

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

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Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Edge of Care Support Service	Person / people completing analysis	Jo Fox
Service Area	Children's Services	Lead Officer	Jo Kavanagh
Who is the decision maker?	Executive Councillor	How was the Equality Impact Analysis undertaken?	Through regular review of existing service provided by Safe Families for Children by Commissioning Officer and FAST Team Manager
Date of meeting when decision will be made	20/07/2018	Version control	V0.1
Is this proposed change to an existing policy/service/project or is it new?	Existing policy/service/project	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Commissioned
Describe the proposed change	<p>This volunteer-led service currently offers support to struggling families with a view to stabilising these families in times of crisis, preventing the escalation of need, lowering the risk of child abuse and neglect and reducing the number of children taken into care.</p> <p>The service is currently delivered by Safe Families for Children and will end on 31st March 2019.</p> <p>This service is working well and a family can choose to take-up support from a volunteer acting in one or more of the following roles:</p> <ul style="list-style-type: none"> • Family Friend – act as befrienders or mentors to families, helping parents/ carers to increase the stability of their lives, home environment, and their parenting, in order to improve the wellbeing of their children • Resource Friend – donate much needed resources to families in need • Host Family – take children into their home, giving the child's parents/ carer's time to resolve short-term crises. <p>We are reviewing this 'edge of care' service to determine the support we intend to offer to these families and ensure good quality, effectiveness and efficiency. This includes but is not limited to:</p> <ul style="list-style-type: none"> • Number of referrals • Type of referrals 		

- Support offered (currently Family Friend; resource Friend; Host Family)
- User Group (e.g. Age, status, social care involvement)
- Location (e.g. County wide; focus/ target areas)
- Level of funding – should this be by referral or a fixed sum per annum with number of referrals variable dependent on complexity

There are 2 options to be considered – a) Re-procure by means of an Invitation to Tender or b) De-commission the service.

a) Re-procure

Currently the market for delivering this service is uncertain and untested and there needs to be an opportunity for other organisations in the market to offer to deliver the service. By going out to market, LCC will be able to specify the outcomes required and see if there are other organisations who can deliver more effectively than the existing model and/or offer greater value for money

b) Decommission

The service provided is not a statutory service and by de-commissioning, the funding of this support for vulnerable families would cease. The implications would mean the Council would no longer be able to refer families to this service and could potentially have more families needing Early Help or FAST support or requiring temporary fostering accommodation. In addition to this, the Council would no longer be able to offer the same opportunity for community volunteers in Lincolnshire to provide this facilitated support.

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

Age	<p><u>Re-procure</u> The Provider shall provide an early intervention approach to support families going through crisis and currently this is for families who have a child under the age of 12 and who have been identified through Social Care or Early Help Assessment. The proposed change means there will be the opportunity to operate a flexible, responsive, integrated and needs-lead service, working with other in-house teams, to improve outcomes for children and young people aged up to 15 years (potentially up to 17 years, determined on a case-by-case basis and subject to a satisfactory risk assessment)</p> <p><u>De-commission</u> No positive impacts identified</p>
Disability	<p><u>Re-procure</u> Mental disability can be a factor for children and families going through crisis, be it either the child or the parent/guardians mental health. The outcome of the proposed tender will help and support CYP by having the resources to develop meaningful links with support services e.g. Emotional Health & Wellbeing Service and support from specialists within Children's Services</p> <p><u>De-commission</u> No positive impacts identified</p>
Gender reassignment	<p><u>Re-procure</u> The proposal will not affect the manner in which services to CYP are provided according to their choice of gender.</p> <p><u>De-commission</u> No positive impacts identified</p>
Marriage and civil partnership	<p><u>Re-procure</u> Family relationships will be encouraged and supported, working with families where necessary to develop these relationships</p> <p><u>De-commission</u></p>

	No positive impacts identified
Pregnancy and maternity	<p><u>Re-procure</u> The proposed service could contribute towards support of pregnant mothers/ guardians and build on family relationships where there is another child in the household.</p> <p><u>De-commission</u> No positive impacts identified</p>
Race	<p><u>Re-procure</u> The service is focussed on the needs of the families regardless of race. The outcomes of the tender could help to shape services to improve outcomes for those families and CYP with specific racial characteristics, being aware of what is working well, understanding gaps in current provision and contributing towards resolutions to redress those gaps, e.g. this could be through the use of an interpreter, already sourced internally, to facilitate clear communication</p> <p><u>De-commission</u> No positive impacts identified</p>
Religion or belief	<p><u>Re-procure</u> The outcomes of the proposed plan could help to shape services to improve outcomes for those families and CYP with specific religious beliefs, being aware of what is working well, an appreciation of community diversity, understanding gaps in current provision and contributing towards resolutions to redress those gaps. The current service works mainly with local churches. Under the new plan, the service will be expected to develop joint working relationships with a variety of other buildings where people of faith may want to provide or receive support e.g. Churches, Mosques etc.</p> <p><u>De-commission</u> No positive impacts identified</p>
Sex	<p><u>Re-procure</u> The proposed plans overall are not gender specific and safeguarding measures will always apply to all</p> <p><u>De-commission</u> No positive impacts identified</p>

Sexual orientation	<p><u>Re-procure</u> The proposal will not affect the manner in which services to CYP are provided according to their sexual orientation</p> <p><u>De-commission</u> No positive impacts identified</p>

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Re-procure

The service will work with families to remain together and will be flexible to meet the needs of the family seven days a week. The Provider shall provide the appropriate level of support to reduce the flow of children going into care by supporting families as part of early intervention and at the edge of care, and support families to de-escalate in their level of need.

The service will support parents/ carers to maintain or increase their outcome scores against the six domains:

- Social Networks and Support – do they have the people around them that they need and want, feel settled and happy where they live with access to the facilities that are important
- Well-being, happiness and emotional health – how they feel about day-to-day life and do they feel happy and content
- Confidence and self-esteem – how they feel about themselves, their confidence to parent, to go to new places, to make new friends, to achieve the things they would like to do
- Home environment and physical needs – does their home provide a safe, comfortable and appropriate environment for the family
- Family relationships – how are the relationships between them and family members, do they feel connected to their children, can express love to them and offer them attention and encouragement
- Positive parenting – how are they parenting their children, do they feel they have the right practical tools and knowledge to parent them as they would like to.

The Provider will provide LCC with ongoing evaluative data to support LCC to undertake a detailed evaluation as to the benefits of the Service to children and families in Lincolnshire.

The Provider will address some inequalities by offering resources to more vulnerable families including those living in deprived areas.

De-commission

By de-commissioning the service, funding of between £375,000 and £450,000 over 5 years will be saved; however, costs to other services may increase as a result, e.g. Early Help, FAST and temporary accommodation.

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

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Age	<p><u>Re-procure</u> The current service supports families with a child up to the age of 12 years. If this criteria remains, this will have a negative impact on those children aged 13 to 18 years This could be mitigated by extending the age criteria; however some volunteers may not be willing to support older children due to safety concerns. The Council is also developing a service specifically to work with risky adolescent behaviour and any service commissioned will align with the development of that service to meet the needs of 13-18yr olds</p> <p><u>De-commissioning</u> By de-commissioning the service, support for children up to (potentially) 17 years may be reduced and any other support that can be provided will be done so by mostly higher cost services</p>
Disability	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of ability/ disability. Some volunteers may struggle to support a family/ CYP with a disability, therefore volunteers would need to be carefully selected to support these</p> <p><u>De-commissioning</u> By de-commissioning the service, support for families with disabilities may be reduced and any other support that can be provided will be done so by mostly higher cost services.</p>

Gender reassignment	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of gender</p> <p><u>De-commissioning</u> No negative impacts identified.</p>
Marriage and civil partnership	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of status</p> <p><u>De-commissioning</u> The current service works with entire families, not just children. By d-commissioning the service, additional pressures faced by the family may impact negatively on the family dynamic. .</p>
Pregnancy and maternity	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of status.</p> <p><u>De-commissioning</u> No negative impacts identified</p>
Race	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of their racial group.</p> <p><u>De-commissioning</u> No negative impacts identified</p>
Religion or belief	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of their faith, however the service may no longer be church-led and some volunteers who may be dedicated to the charity may then be reluctant to volunteer for another organisation</p> <p><u>De-commissioning</u> By de-commissioning the service, there may be a reduced opportunities for those church-based volunteers to offer support .</p>

Sex	<p><u>Re-procure</u> The proposed service applies to all CYP regardless of their gender.</p> <p><u>De-commissioning</u> No negative impacts identified</p>
Sexual orientation	<p><u>Re-procure</u> The proposed change applies to all CYP regardless of their sexuality.</p> <p><u>De-commissioning</u> No negative impacts identified</p>

If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

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Objective(s) of the EIA consultation/engagement activity

At this point, no specific consultation or engagement has been undertaken on the development of the proposal, however, under the current contract, families provide regular feedback around the service they receive and the benefits they have gained.

Existing performance data, Government guidelines and other Local Authority processes were considered.

Including, but not limited to:

- Safe Families for Children current performance and provision, including feedback and service evaluation; research and needs analysis reports.
- Nottingham City and Derby City current provider performance and recommissioning intentions
- Section 17 of the Children Act 1989 - provision of services for children in need, their families and others
- Engagement with families involved with the service provider.

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

Age	N/A.
Disability	N/A.
Gender reassignment	N/A.
Marriage and civil partnership	N/A.
Pregnancy and maternity	N/A.
Race	N/A.
Religion or belief	N/A.

Sex	N/A.
Sexual orientation	N/A
<p>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way?</p> <p>The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	Yes
<p>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</p>	<p><u>Re-procure</u> The commissioned service will be subject to contract management against performance. This will involve tracking indicators designed to monitor the effectiveness of these services at meeting people's needs, including feedback and views of service users</p> <p><u>De-commission</u> If the decision is made to de-commission, there will need to be a period of time for the service to 'close' or transfer family support before the contract ends.</p>

Further Details

Are you handling personal data?

Yes

If yes, please give details.

This will include:

Name; Address; DoB; telephone number; history of involvement with children's services (e.g. copies of assessments); health information; risk information

Social Care Assessments will be shared with the supplier (if felt necessary) confidentially and subject to parental consent to ensure a full and appropriate profile.

In line with short break guidance and best practice in working in partnership with families, the Supplier will disclose addresses and contact details of Host Family volunteers to supported families.

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Actions required	Action	Lead officer	Timescale
<p>Include any actions identified in this analysis for on-going monitoring of impacts.</p>	<p><u>Re-procure</u> Undertake engagement with professionals, service users and other stakeholders to identify further impacts</p> <p><u>De-commission</u> Undertake case analysis to determine future support required</p>	<p>Jo Kavanagh</p>	<p>30 September 2018</p>

Signed off by

Date

Click here to enter a date.