

Equality Analysis Report

Title of activity / Budget Proposal title and number Childrens Services Service Redesign	Committee meeting (decision maker) and date Chief Executive August 2019
Service area Children Services	Lead officer Colin Foster, Director of Children's Services
Approved by Colin Foster, Director of Children Services	Date of approval 28 th August 2019
Description of activity: Owing to a number of ongoing challenges impacting the delivery of public sector services, the Council identified it would need to realise a financial saving of £24m per annum by 2019/20 in order to be financially sustainable. On 7 July 2016, following a short assessment phase, PwC, in conjunction with the Council produced a report for the Executive which outlined a route to achieving the £24m savings required. A key element (£10.402m) of the savings identified would come from payroll through a new operating model enabled by new ways of working and digital technology. The design phase for the Digital Operating Model (DOM) was approved by the Executive on 22 February 2017. A summary of key changes is; <ul style="list-style-type: none">- Change in approach to social care / early help referrals (speedier response to safeguarding concerns)- Placements function (some posts removed, functions devolved and continues)- Fostering / adoption marketing (post removed, function continues devolved to fostering and adoption teams)- Early Help approach (changes to roles and functions to enhance services and create an adolescent response team)- Parenting support (role removed function continues within early help restructure) This equality analysis focuses on the proposed establishment of an adolescent response team as the aspect of the service redesign that affects service users.	

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
2. The activity could affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	Adolescents and their families who have been identified against the established criteria of the adolescent response team.
Which particular protected equality groups are likely / will be affected?	Age – the criteria relates to young people aged 12-18 years old. The team's response criteria will likely mean all protected characteristics may be relevant, particularly but not exclusively boys (sex) and those with social, emotional and mental health needs.

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Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	<ul style="list-style-type: none">• Bedford Borough Joint Strategic Needs Assessment https://www.bedford.gov.uk/.../bedford_borough_jsna.aspx• Bedford Public Health Data Set https://www.gov.uk/guidance/phe-data-and-analysis-tools• Bedford Borough Council Children's Services Business Report – this is a monthly report produced for the service• Bedford Borough Early Help data
What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	<ul style="list-style-type: none">• Stakeholder consultation was carried out with schools, alternative education provisions, health partners, LSCB (Local Safeguarding and Children's Board).• Feedback from Children and Young People
What does this evidence tell you about the different protected groups?	<ul style="list-style-type: none">• There is a need for more streamlined child protection referrals and targeted work with young people aged 12 – 18. The established Adolescence response work is in direct response to consultation with stakeholders.• Exclusion data shows that White British boys are significantly more likely to be excluded in the secondary years and Children in Care are even more likely.• Data also shows that children and young people are increasingly impacted by poverty - http://www.bedford.gov.uk/council_and_democracy/statistics_and_census/indices_of_deprivation_2015.aspx
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	Ongoing service monitoring of children and young people accessing the service by protected characteristics.

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age		Ensure effective referrals are made and appropriate support for families who meet criteria	
Disability		Ensure that disabilities are identified as part of the assessment, this may include behavioural difficulties	
Gender reassignment		Ensure that any gender reassignment issues are considered in each case	
Pregnancy and maternity		Ensure effective support where young people are or are becoming parents	
Race		Ensure cultural and racial context are considered in each case	
Religion or belief		Ensure religious context and belief systems are considered in each case	
Sex		Ensure that support for service users is appropriate for the gender of the person.	
Sexual orientation		Ensure that sexual orientations is considered in each case	
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	/ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Disability	/ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Pregnancy and maternity	/ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Race	/ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc
Other relevant groups	/ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tbc

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	This will be considered in all contracting of work
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What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	This will be considered in the commissioning of any work
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Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact				
Actions to increase positive impact	Service leads on appropriate protected characteristics	Senior Leadership Team (SLT)	Sept 2020	Training for staff
Actions to develop equality evidence, information and data	Monitoring equality data	SLT	Sep 2020	Targeting of resource
Actions to improve equality in procurement / commissioning	Appropriate EIA on all procurement & commissioning	SLT / Procurement Hub	Sept 2020	Targeting of resource
Other relevant actions				

Recommendation

No major change required	<input checked="" type="checkbox"/>	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The equality analysis has focussed on the on the proposed establishment of an adolescent response team as part of the Children's Service redesign; the proposed new team is the aspect of the service redesign that affects service users.

A new team is being established as a result of stakeholder consultation. As a new service, more data/information is required and service equality monitoring of children and young people accessing the service will be collected over the next year to inform a review of the new team and identify equality impact.

Monitoring and review

Monitoring and review	Review date
The equality analysis will be reviewed when the adolescent response team is reviewed in one year.	Autumn 2020