

# Equality & Poverty Impact Assessment 00100 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

|                                |  |                           |                           |
|--------------------------------|--|---------------------------|---------------------------|
| <b>Service &amp; Division:</b> | Children's Services<br>Social Work   | <b>Lead Officer Name:</b> | Sara Lacey                |
|                                |  | <b>Team:</b>              | Social Work               |
|                                |  | <b>Tel:</b>               | 01324 50 6695             |
|                                |  | <b>Email:</b>             | sara.lacey@falkirk.gov.uk |
| <b>Proposal:</b>               | Additional Support Needs Service Review - Review of Service Level Agreements (SLA) / Commissioning | <b>Reference No:</b>      | CS22                      |

| What is the Proposal?         | Budget & Other Financial Decision | Policy (New or Change) | HR Policy & Practice | Change to Service Delivery / Service Design |
|-------------------------------|-----------------------------------|------------------------|----------------------|---|
|                               | Yes                               | No                     | No                   | Yes   |
| Who does the Proposal affect? | Service Users                     | Members of the Public  | Employees            | Job Applicants                              |
|                               | Yes                               | Yes                    | Yes                  | No  |
| <b>Other, please specify:</b> |                                   |                        |                      |   |

### Identify the main aims and projected outcome of this proposal (please add date of each update):

|            |   |
|------------|---|
| 01/10/2018 | <p>The service will undertake a significant piece of work of strategic commissioning to ensure that we realign programmes of work to deliver the overall strategic outcomes.</p> <p>Key actions which will contribute to the development of the financial position above:</p> <ul style="list-style-type: none"> <li>• Engage with stakeholders and 3rd sector services to review their current activity.</li> <li>• Realign the activity identified to that of the revised strategic plan.</li> <li>• Engage with the procurement team to prepare specifications to go out to tender for the revised services.</li> <li>• Engage with colleagues from across the Forth Valley area to review our approach to delivering Speech and Language Services.</li> <li>• Review and renegotiate our service level agreements with NHS to align our service needs and our strategic goals.</li> </ul> |
|------------|---|

| Identify the main aims and projected outcome of this proposal (please add date of each update): |  |
|---|--|
| 01/10/2018  | Savings to be delivered from the improved way third sector services are commissioned and delivered, with the "principles" of delivering Services Closer to Home and developing closer local capabilities. The services provided are Family Support and will be reviewed, redesigned and will then be tendered to all providers to ensure best value. |
|   |  |
|   |  |
|   |  |

**SECTION TWO: FINANCIAL INFORMATION**

| For budget changes ONLY please include information below:       |                               |            | Benchmark, e.g. Scottish Average |
|---|-------------------------------|------------|----------------------------------|
| Current spend on this service (£'0000s)                         | Total:                        |            |                                  |
| Reduction to this service budget (£'0000s)                      | Per Annum:                    | 100        |                                  |
| Increase to this service budget (£'000s)                        | Per Annum:                    | N/A        |                                  |
| If this is a change to a charge or concession please complete.  | Current Annual Income Total:  |            |                                  |
|   | Expected Annual Income Total: |            |                                  |
| If this is a budget decision, when will the saving be achieved? | Start Date:                   | 01/08/2019 |                                  |
|   | End Date (if any):            | 31/07/2020 |                                  |

**SECTION THREE: EVIDENCE**

Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence**

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Review is currently underway - further information will be provided in future updates.

This initiative is linked to the Closer to Home Strategy, which will engage in transformational activity across Children's Services over the next 5 years.

The service will undertake a significant piece of work of strategic commissioning to ensure that we realign programmes of work to deliver the overall strategic outcomes.

This may impact on the approx. 25000 pupils and their families

of which there are:

- ASN Pupils: 3500
- Looked After Children: 360

**B - Qualitative Evidence**

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

Review is currently underway - further information will be provided in future updates. Through engagement and partnership working develop new models of practice and methods of delivery, which maximise the efficiency of resources and improve outcomes for our most vulnerable children and young people.

| <b>Best Judgement:</b>  |                               |
|---|-------------------------------|
| <b>Has best judgement been used in place of data/research/evidence?</b> | No                            |
| <b>Who provided the best judgement and what was this based on?</b>      |                               |
| <b>What gaps in data / information were identified?</b>                 | Review is currently on going. |
| <b>Is further research necessary?</b>                                   | Yes                           |
| <b>If NO, please state why.</b>   |                               |

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

|  |   |  |
|--|---|--|
| Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status? | No  |  |
| If YES, please state who was engagement with.  |   |  |
| If NO engagement has been conducted, please state why.   | Review is currently on-going, the key actions will contribute to the development of the financial position above: <ul style="list-style-type: none"> <li>• Engage with stakeholders and 3rd sector services to review their current activity.</li> <li>• Realign the activity identified to that of the revised strategic plan.</li> <li>• Engage with the procurement team to prepare specifications to go out to tender for the revised services.</li> <li>• Engage with colleagues from across the Forth Valley area to review our approach to delivering Speech and Language Services.</li> <li>• Review and renegotiate our service level agreements with NHS to align our service needs and our strategic goals.</li> </ul> |  |
| <b>How was the engagement carried out?</b>   | <b>What were the results from the engagement? Please list...</b>  |  |
| Focus Group  | No  |  |
| Survey   | No  |  |
| Display / Exhibitions  | No  |  |
| User Panels  | No  |  |
| Public Event   | No  |  |
| Other: please specify  |   |  |
| Has the proposal / policy/ project been reviewed / changed as a result of the engagement?  | No  |  |
| Have the results of the engagement been fed back to the consultees?  | No  |  |
| Is further engagement recommended?   | Yes   |  |

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

| Protected Characteristic                                 | Neutral Impact       | Positive Impact | Negative Impact | Please provide evidence of the impact on this protected characteristic.   |
|--|----------------------|-----------------|-----------------|---|
| Age  |                      |                 |                 |   |
| Disability   |                      | ✓               |                 | Pupil with Additional Support Needs are high users of the service. Improved targeting of resources to the most vulnerable groups of children and young people |
| Sex  | ✓                    |                 |                 | Both sexes use service.   |
| Ethnicity  |                      |                 |                 |   |
| Religion / Belief / non-Belief                           |                      |                 |                 |   |
| Sexual Orientation                                       |                      |                 |                 |   |
| Transgender  |                      |                 |                 |   |
| Pregnancy / Maternity                                    |                      |                 |                 |   |
| Marriage / Civil Partnership                             |                      |                 |                 |   |
| Poverty  |                      | ✓               |                 | Improved targeting of resources to the most vulnerable groups of children and young people.   |
| Other, health, community justice, public protection etc. |                      |                 |                 |   |
| Risk (Identify other risks associated with this change)  | No risks identified. |                 |                 |   |

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

|  | <b>Evidence of Due Regard</b>   |
|--|---|
| <b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b> |   |
| <b>Advance Equality of Opportunity:</b>  | Improved targeting of resources to the most vulnerable groups of children and young people. |
| <b>Foster Good Relations (promoting understanding and reducing prejudice):</b>                     |   |



## SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

| Which sectors are likely to have an interest in or be affected by the proposal / policy / project? |     | Describe the interest / affect.   |
|--|-----|---|
| <b>Business</b>  | Yes | Redesign and re-negotiation of the delivery models and utilisation of potentially other lower cost providers, to align with our strategic vision.   |
| <b>Councils</b>  | No  |   |
| <b>Education Sector</b>  | Yes | Safely reduce the number of children looked after away from home<br>All our children, including the most vulnerable, will achieve in learning, life and work<br>Families will be central to decision making and planning for their children |
| <b>Fire</b>  | No  |   |
| <b>NHS</b>   | Yes | Redesign and re-negotiation of the delivery models and utilisation of potentially other lower cost providers, to align with our strategic vision.   |
| <b>Integration Joint Board</b>   | Yes | Redesign and re-negotiation of the delivery models and utilisation of potentially other lower cost providers, to align with our strategic vision.   |
| <b>Police</b>  | No  |   |
| <b>Third Sector</b>  | Yes | Redesign and re-negotiation of the delivery models and utilisation of potentially other lower cost providers, to align with our strategic vision.   |
| <b>Other(s): please list and describe the nature of the relationship / impact.</b>                 |     |   |

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

| Identified Impact  | To Who                       | Action(s)   | Lead Officer | Evaluation and Review Date | Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes |
|--|------------------------------|---|--------------|----------------------------|---|
| Costs of an inefficient service has the potential to reduce the level of service to our children and young people. | Children and their families. | Through redesign and re-negotiation of the delivery models and utilisation of potentially other lower cost providers, to align with our strategic vision.<br><br>Improved targeting of resources to the most vulnerable groups of children and young people.<br><br>Improved efficiency of the available resources to maximise the number of children and young people receiving support. | David MacKay |                            |   |
|  |                              |   |              |                            |   |
|  |                              |   |              |                            |   |
|  |                              |   |              |                            |   |
|  |                              |   |              |                            |   |
|  |                              |   |              |                            |   |

### No Mitigating Actions

**Please explain why you do not need to take any action to mitigate or support the impact of your proposals.**

|   |    |
|---|----|
|   |    |
| <b>Are actions being reported to Members?</b> | No |
| <b>If yes when and how ?</b>                  |    |

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

|   |     |   |
|---|-----|---|
| No major change required  | Yes | This proposal is aimed at having a positive impact on reducing inequalities of outcome caused by socio-economic disadvantage for children and young people. |
| The proposal has to be adjusted to reduce impact on protected characteristic groups                         | No  |   |
| Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups | No  |   |
| Stop the proposal as it is potentially in breach of equality legislation                                    | No  |   |

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

|            |                       |       |            |
|------------|-----------------------|-------|------------|
| Signature: | <i>Kirsty Wilsdon</i> | Date: | 01/02/2019 |
|------------|-----------------------|-------|------------|

**SECTION TEN: EPIA TASK GROUP ONLY**

|                                    |   |    |
|------------------------------------|---|----|
| <b>OVERALL ASSESSMENT OF EPIA:</b> | Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties? | No |
|------------------------------------|---|----|

|  |  |  |
|--|--|--|
| <b>ASSESSMENT FINDINGS</b>   | The review is incomplete so the full and final impact is harder to determine. Once the review is further progressed, this EPIA will be reassessed. |  |
| <b>If YES, use this box to highlight evidence in support of the assessment of the EPIA</b> |  |  |
| <b>If NO, use this box to highlight actions needed to improve the EPIA</b>                 |  |  |

|   |          |                          |
|---|----------|--------------------------|
| <b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b> | Yes / No | If YES, please describe: |
|   |          |                          |

**LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA**

| LEVEL  |          | COMMENTS |
|--------|----------|----------|
| HIGH   | Yes / No |          |
| MEDIUM | Yes / No |          |
| LOW    | Yes      |          |

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

|                                    |                      |                         |
|------------------------------------|----------------------|-------------------------|
| <b>Director / Head of Service:</b> |                      |                         |
| <b>Signature:</b>                  | <i>Robert Naylor</i> | <b>Date:</b> 18/02/2019 |