

Equality Analysis Report

Title of activity / Budget Proposal title and number Children's Services Strategy Report <ul style="list-style-type: none"> - Children's Services Strategy - Workforce Development Strategy - Multi Agency Safeguarding arrangements 	Committee meeting (decision maker) and date Executive 090119
Service area Children's Services	Lead officer Colin Foster, Director Children's Services
Approved by Colin Foster, Director Children's Services	Date of approval 29 December 2018
Description of activity: <p>The proposed Strategies give strategic direction for Bedford Borough Council Children's Services</p> <p>The Children's Services Strategy makes explicit links to the Bedford Borough Council corporate plan. It gives an overview of the vision and outcomes framework for Children's Services.</p> <p>The Workforce Development Strategy makes explicit links to the Bedford Borough Council corporate workforce development strategy. It aims to enable a high quality workforce and assist in tackling the national shortage of qualified Social Workers working in Children's Services.</p> <p>The Multi Agency Safeguarding arrangements are required to be published so as to make clear the arrangements of Bedford Borough Council, Police and Health in relating to Local Safeguarding arrangements. This is in accordance with 'Working Together' the July 2018 statutory guidance.</p> <p>The purpose of this equality analysis is to ensure that the strategic direction given by these strategies considers all relevant protected characteristics.</p>	

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 checked="" type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does 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 checked="" type="checkbox"/>	No	<input 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 type="checkbox"/>	No	<input checked="" 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 checked="" type="checkbox"/>	No	<input 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"/>

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	Children, Young People and families Schools. Voluntary sector.
Which particular protected equality groups are likely / will be affected?	Age – children and young people of the following ages: pre-birth, 0-3 years, 3-5 years, 5-11 years, 11-19 years, post 19 Race Disability (mental health) Sex

Evidence, data, information and consultation

<p>What evidence have you used to analyse the effects on equality?</p>	<p>Bedford Borough Joint Strategic Needs Assessment https://www.bedford.gov.uk/.../bedford_borough_jsna.aspx</p> <p>Bedford Public Health Data Set https://www.gov.uk/guidance/phe-data-and-analysis-tools</p> <p>Bedford Borough Council Children's Services Business Report – this is a monthly report produced for the service</p>
<p>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</p>	<p>The documents were out to consultation since the Pupil Voice Conference on 17th November 2017 and 9th October 2018</p> <p>Targeted consultation occurred through existing meetings and groups. Additional consultation workshops were set up to ensure the input of all partners and service users. Groups consulted included:</p> <p>Bedford Borough Safeguarding Children's Board – 12/11/18 Children's Health and Wellbeing Group - 28/11/18 Children's workforce practitioners - 07/01/18 and 02/10/18 Young People - 08/10/18</p>
<p>What does this evidence tell you about the different protected groups?</p>	<p>The Children's Services Strategy contains a full range of measures for success based on the information from the research and consultation. Work to offer good early help and intervention makes a significant contribution to all children, young people and families.</p> <p>The development of a vision and strategy for Childrens Services is a positive way of setting out our goals and being clear on how early intervention impacts outcomes for all children, young people and families.</p> <p>The Multi Agency Safeguarding arrangements make clear how partners will work together to safeguard Children.</p> <p>The LAC and Care Leavers strategy and Local Offer demonstrates how Bedford Borough Council will support Care Leavers</p>

	<p>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 – see attached</p> <p>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</p> <p>The Early Help Triple P Parenting Offer has reached 518 parents and supports carers. We produce approx. 5000 leaflets a term which are distributed across all school settings. Most schools send out an email regarding Triple P in Parent Mail. We are now producing posters and adverts regarding triple P and press releases. It is on our social media as well.</p> <p>Getting support right as early as possible. The outcomes framework in the Children's Services Strategy and the commitments in the strategies show how the council intends to support and measure impact.</p> <p>This will mean better opportunities and outcomes for adults as these young people mature. Each area of the strategy is monitored by the relevant council department and partner agencies as appropriate and will be measured against equalities characteristics as part of the standard monitoring process. This enables proactive identification of any gaps or issues relating to protected characteristic groups.</p>
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	N/A

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		The strategy aims to support Children young people and families in Statutory intervention and Early Intervention. The Children's Services strategy also details how	

		children and young people will be involved in service development, The workforce development strategy is also relevant to ensuring the workforce has equality of opportunity to accessing training.	
Disability		Special Educational Needs and mental health, see above	
Gender reassignment			
Pregnancy and maternity		See above	
Race		Syrian refugees and their families. Cultural competence is art of the Workforce Development Strategy	
Religion or belief			
Sex			
Sexual orientation			
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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Children's Services are statutory and predominately work with Children and Young People within appropriate professional guidelines The data relates to the overall council workforce. In implementing the workforce development strategy, the impact of disciplinary processes and retention

				payment, will be monitored by age to identify if there are any issues within Children's Services.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The outcomes framework in the strategy includes outcomes for Children and Young People with SEND.</p> <p>All workforce development activity is accessible</p>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Cultural competence is a key element of the Workforce Development Strategy.</p> <p>Whilst the numbers involved are statistically too small to make any strong conclusion of a negative impact, the council's workforce data shows that there is a smaller number of Black/Black British employees in the council and they are more likely to be subject to the formal disciplinary process. Furthermore, workforce data shows that Black African female employees within social care disproportionately left council employment in 2016-2017. However there is a greater number of Black/British employees in Children's Services than elsewhere in the council. The workforce development strategy addresses this by promoting awareness of Cultural Competence through training.</p>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	All organisations are expected to adhere to the Equality Act. This is monitored by Service Level Agreements.
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	The Commissioning cycle is used to ensure the needs of the protected groups are met as early as possible. Monitoring of all commissions takes place quarterly to ensure needs are met.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact				
Actions to increase positive impact	Some translation of parenting material	Children's Services	Nov 2019	Increased accessibility to the parenting offer by underrepresented groups
Actions to develop equality evidence, information and data				
Actions to improve equality in procurement / commissioning				
Other relevant actions				

Recommendation

No major change required	<input checked="" type="checkbox"/>	
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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 is based on service data, public consultation and service user consultation.

The equality analysis has identified that the Children's Services Strategy, Workforce Development Strategy, Multi Agency Safeguarding Arrangement and LAC and Care Leavers Strategy/Local Offer set out to reduce inequalities and to focus services on those who most need them. Collecting data on those who access services and in particular parenting services will ensure that those from the identified protected groups are accessing these key services.

Monitoring and review

Monitoring and review The Council will continue to review the deliver and impact of the Children's Services Strategy, Workforce Development Strategy and the Multi Agency Safeguarding Arrangements Feedback from service users will be collected and analysed to assess impact of services especially on the identified protected groups.	Review date Ongoing Ongoing
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