



# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:	Family Service – Further Savings	
Details are set out:	B08 Option for Change	
Officers undertaking the assessment:	Laurence Jones	
Assessment approved by:	Derek Higton, Service Director, Youth, Families and Cultural Services	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?*

The 'Family Service' project was initiated to bring together support provision from across Children's Services and Children's Centres. This project has produced a new operational model and staffing structure which will streamline existing services and deliver a more consistent support for service users. The new service was launched at the beginning of November 2015.

There have been consultations around the structure and operating model of the Family Service conducted in 2014 and 2015 with staff and partners. These have included how the service can make budget reductions in the future.

There are currently business cases across the range of services which will make up the 'Family Service' to reduce expenditure by £100k in 2016-17 and by a further £1m in 2017-18. The exact nature of these savings has not been specified to date. The plans for the Family Service have been built using a "zero base budget" formula based on evidence and modelling on costs and demand. Therefore alterations can be made to the existing case to bring savings forward and to extend the level of saving.

- Service users – emergency immediate financial support to families in need will be removed and charitable applications will have to be made.
- Communities – the number of families receiving more intensive interventions will reduce and waiting times may increase.

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

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> 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
The proposal may disproportionately affect young children and families	The Council work with universal settings to maximise their ability to help any families whose service offer might be reduced.	The Council consulted with service users as a part of the service changes and we have incorporated this into the project plans
Mothers are more likely to have parental responsibility and so may be affected more in relation to extending fines for school absence and increasing income.	This change has been made in relation to Council policy but the application of the policy by the service must take account of absent fathers and those exercising de facto responsibility for children.	The Council consulted with service users as a part of the service changes and we have incorporated this into the project plans

**Part B: Feedback and further mitigation**

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

Following consideration of the consultation responses received by the Council, this Equality Impact Assessment is considered to reflect the potential impacts and appropriate mitigations for this proposal.