

## DRAFT Equality Impact Analysis (EIA) of main budget proposals for 2018/19 Childrens Services

### 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. £1.969m

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

Family Services and Cross Cutting Savings	H&F 2018/19 Savings
Maximising Social Care Effectiveness	£0.644m
Integrated Family Support Services	£1.000m
Securing social housing placements for vulnerable young people	£0.200m
Efficiencies to Legal Costs	£0.050m
Reduced need for adoption placements due to keeping families together	£0.075m

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.

Work undertaken in relation to housing for vulnerable young people, aims to provide an increased and improved range of cost effective local accommodation options closer to their families, community and support services, and includes those with key protected characteristics and some of the most marginalised and stigmatised young people e.g. complex needs and disabilities, Care Leavers and young mothers. A number of potential properties have been identified for development with good

quality low cost semi-independent living accommodation for Care Leavers becoming available from early 2018.

A number of initiatives under the Children's Social Care Effectiveness programme (e.g. edge of care resource, specialist adolescent service, increasing time for social work practice, early identification) are ensuring that the quality and timeliness of interventions are not unduly and adversely disrupting the family lives of already economically disadvantaged and vulnerable residents, and by a 'right service right time' approach avoiding unnecessary escalation of need and cost. This helps improve the lives and outcomes of individuals spanning a diverse range of protected characteristics including a marked comparative prevalence of single mother households in the referral profile to Children's Social Care and outlier national and London-wide performance in relation to adolescents who are excluded from school, enter the Criminal Justice System and become Looked After. Impact to date includes a reduced rate of 10-17 year olds entering care, a decreased spend on placements of 670k from 16/17, and as at end of Q2, pro-rata savings targets being met.

In addition, there will be further exploration of opportunities to reduce 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 72% of the borough's current looked after children are from BAME 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 from 2017/18 as part of the first stage of Integrated Family Support. Management savings have been identified 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).

An EQIA was completed for the Family Support Services as part of the March 2017 Cabinet paper. Further service design work has been completed for Phase 1 which continues to focus on strengthening existing service provision and realising savings through service integration and reduced duplication. Following transfer, an updated EQIA will be completed as a collaborative process with the new FSS management team, ahead of further savings being realised.



**Education and Schools. £0.117m**

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

<b>Education and Disability Savings</b>	<b>H&amp;F 2018/19 Savings</b>
Travel Care and Support – Travel Training	£0.067m
Traded Income to Schools – Education Psychology	£0.050m

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.

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. £1.861m**

<b>Children’s Services Budget Growth 2018/19 Proposed</b>	<b>H&amp;F 2018/19 Growth</b>
Queens Manor Resource Centre - develop the service in co-production with partners and families.	£0.450m
SEN Service Enhancement	£0.290m
Travel Care and Support Service Arrangements - Change the existing delivery arrangements to improve service standards and sovereign accountability.	£0.507m
Council tax allowance for care leavers (allowed for within council tax base report)	£0.058m
Care Leavers Support	£0.105m
DUBs	£0.239m
Contact and Assessment Team Management	£0.212m

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 The Queens Manor 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.

The creation of a sovereign Special Education Needs and Disability Service as a result of the Moving On agenda delivers the opportunity to transform the delivery of services for children and young people with Special Educational Needs, most of whom are disabled. The Children and Families Act requires whole life pathway planning from effective early intervention (to improve support to families and improve outcomes as point of diagnosis in turn to reduce the need for expensive longer term interventions), inclusion and timely support in education provision, co-production with parents and young people (a key finding of the Hammersmith and Fulham Disability Commission), effective planning for adulthood with a focus on planning for independence and employment with reduced reliance on support from adult social care for many and effective transition into adult services when necessary. The service enhancements build on the Early Support and Early Intervention model to deliver longer term benefits and improved outcomes. These service enhancements will deliver significant improvements to children and young adults with disabilities and their carers whose rights are also protected.

The Council is committed to improving travel care and support which is a statutory service provided to the most vulnerable children, young people and adults in the borough. It introduced the London Living Wage, disaggregating from shared services and improving quality elements of the specification. The result of this commitment has had a direct and beneficial impact on outcomes and services for children and young people as retention rates have increased, schools and day services have given consistent positive feedback, and the service to parents and carers has been continuous.

A new department is being created – Public Services Reform. This will encompass all transformation, innovation, commissioning and strategy development across Adult Social Care, Children's Services, Public Health and corporate transformation. This new department will support, reform and revitalise services for residents in our borough. Through a whole-system model, we will deliver outcomes, lead service and corporate transformation, and improve efficiency and financial value across the council.

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.

### **Conclusion on impact on the budget for Childrens Services**

The majority of the savings proposals have a neutral equalities impact. The focus on family preservation and reducing the number of children entering care is likely to

have a positive equalities impact as 72% of the borough's looked after children are from BAME backgrounds.

There are no predicted negative equalities impacts arising from changes proposed for schools. It is likely that the independent travel programme will continue to have a positive equalities impact.

The department's growth proposals are likely, primarily, to have either a positive equalities impact, with a few instances of neutral equalities impact. The continued development of the Queens Manor Resource centre, the SEN service enhancement, the improvement to travel care and support and the enhanced service offer for care leavers will all have a positive equalities impact.