

Equality Impact Assessment of the Integrated Children's Services (ICS) Review

Section 1 - Introduction	<p>The council's £36million savings programme was approved by full Council on 19 February 2014. The ICS division has a savings target of £590k to be delivered from 2015/16.</p> <p><u>Scope of the review:</u></p> <p>All functions and staff within ICS are within scope of the review, with the exception of the following:</p> <ul style="list-style-type: none">• Children, health and disability (part of new 0-25 disability service)• Special educational needs (part of new 0-25 disability service)• Priority neighbourhood youth workers• Secure unit• Armadillo (subject to a separate review) <p>ICS are responsible for the delivery of a number of statutory duties (as laid out within the review's project initiation document).</p> <p><u>Objectives of the review</u></p> <ul style="list-style-type: none">• Identify, and put in place, the most appropriate organisational configuration which demonstrates optimum efficiency and effectiveness and is able to meet the needs of children and young people in South Gloucestershire.• Deliver savings of £590k from 2015/16 to contribute to a balanced medium term financial plan (MTFP) for the council. <p>Throughout the review due care is being taken to ensure:</p> <ul style="list-style-type: none">• No protected characteristic group experiences unfairness or discrimination• The process is transparent. Individual staff members who may need additional support to ensure full inclusion in the process will be proactively identified and appropriate support provided.• Change for staff is driven by the workforce change procedure which has undergone a robust EqIA. <p>This equality impact assessment is in two parts. The first is focused on the impact on service users and the second on the impact on staff of the options proposed.</p> <p>Effective equality monitoring systems are in place and HR monitors equalities related information in respect of staff. Section three of this EqIA includes the monitoring of staff within scope of this review to enable the identification of any equalities issues emerging.</p>
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PART ONE - SERVICE USERS

<p>Part One – service users</p> <p>Section 2 – Research and Consultation</p>	<p>As part of the Council Savings Programme 2014-2020 the budget for integrated children’s services is to be reduced by £590k from 1 April 2015.</p> <p>External consultants from the Institute of Public Care have provided valuable research evidence of best practice and children’s services delivery models in other local authorities. The development of options took this evidence into account, along with input from a number of different stakeholder groups throughout the review including Health, staff, police and young people. The project board comprises multi-agency representatives.</p> <p>A number of options were assessed against some key principles:</p> <ul style="list-style-type: none"> • Ensure safeguarding (including corporate parenting) is adequately embedded • Child-focused, with the minimum level of service and professional hand-offs/ touches • Securing good outcomes for children and young people • Addresses improvements in the key areas of under- performance and safeguards against future poor performance • Evidence-based with reference to ‘what works’ nationally and what has worked already / is likely to work in South Gloucestershire e.g. continued commitment for early intervention and preventative services • Offers future opportunities for further integration across ICS and with other agencies/partners • Meets statutory requirements and makes best use of government initiatives (e.g. single assessment, troubled families, innovation programmes) • Influences broader behavioural and cultural barriers leading to improved performance • Maximises opportunities for strengthening the interface between Adults/Children Services • Contributes to realising a balanced budget as part of the council savings programme <p>Staff and other stakeholders were then asked to consider 2 potential options. Feedback received as part of this engagement is available within the report to CYP Committee regarding the review’s recommendations.</p>
<p>Part One - service users</p> <p>Section 3 – Identification and analysis of equalities issues and impacts</p>	<p>Most of the proposals relate to internal organisational changes with no negative impact at all on service users. If anything, the review seeks to improve the child’s experience in using services provided by ICS and the wider group of partner organisations. The proposals are detailed in the committee report and the key changes include:</p> <ul style="list-style-type: none"> • creation of a new first response service area which brings together all front door, duty and assessment functions and positions the Council to deliver a multi-agency safeguarding hub (MASH) in South Gloucestershire. • Bring together of participation functions across Preventative Services and Corporate Parenting (Youth Board and Children in Care Council) and position these within the CAH Partnerships and Commissioning unit to create independence and maximise capacity and capability across children and adult services • Strengthen capacity of Early Help by creating two Single Assessment Framework (SAF) Early Support Officer posts whose role will be to improve

	<p>the capability of the multi-agency system to deliver early help support to those families most in need without recourse to social care where appropriate</p> <ul style="list-style-type: none"> • Introduces smaller social work long term practice teams, currently 2, to 4 long term pods 2 in the north and 2 in the south. • Create clearer lines of reporting and stronger/flatter team and service management accountability • Bring together responsibility for all child care court work, currently split across two services, enabling a more consistent and timely response to changing legal requirements in this area • Separation and strengthening of the fostering and adoption functions each with its own team manager. • Bringing together of the statutory 16+ services for care leavers and vulnerable young people (Southwark), which are currently located across two service areas, into a single transition to independence service to maximise capacity, knowledge and skills in this area to improve performance and outcomes. <p>In general, these proposals do not give rise to any issue that would disproportionately impact on any one protected characteristic group.</p>
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<p>Part One - service users</p> <p>Section 6 – Evidence informing this EqlAA</p>	<p>Sources of information:</p> <ul style="list-style-type: none"> • Research and best practice evidence relating to proposed service changes • the council's Annual Equalities Report 2012/13
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PART TWO STAFF

<p>Part Two - Staff</p> <p>Section 2 – Research and Consultation</p>	<p>A project initiation document was finalised in April 2014. It has been shared with staff in scope of the review and the trade unions. Staff and partner stakeholders have been engaged throughout the development of the proposed delivery model options.</p> <p>There are 262 staff within scope of this review:</p> <table border="1"> <thead> <tr> <th>Protected Characteristic</th> <th>Number</th> <th>% in scope</th> <th>CAH department population (2013/14)</th> <th>SGC workforce population (2013/14)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>31</td> <td>11.83%</td> <td>18.6% (340)</td> <td>30.1% (968)</td> </tr> <tr> <td>Female</td> <td>231</td> <td>88.17%</td> <td>81.4% (1484)</td> <td>69.9% (2250)</td> </tr> <tr> <td>Black, Asian and Minority Ethnic (BAME)</td> <td>18</td> <td>6.87%</td> <td>4.40%</td> <td>3.50%</td> </tr> <tr> <td>Disabled</td> <td>#</td> <td>#%</td> <td>3.80%</td> <td>4.40%</td> </tr> <tr> <td>Under 20</td> <td>#</td> <td>#%</td> <td>1.3% (24)</td> <td>0.9% (30)</td> </tr> <tr> <td>20- 29</td> <td>49</td> <td>18.70%</td> <td>10.7% (195)</td> <td>9.7% (312)</td> </tr> <tr> <td>30 – 39</td> <td>78</td> <td>29.77%</td> <td>21.1% (385)</td> <td>19.5% (629)</td> </tr> <tr> <td>40 – 49</td> <td>68</td> <td>25.95%</td> <td>30.8% (561)</td> <td>30.4% (977)</td> </tr> <tr> <td>50 – 59</td> <td>58</td> <td>22.14%</td> <td>28% (510)</td> <td>29% (932)</td> </tr> <tr> <td>60 – 69</td> <td>#</td> <td>#%</td> <td>7.6% (138)</td> <td>9.7% (312)</td> </tr> <tr> <td>70+</td> <td>#</td> <td>#%</td> <td>0.6% (11)</td> <td>0.8% (26)</td> </tr> </tbody> </table> <p>NB. numbers are replaced with a # symbol to allow for confidentiality</p> <p>The table shows that, in comparison to the overall CAH workforce and the council workforce the staff in scope of this review has broadly similar characteristics, although there is a slightly higher proportion of female employees, BAME and employees aged 20-39.</p> <p>As previously noted, all individuals will be provided with appropriate support to meet their individual needs throughout the implementation of the workforce change procedure.</p> <p>All staff in scope of the review were briefed on the early options at the beginning of September and had an opportunity to make comments on the proposed options prior to making recommendation to CYP committee. Feedback is included within the Committee report. As part of the formal consultation process that would follow any Committee endorsement of the model, staff would be able to make further comments on the detailed organisational structure and roles prior to decision. The Council's workforce change policy will be followed throughout.</p>	Protected Characteristic	Number	% in scope	CAH department population (2013/14)	SGC workforce population (2013/14)	Male	31	11.83%	18.6% (340)	30.1% (968)	Female	231	88.17%	81.4% (1484)	69.9% (2250)	Black, Asian and Minority Ethnic (BAME)	18	6.87%	4.40%	3.50%	Disabled	#	#%	3.80%	4.40%	Under 20	#	#%	1.3% (24)	0.9% (30)	20- 29	49	18.70%	10.7% (195)	9.7% (312)	30 – 39	78	29.77%	21.1% (385)	19.5% (629)	40 – 49	68	25.95%	30.8% (561)	30.4% (977)	50 – 59	58	22.14%	28% (510)	29% (932)	60 – 69	#	#%	7.6% (138)	9.7% (312)	70+	#	#%	0.6% (11)	0.8% (26)
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<p>PART TWO - STAFF</p> <p>Section 3 – Identification and analysis</p>	<p>The review may make recommendations that will result in posts within scope of this review being deleted or reduced in number. To ensure no disproportionate impact on a 'protected characteristic' group (whether or not declared):</p> <ul style="list-style-type: none"> The council workforce change procedure, which itself has been equality impact assessed, will be followed throughout the review. 																																																												

<p>of equalities issues and impacts</p>	<ul style="list-style-type: none"> HR will monitor equality related information in respect of staff in scope of the review. <p>Leading up to and during the consultation period we will ensure all staff in scope of the review are supported to be able to provide feedback on the proposals. Support will continue post decision to ensure affected staff receive support tailored to their individual needs.</p>															
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