



Equality Analysis Report

Summary of activity:

Whole service restructure – The proposal in the Youth Offending Service and Intensive Family Support service is in 2013/14 to reduce the Management Team by 1 post and to remove the Parenting Programme Delivery team and consider how these non –statutory functions may be delivered in different ways

Lead officer:

Angela Murphy, Assistant Director

Equality analysis team:

Brian Glover, Assistant Director

Simon Westwood, Assistant Director

Amanda Cairns, Senior HR Advisor

All Heads of Service in Children’s Services, Schools and Families

Relevance

An equality analysis of this activity is required.

This activity has no relevance to Bedford Borough Council’s duty to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations. An equality analysis is not needed.

Explanation why equality analysis is not needed:

Not applicable an equality analysis is required.

Level 1 Equality Analysis

Scope of equality analysis**Impacted by activity:**

This specific proposal in relation to the changes to the Parenting Programme Team will take effect from 2013 therefore we will do a Level 2 Equality Analysis during 2012. The policy proposal in relation to CSSF 1 is to implement a whole service restructure. The rationale behind the review and restructure was set out in the recently published modernisation programme; which seeks to deliver efficient, effective and streamlined service, targeted at the most vulnerable children, young people and families.

The proposals are widespread and will impact on the majority of service areas across the Directorate. Specifically, proposals have been made in relation to the current structure in the following teams:

- Senior management

- School Organisation & Planning
- School Improvement
- Early Engagement & Development
- Vulnerable Pupils
- Virtual Team for Looked After Children
- Youth Service
- Youth Offending Services
- Quality Assurance
- Engagement & Development

Therefore, the activity proposed under CSSF 1 will have the most impact on children and young people, who are considered to be a protected group by virtue of their age. Depending on the service considered, there could also be an impact on other identified stakeholders, such as Schools, the voluntary and community sector, statutory partners, parents / carers, and staff who currently deliver the service.

There are no known beneficiaries of this activity.

Protected equality groups:

As outlined in the response above, it is considered that the activity would have the most impact and therefore be relevant to those under the 'age' protected group. Others from the different equality groups may also be impacted – but until further work is done on engagement, consulting and analysis – this will not be known.

As the activity proposed is in relation to services provided to children and young people – it is considered that those protected equality groups for gender reassignment, sexual orientation or marriage and civil partnership would not be applicable to service users. Though this could be explored further through consultation.

However, the activity will also impact on staff of Bedford Borough Council – who could be considered in one or more of the protected equality groups; and again, until further work is completed on consulting with staff and analysing information / data, the extent will not be known.

General Equality Duties:

This activity proposed under CSSF1 relates to the Bedford Borough Council's equality duties to:

- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relationships between people who share a protected characteristic and those who do not.

The reduction of management capacity by one post will not impact on any protected group.

The removal of the parenting programme team may adversely affect protected groups as we are aware that in the community there are parents who may benefit from this service.

Evidence

What relevant evidence is there about the activity?

Parents who access this service include single parents, black parents and parents of children with a disability. The service users that may be impacted in 2013 may be different to those currently accessing the service, therefore we will engage with them during November 2012. The importance of developing early intervention to prevent long term costly interventions was raised in our consultation process. We will seek to mitigate this by ensure that other existing support for parents and evidence based parenting programmes can continue be offered through other professional services. The Child Poverty Needs Assessment July 2011 shows that children of teenage mothers have a 63% increased risk of being born into poverty compared to babies born to mothers in their 20s. Children of lone parents are at greater risk of living in poverty than children living with two parents. There are particular difficulties for mothers of disabled children working – only 16% of mothers with disabled children work compared to 61% of other mothers, and only 3% work full time compared to 22% of other mothers.

The Parenting Programme team will provide support to those groups and therefore the changes proposed will be mitigated by ensuring that those groups are priority target groups for other existing services that will remain in 2013.

However, there is more evidence needed from the service users and stakeholders through engagement and analysis work to be completed in 2012 to ensure that the impact of each of the different activities proposed is considered in more detail in respect of the protected equality groups.

What does this evidence tell you about the different protected groups?

At this stage, the evidence we have does not tell us a great deal about the different protected equality groups in relation to service users, stakeholders or staff who will be affected by activity proposed under CSSF 1h

We know that the proposed activities could potentially have an impact on one or more different protected equality groups and Bedford Borough Council's equality duties to:

- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relationships between people who share a protected characteristic and those who do not.

What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?

As a result of the activities proposed under CSSF 1, there is potentially an impact on service users, stakeholders and staff – who may be from one or more of the different protected equality groups. Through engagement and the collation of more information and evidence, the extent of any impact can be considered further.

Have you thought about commissioning new data or research?

Through the further engagement and consultation which will be undertaken, specific information and evidence will be collated to allow us to better understand the impact of the proposed activity under CSSF 1h for service users, stakeholders and staff.

Adverse affect on equality

Age

By virtue of the fact that children and young people are the predominate service users for the Directorate – the activity proposed will have an impact on those in the protected equality group with the characteristic of age. However, from the evidence we have so far, the extent of this impact is not known; and this would be further explored through the consultation work. Each of the activities proposed could have an impact on different age groups and therefore more work is needed to understand this.

Although, other stakeholders could be from a particular age group it is envisaged that the activity proposed would not have an impact a particular age group for these. Staff that may be impacted as a result of the proposed activities; there will be different staff for each activity and therefore work would need completed to further analyse the ages of the staff affected and which specific service area this is in relation to. This will emerge as the proposals are finalised through consultation.

Disability

There may be children and young people who access the services and activities as proposed under CSSF 1 who would be included in this protected equality group; however, from the evidence we have so far – the impact of the proposals on this protected group is not known. Each of the activities proposed may impact of this group differently, and therefore more work is needed to understand this.

Although stakeholders may be from this protected equality group, it is envisaged that the activity proposed would not impact on any particular group in the community. There may be staff impacted as a result of activities proposed under CSSF1; but this staff will be different for each of the different activities proposed. Therefore more work is needed under each of the service

areas to determine which staff are affected and if they are part of this protected equality group.

Gender reassignment

For the children and young people who access the services, is it not appropriate to consider the impact of this protected equality group. However, other stakeholders and staff may be included under this protected equality group as a result of the activity proposed under CSSF1. Therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group.

Pregnancy and maternity

There may be some young people who are protected by this equality group, but from the evidence we have so far the extent of any impact is not known. Therefore there needs to be consideration of all the activities proposed under CSSF1 to determine this.

There may be stakeholders from this protected equality group, and staff may be impacted as a result of activities proposed under CSSF1 in relation to the protected equality group. The staff will be different for each of the different activities proposed and therefore more work is needed under each of the service areas to determine which staff are affected and ensure that relevant HR policy is followed in order to minimise the impact of the same.

Race

All children or young people who receive services that will be affected by the proposed activity under CSSF 1 could be considered in this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on one or more of the groups with this characteristic.

There will be stakeholders and staff who will be from this protected equality group. The staff will be different for each of the different activities proposed and therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group, the impact of the activities on the same.

Religion or belief

All children or young people who receive services that will be affected by the proposed activity under CSSF 1 could be considered in this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on one or more of the groups with this characteristic. Therefore consideration is needed of the impact of the activities in order to determine the same.

There will be stakeholders and staff who will be from this protected equality group. The staff will be different for each of the different activities proposed

<p>and therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group, the impact of the activities on the same.</p>
<p>Sex (gender)</p> <p>All children or young people who receive services that will be affected by the proposed activity under CSSF 1 could be considered in this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on one or more of the groups with this characteristic. Therefore consideration is needed of the impact of the activities in order to determine the same.</p> <p>There will be stakeholders and staff who will be from this protected equality group. The staff will be different for each of the different activities proposed and therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group, the impact of the activities on the same.</p>
<p>Sexual orientation</p> <p>For the majority of the children and young people who access the services, is it not appropriate to consider the impact of this protected equality group. However, there will be some young people who may be impacted that could be considered under this protected equality group. It is not known at this stage what the impact would be of the proposed activity and whether this would have a particular impact on groups with this characteristic. Therefore consideration is needed of the impact of the activities in order to determine the same.</p> <p>Other stakeholders and staff may be included under this protected equality group as a result of the activity proposed under CSSF1; therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group.</p>
<p>Marriage & civil partnership (in relation to eliminating discrimination)</p> <p>For the children and young people who access the services, is it not appropriate to consider the impact of this protected equality group. However, other stakeholders and staff may be included under this protected equality group as a result of the activity proposed under CSSF1; therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group.</p>
<p>Other identified groups (e.g. carers, different socio-economic, other groups experiencing barriers to access)</p> <p>There may be children and young people who access the services and activities as proposed under CSSF 1 who would be included in this protected</p>

equality group. However, from the evidence we have so far – the impact of the proposals on this protected group is not known. Each of the activities proposed may impact of this group differently, and therefore more work is needed to understand this.

Stakeholders and staff who could be grouped within any of the sub groups for this protected equality group may be impacted as a result of activities proposed under CSSF1. The staff will be different for each of the different activities proposed and therefore more work is needed under each of the service areas to determine which staff are affected and if they are part of this protected equality group.

Positive affect on equality

1. Eliminate discrimination, harassment and victimisation

2. Advance equality of opportunity

The proposed activity under CSSF1 is for a whole service restructure. The rationale behind the review and restructure was set out in the recently published Directorate modernisation programme; which seeks to deliver efficient, effective and streamlined services, targeted at the most vulnerable children, young people and families. It is hoped therefore, that through the restructure, the Directorate will be able to carry on delivering services for the most vulnerable in Bedford Borough, by making efficiencies in other more universal and discretionary service areas.

3. Foster good relations (including tackling prejudice and promoting understanding between different protected groups)

4. Promote positive attitudes towards disabled people

5. Take account of disabled people's disabilities

Summary of analysis

The evidence we have so far would suggest that the activities proposed under CSSF 1 will have an impact on the different protected equality groups and Bedford Borough Council's equality duties to:

- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relationships between people who share a protected characteristic and those who do not.

What is not known is the extent of any impact and specifically on which protected equality groups. Work needs to be done on each of the service areas under the activity proposed in order to address this in more detail; and as there will also be an impact of staff that carry out the activities, there needs to be a level 2 equality analysis completed during the next 12 months prior to implementation of the activity.

Therefore, the most appropriate course of action would be to carry onto a level 2 analysis. For most of the activity in CSSF 1 there are significant gaps in the relevant equality information preventing an evidence led analysis of the effects on equality. By completing the level 2 analysis, and through the proportionate engagement with service users, staff and other stakeholders, we can determine the impact of each, whether this is positive or adverse and any mitigating actions.

In order to carry out this engagement in a meaningful and robust manner – it is more appropriate to engage with the service users, stakeholders and staff service area by service area. Therefore, CSSF 1 has been broken down into its constituent parts for the purpose of completing a level 2 equality analysis and engagement with relevant parties. The different sections, all of which will have a separate level 2 equality analysis; are therefore:

- CSSF 1a Senior Management
- CSSF 1b School Organisation & Planning
- CSSF 1c School Improvement
- CSSF 1d Early Engagement & Development
- CSSF 1e Vulnerable Pupils
- CSSF 1f Virtual School Team
- CSSF 1g Youth Service
- CSSF 1h Youth Offending Service
- CSSF 1i Engagement & Development
- CSSF 1j Quality Assurance

Level 2 Equality Analysis

Engagement
Age
Disability
Gender reassignment

Pregnancy and maternity
Race
Religion or belief
Sex (gender)
Sexual orientation
Marriage & civil partnership (in relation to eliminating discrimination)
Other identified groups (e.g. carers, different socio-economic, other groups experiencing barriers to access)

Engagement findings
Age
Disability
Gender reassignment
Pregnancy and maternity
Race
Religion or belief
Sex (gender)
Sexual orientation
Marriage & civil partnership (in relation to eliminating discrimination)
Other identified groups (e.g. carers, different socio-economic, other groups experiencing barriers to access)

Analysis of engagement
What further adverse impact on each protected equality group was identified?
If the activity is likely to have a negative impact, what are the reasons?
What does your activity currently do to address the issues highlighted by engagement?
What practical changes will help reduce any adverse impact on the relevant protected equality groups?

What are the resource / budget implications of these actions?
What will be done to improve access to, and take-up of, services and understanding your activity by relevant protected equality groups?
What impact will the activity have on helping different groups of people to get on well together and foster good relations?
What can you do to advance equality and eliminate discrimination when you procure goods and services?
How will the activity meet the different needs of relevant protected equality groups?
What risk to equality / adverse impact would there be if your activity was not implemented?

Analysis Findings

Analysis findings
1 No major change required at this stage, however as the proposal develops in 2013/14 further equality work will be completed.

Monitoring and review
To be determined as the proposal develops.

Action plan

Issues	Actions	Target date	Lead	Resources required
Adverse impact	To undertake engagement and consultation on the proposed activity and complete a Level 2 Equality Analysis	Nov 2012	Head of Bedford Youth Offending Service	Met within the team
Opportunities to advance equality and foster good relations				
Engagement and involvement				
Dissemination of analysis				
Equality information, data and evidence				



Sign off

Name of Executive or Assistant Director: Simon Westwood

Date: 24.11.11

Review date: November 2012