

# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:

Integration of Children's Disability Service (CDS) & Special Educational Needs & Disability (SEND) Policy & Provision

Details are set out:

B07 Option for Change

Officers undertaking the assessment:

Jill Norman & Amanda Collinson

Assessment approved by:

John Slater, Service Director, Education Standards and Inclusion

Date: 10/10/2015

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

## Part A: Impact, consultation and proposed mitigation

### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

This proposal is part of the Improving Outcomes Project, which aims to establish an integrated disability service for children and young people with a disability (age 0-25 years) that is high quality and value for money. Working with CDS, SEND and Health Disability Services, the project aims to identify areas for joint working/integration to reduce duplication, improve service user journey and experience, share resources and identify efficiencies. This is in line with a national trend to integrate such services and improve the outcome for service users.

This proposal focusses on a structural review and does not seek to make any changes to the existing service offer.

This proposal is to integrate two existing service areas: the CDS (Children's Social Care) and SEND Policy & Provision (Education, Standards & Inclusion).

This proposal seeks to achieve an initial £450,000 in savings by:

- Reducing the number of employees from an establishment of 208.04 full time equivalent (FTE) (not including flexible workers) by 8.6 FTE, predominantly from management tiers
- Ensuring consistency across staffing conditions and salaries by aligning job descriptions across services
- Developing structures that meet the Council's organisational design principles, including spans of control

- Reducing duplication by ensuring teams that provide a similar function or work with the same children, young people and families are aligned
- Exploring our current commissioning arrangements across SEND, CDS, Health & Looked After Children Placements to ensure the authority achieves best value for money from external service providers
- Ensuring support is located in the right place at the right time

Impact on stakeholders:

- Service Users – whilst the number of staff within the service teams will reduce there will be no undue impact on the families they support. This will be due to creating a better integrated team that will work with families holistically, reducing the amount of professionals involved in a family’s journey and reducing the amount of times a family has to repeat their story. This is not anticipated to affect front line service capacity but rather reduce the amount of back office bureaucracy and systems in place. Changes will also ensure that families receive information about support early on in their journey to prevent premature escalation into social care and tier 4 special educational provision.
- Council employees – in order to achieve savings there will be some staff redundancies (predominantly from management tiers) and potential changes to staff terms and conditions to ensure consistency across the department.

**2 Protected Characteristics: Is there a potential positive or negative impact based on:**

Age	<input type="checkbox"/> Positive	x Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	x Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	x Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	x Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	x Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	x Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	x Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	x Neutral Impact

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>As the services affected support children and young people with disabilities and their families, any reductions to that service could affect children and young people disproportionately.</p>	<p>We will ensure that any negative impacts of the staffing structure on frontline services and our service offer are kept to a minimum. This will be achieved by predominantly exploring back office and management roles as part of the review.</p> <p>We will ensure that information about local support and services is publicised via the Local Offer and Information, Advice &amp; Support Network to maximise families' knowledge on any services available in their local area (including voluntary, community and private organisations).</p>	<p>A full consultation will take place for employees on their views of any proposed structure and feedback will be taken into account when finalising any proposals for decision. This will involve Human Resources and work with the Trade Unions.</p> <p>Consultation has already taken place via CDS and SEND events throughout Autumn 2014 and we understand that access to information and understanding of what is available in their local area is a priority for families.</p>

**Part B: Feedback and further mitigation**

**4 Summary of consultation feedback and further amendments to proposal / mitigation**