**Appendix 6**

**Equality impact assessment for financial plans**

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| **Financial Plan** | Medium Term Service & Resource Plan 2013/14- 2015/16 |
| Name of directorate and service | People & Communities – Safeguarding Social Care and Family Service |
| **Name and role of officers completing the EIA** | Maurice Lindsay Divisional Director with input from Trina Shane Service Manager, Assessment and Family Services, and Sara Willis Service Manager, Early Years Services. |
| Date of assessment | 22 January 2013 (updated following November Early Years Children and Youth PDS Panel Meeting) |

This Equality Impact Assessment (EAI) is used to systematically analyse a financial plan to identify what impact or likely impact it will have on different groups within the community.  It should identify any discriminatory or negative consequences for a particular group or sector of the community but will also higlight beneficial impacts. It is intended that this is used as a working document throughout the EIA process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

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| **1.** | **Identify the scope of the financial plan** | |
|  | **Key questions** | **Answers / Notes** |
| **1.1** | Briefly describe the aims of the financial plan including   * How the financial plan is delivered and by whom * If responsibility for its implementation is shared with other services or organisations * Intended outcomes | The plan is used to:   * *To facilitate the delivery of the Services responsibility within the Council’s Corporate Plan and Bath & North East Somerset’s Community Strategy and to achieve established policy priorities* * *To ensure maximum economy, efficiency and effectiveness in the use of financial resources* * *To ensure the sustainability of the Council’s budget in the medium term* * *To facilitate proactive, strategic management of the Council’s budget* * *To guarantee responsiveness to an ever-changing and uncertain financial climate* |
| **1.2** | Provide brief details of the scope of the financial plan being reviewed, for example:   * Is it a new financial or review of an existing one? * Is it a national or legislative requirement? * How much room for review is there? | The Medium Term Service & Resource Plan for 2013/14-2015/16 sets out the key influences affecting safeguarding, children’s social care services and early years services (incorporating Children’s Centre services) in the next 3-5 years; the changes that we want to make in order to be able to deliver our vision and priorities, and proposed actions to achieve financial balance in an increasingly challenging local and national context.  Detailed proposals in respect of the Children’s centre Services, Early Years Foundation Services, Play Services and Children’s Social Care Family Support services savings target for the next 3 financial years identify those to be delivered in 2013/14 and those which will be developed during 2013/14 to deliver savings in subsequent years. Witihn this there is room for review and to take account of feedback from stakeholders, including staff,service users, current service providers and EYCY Policy Development & Scrutiny Panel. |
| **1.3** | Do the aims of the financial plan conflict with any other financial plan or service activity of the Council or Partnership? | No |

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| **2. Consideration of available data, research and information** | | |
| You need to show that you have made decisions based on evidence. Monitoring data and other information can help you analyse whether you are developing fair financial proposals: a decision which is informed by relevant local and national data about equality is a better quality decision. Please consider the availability of the following as potential evidence:   * Demographic data and other statistics, including census findings * Recent research findings * Results from recent consultation or surveys * Service user monitoring data (including ethnicity, gender, disability, religion/belief, sexual orientation and age) * Information from relevant groups or agencies, for example trade unions and voluntary and community organisations * Analysis of records of enquiries about your service, or complaints or compliments about them * Recommendations of external inspections or audit reports | | |
|  | **Key questions** | **Data, research and information that you can refer to** |
| **2.1** | What is the equality profile of the employees who will be affected by this financial plan? | Staff establishment: staffing profile: recruitment practice. The staff providing the service are predominately White British and female: minority ethnic groups and disabled people are underrepresented. |
| **2.2** | What equality training have those who developed the financial plan received? | Common Induction training: Equalities training: Workshops re equalities impact assessments. Equalities is a theme throughout all staff training. Equalities Impact Assessments completed by all Social Care and early years teams |
| **2.3** | What is the equality profile of service users who will be affected by this financial plan? | Children and Young People’s Plan: Children’s Service Monitoring and Management Information Reports. Service users are predominantly White British. BOME children and young people are overrepresented in numbers in care: with protection plans: in youth justice services, though absolute numbers are low. More males in care than females. |

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|  | **Key questions** | | **Data, research and information that you can refer to** |
| **2.4** | What do you know about service users’ needs in relation to this service area? (e.g. results of customer satisfaction surveys, results of previous consultations) Are there any particular staffing issues? (e.g. high proportion of female workers etc) | | Extensive knowledge of service users’ needs through a range of mechanisms to identify need, seek feedback; involve in reviews and evaluations of services consultations and on-going commitment to participation of children and young people. These have included-----Lean Review of Children’s Social Care Services included direct feedback for services users; input from children and young people to their care plans and review, and protection plans; participation workers ensure that views and wishes of children and young people inform service development; customer satisfaction surveys in Early Years Services and Children Centre Services; parents direct involvement in Panels to commission early years and family support services; all Services have robust service user feedback arrangements in place---Outcomes Star used extensively and promotes feedback and evaluation of impact of services; direct feedback is sought by Inspectors within Ofsted inspections of services---Fostering , Adoption, safeguarding, Looked After Children, Children’s centres etc; stakeholders’ events—eg LSCB and Children’s Trust Board.  High proportion of female workers across the Service.  Difficulties are experienced in recruiting and retaining Qualified Social workers in the front line duty and child protection teams. |
| **2.5** | Are there any gaps in the data, research or information that is available? | | Data about the children, young people and parents who may find it difficult to access our services. |
| **3. Assessment of impact** | | | |
|  | | Based upon any data you have analysed, or the results of consultation or research, use the spaces below to list how the financial plan:   * Meets any particular needs of each of the equality groups or helps promote equality in some way. * Could have a negative or adverse impact for each of the equality groups | |

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|  | **Identify the impact / potential impact of the financial plan on** | **Examples of how the financial plan promotes equality** | **Examples of potential negative or adverse impact and what steps have been or could be taken to address this** | |
| **3.1** | **Gender** –  Identify the impact/potential impact on women and men | The Financial Plan will enable the Service (albeit with reduced capacity) to continue to maintain the  • Commitment to Parenting Services  • Celebrating Fatherhood Year  • Commitment to Domestic Violence Service  • Working with perpetrators of abuse | Staff in Safeguarding Social Care and Family Service are predominantly women and any staffing reductions arising from the delivery of savings will almost certainly have a greater impact on women than on men. However, this is reflective of the overall gender breakdown of the workforce. | |
| **3.2** | **Pregnancy and maternity** | It is not anticipated that the proposed changes will impact either positively or adversely on this equality strand. | | |
| **3.3** | **Gender identity -**  Identify the impact/potential impact on transgender people | It is not anticipated that the proposed changes will impact either positively or adversely on this equality strand. | | |
| **3.4** | **Disability** –  Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments including both physical and mental impairments) | • Maintains specialist service and support to disabled children, young people and their carers | |  |

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|  | **Identify the impact / potential impact of the financial plan on** | **Examples of how the financial plan promotes equality** | **Examples of potential negative or adverse impact and what steps have been or could be taken to address this** |
| **3.5** | **Age** –  Identify the impact/potential impact of the policy on different age groups | • Commitment to services for 0 – 19, and 24/25 in line with identified needs |  |
| **3.6** | **Race** –  People from black and minority ethnic groups | It is not anticipated that the proposed changes will impact either positively or adversely on this equality strand. | |
| **3.7** | **Sexual orientation -**  lesbian, gay, bisexual & heterosexual people | It is not anticipated that the proposed changes will impact either positively or adversely on this equality strand. | |
| **3.8** | **Marriage and civil partnership –**  does the policy/strategy treat married and civil partnered people equally? | It is not anticipated that the proposed changes will impact either positively or adversely on this equality strand. | |
| **3.9** | **Religion / belief** –  Identify the impact/potential impact on people of different religious/faith groups and also those with no religion or belief | It is not anticipated that the proposed changes will impact either positively or adversely on this equality strand. | |

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|  | **Identify the impact / potential impact of the financial plan on** | **Examples of how the financial plan promotes equality** | **Examples of potential negative or adverse impact and what steps have been or could be taken to address this** |
| **3.10** | **Socio-economically disadvantaged** –  Identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood and employment status | • Recognises impact of current economic climate and welfare benefit changes upon families and makes provision for responding to increased demand for support services  • Operates within a continuum of services to support children and families   * Will mean that future Early Years Services and Children’s Centre Services are likely to targeted at the most vulnerable groups of children and parents rather than a universal offer   • Single point of entry for services | Working with services across the Council to seek to identify and offer appropriate support to those families hardest hit by changes to welfare benefits. |
| **3.11** | **Rural communities** –  Identify the impact/potential impact on people living in rural communities | • Single point of entry could result in access difficulties for some families. May impact upon plans to make use of resources within such communities – e.g. Children’s Centres – for the provision of services | |

**4. Bath and North East Somerset Council & NHS B&NES**

**Equality Impact Assessment Improvement Plan**

List actions below that you plan to take as a result of this EIA. These actions should be based upon the analysis of data, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your financial plan and future service planning framework. Actions/targets should be measurable, achievable, realistic and time framed. (Add rows as appropriate)

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| **Issues identified** | **Actions required** | **Progress milestones** | **Officer responsible** | **By when** |
| Importance of ensuring continuing access to services providing early intervention and preventative support; early identification of children who need specialist support; availability of step down services. | * Build upon existing work of Interface workers; Interface meetings with other agencies; input to multi-agency Behaviour and Attendance Panels | Increase in number of CAFs completed (especially for 11-18 yr olds) and services provide as a result.  Performance re completion of initial and care assessment and the delivery of services continues to meet or exceed targets | * Trina Shane * Sara Willis * Caroline Dowson * Trina Shane * Pete Campbell | March 2013 and reviewed in June 2013  March 2013 and review June 2013 |
| Need to ensure that Family Support Services are targeted to meet the needs of vulnerable children, young people and families | * Redesign Children’s Social Care Family Support provision. | * Redesigned to deliver savings from 1st April 2o14 | * Trina Shane * Chris Hunt * Liz O’Gorman | 1st April 2014 |
| Need to review proposals for future provision of Children’s Centre Services to ensure that they are appropriately targeted. | * Review overall provision and commissioning arrangements. * Propose plan for future provision | * Initial proposal to Children’s Leadership Team | * Sara Willis | Initial review April 2013. Full review April 2014 |

**5. Sign off and publishing**

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

**Signed off by:** ** Divisional Director Safeguarding Social care and Family Service and Designated DD for Children and Young People’s Specialist service (from 1st April 2013)**

**Date: 22 January 2013**