefore anticipated that the equality impact of this will be positive.

### **Growth Proposals. £0.739m**

<b>Children's Services Budget Growth 2017/18 Proposed</b>	<b>H&amp;F 2017/18 Growth</b>
Queens Manor Resource Centre - to rebuild the SEN Unit at Queen's Manor School and to fund project and specialist resources to develop the service offer of the Resource Centre in co-production with partners and families.	£0.150m
Unaccompanied asylum seeking children -additional children beyond current allocation	£0.141m
Travel Care and Support Service Arrangements - Change the existing delivery arrangements to improve service standards and sovereign accountability.	£0.228m
Passenger Transport – Re-procurement to establish sovereign routes and to enhance the quality of the existing service.	£0.220m

Planned growth will impact upon two cohorts of children, young people with disabilities and those who are looked after children or care leavers. The development of a resource centre for children with disabilities will provide a new, specialist service offer including additional early intervention and targeted provision. The centre will contribute to plans to avoid unnecessarily placing children who have the protected characteristic of disability away from their families out of borough and support better transitions to adulthood and relevant local services where required.

Meanwhile there are planned developments of services for looked after children and care leavers including improvements to services for unaccompanied asylum seeking children, provision of support until the age of 25 and introduction of a council tax allowance for care leavers who are resident in the borough. All of these will contribute to an enhanced service offer for a group of young people within which the protected characteristics of race and disability are overrepresented.

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Appendix 3

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