


EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Renewed Savings Plan Children & Families (Reduction in C&F Workforce)

Warwickshire County Council

Equality Impact Assessment/ Analysis (EqIA)

Directorate	People
Business Units/Service Area	Children & Families
Plan/ Strategy/ Policy/ Service being assessed	Children's Transformation and new Savings Plan which include reduction in staff by 11% to save at least £3.316m from our £29.0m staffing budget by 31 March 2020.
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	No
EqIA Review team – List of members	Mike Wood
Date of this assessment	September 2018
Signature of completing officer (to be signed after the EqIA has been completed)	John Coleman, Assistant Director
Name and signature of Head of Service (to be signed after the EqIA has been completed)	John Coleman, Assistant Director
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reduction in staffing.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how.																								No			
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																								No			

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	In line with the new operation model for the council, the proposed changes will reduce the layers and number of managers. There will also be changes to number of practitioners in some areas but linked to demand management.
(2) How does it fit with Warwickshire County Council's wider objectives?	In line with the new operation model for the council, the proposed changes will reduce the layers and number of managers.
(3) What are the expected outcomes?	<ul style="list-style-type: none"> • Financial savings • Improved alignment across managers and practitioners. • Caseloads of practitioners reflect local need and are safe and manageable. • Clearer responsibilities and stops cross over in lines of accountability within management and leadership team within the service.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	N/A
<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	<ul style="list-style-type: none"> • Strategic Review of Children & Families • Review of responsibilities and structure.

(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	Consultation with affected staff and detailed Equality Impact Assessment for each consultation and realignment process will be completed.		
(3) Which of the groups with protected characteristics have you consulted with?	All staff consulted who will be impacted.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE None	DISABILITY None	GENDER None
	MARRIAGE/CIVIL PARTNERSHIP None	AGE None	GENDER REASSIGNMENT None

	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
(2) If there is an adverse impact, can this be justified?	None	None	None
(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	<p>The workforce in Warwickshire Children & Families is in a positive position. We have very low numbers of agency staff and turnover is at its lowest. Strategies are being implemented to ensure support for staff through a period of change.</p> <p>For the reduction in staff number where possible consideration will be given to requests for voluntary redundancy and/or (if applicable) early retirement. Redeployment would be initiated immediately. However, if no alternative posts were available within the County Council, compulsory redundancy would be necessary.</p> <p>Where possible vacant posts will be deleted to reduce disruption to individual members of staff.</p>		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	<p>Support is being provided by managers and is available through the WCC staff care scheme.</p>		

<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<ul style="list-style-type: none"> • Engagement with Trade Unions • Support is being provided by managers and is available through the WCC staff care scheme. • Restorative approaches with staff and families to ensure participation in the design of services. • Continued updates and information to staff through communication sessions and staff engagement groups.
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>None</p>
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>Will be stressful for staff as risk of job losses.</p>
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<ul style="list-style-type: none"> • Support is being provided by managers and is available through the WCC staff care scheme. • Representation from unions is available. • Consultation process will take into account staff views.
<p>(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	<p>Not applicable.</p>
<p>(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?</p>	<p>N/A</p>

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

NFA

EqIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

(2) Review and Monitoring
State how and when you will monitor policy and Action Plan

Following consultation the views of staff will be considered. If implementation continues further support will be provide by managers.

Please annotate your policy with the following statement:


'An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).

EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Renewed Savings Plan Children & Families (Reduction in Children Looked After)

Warwickshire County Council

Equality Impact Assessment/ Analysis (EqIA)

Directorate	People
Business Units/Service Area	Children & Families
Plan/ Strategy/ Policy/ Service being assessed	Children's Transformation and new Savings Plan to reduce the number of children in care to save £2.3m. This is a significant reduction to previous saving which was not achieved to date which was in total £5.3m
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	No
EqIA Review team – List of members	Mike Wood
Date of this assessment	September 2018
Signature of completing officer (to be signed after the EqIA has been completed)	John Coleman, Assistant Director
Name and signature of Head of Service (to be signed after the EqIA has been completed)	John Coleman, Assistant Director
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INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



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Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reduction in Children Looked After.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how. <u>The savings plans will ensure continued efforts to support children to remain with their families, as long as it is safe.</u>																								No			
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how. <u>The savings plans linked to reduction of children in care will mean that carers of children will be provided with support as far as possible for children to remain at home or within their family as long as this is safe and in the child's best interests as defined by the Children Act 1989.</u>																								Yes			

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	The reduction in looked after children is linked to Warwickshire having significantly high levels of children in care compared to statistical neighbours. The Strategic Review highlighted that there are less children coming into care but sometimes permanency takes too long. Continued work on the placement mix, particularly recruitment of foster carers but the placement mix when compared to other areas is very good e.g. we have low numbers of children in residential care.
(2) How does it fit with Warwickshire County Council’s wider objectives?	The reduction in children in care is in line with desired approach of self-help and supporting families where safe to do so to stay together.
(3) What are the expected outcomes?	<ul style="list-style-type: none"> • Financial savings • Edge of care support services strengthened. • Culture change leads to families being more engaged with practitioners through restorative relationships. • Strengthen mechanisms for families to be supported to take control of their own safety plans. Viewing the family as an asset with strengths and as experts of their own circumstances. • Caseloads of practitioners are safe and manageable.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	Benefits to children in care and their families if they can be supported to safely remain within the family. Outcomes for children who remain within the family are improved compared to outcomes for care leavers.

<u>Stage 2 - Information Gathering</u>			
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	<ul style="list-style-type: none"> • Comparison of statistical neighbour data. • Evaluation of outcomes children looked after and journey for children in care to permanency. 		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	Not applicable		
(3) Which of the groups with protected characteristics have you consulted with?	The practice approach being taken is restorative, this means practitioners ensuring the voice of families is heard. We are a parent focussed and child centred approach. This means increased support being provided at edge of care and increased opportunities for family group conferences for families to establish their own solutions and plan to keep children safe in partnership with the county council and it's partners such as police and health services.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE None	DISABILITY None	GENDER None

	MARRIAGE/CIVIL PARTNERSHIP None	AGE None	GENDER REASSIGNMENT None
	RELIGION/BELIEF None	PREGNANCY MATERNITY None	SEXUAL ORIENTATION None

(2) If there is an adverse impact, can this be justified?
 Child protection and child in need system closely monitor and support children. The feedback from parents and evaluations from other local authorities is that new approach to risk management does not place children at any further risk. Clearly the nature of child protection work is high risk and can be impacted by regional or national incidents. This is recognised in the corporate risk register.

(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)
 Children through the multi-agency child protection and child in need system are assessed and monitored to ensure children remain safe and their physical and emotional health is positive. Learning and quality assurance functions from senior managers are in place to oversee and review decision making.
 We will also monitor impact on children from BME communities. The reduction in CLA is likely to benefit many children and families, but it may become more difficult to keep a good placement mix that can meet a range of cultural needs.

<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?</p>	<p>Increased support in some areas with a clearer early help offer and new edge of care services.</p>
<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>Restorative approaches with staff and families to ensure participation in the design of support services and ownership of individual plans.</p>
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>None</p>
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>Support will be provided at a senior level to oversee decision making for children and young people with new senior manager led panels.</p> <p>Children left at home for too long could lead to poorer outcomes but through child protection and child in need process multi agency functions monitor progress and ensure safeguarding of children.</p> <p>Children placed in care are not at any less risk in some circumstances e.g. the impact of removal from family, risk of going missing, outcomes for children in care compared to children of the same age/demographic who are cared for by their parents etc.</p>
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<ul style="list-style-type: none"> • Senior Manager decision making and monitoring processes, including oversight from the Assistant Director. • Challenge or escalation processes within child protection processes to ensure all agency approach and enable professional challenge.

(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	N/A

<u>Stage 4 – Action Planning, Review & Monitoring</u>	
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<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>N/A</p>				
<p>(2) Review and Monitoring State how and when you will monitor policy and Action Plan</p>	<p>EqlA Action Plan</p>				
	<p>Action</p>	<p>Lead Officer</p>	<p>Date for completion</p>	<p>Resource requirements</p>	<p>Comments</p>
	<p>Following consultation the views of staff will be considered. If implementation continues further support will be provide by managers.</p>				

Please annotate your policy with the following statement:

‘An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).