

## Equality Impact Assessment for Budget process

<b>Directorate</b>	<b>Children Young People and Families</b>
<b>Service Area</b>	<b>Early Intervention Division</b>
<b>Policy/Service being affected</b>	<b>Early Intervention service, Integrated Youth Support service, Family and Parenting Support.</b>
<b>Is this an investment or proposed saving?</b>	<b>Savings</b>
<b>Is this proposed saving or investment directly linked to another i.e that an investment in a new or existing service relates to a saving in another area? If so please name the linked proposal.</b>	<b>No</b>
<b>Who is undertaking this assessment?</b>	<b>Elizabeth Featherstone, Shearon Williams</b>
<b>Date of this assessment</b>	<b>28.10.2010</b>
<b>Signature of completing officer (to be signed after the EIA has been completed)</b>	
<b>Name and signature of Head of Service (to be signed after the EIA has been completed)</b>	
<b>Signature of DMT Equalities Champion (to be signed after the EIA is completed and signed by the completing officer)</b>	

**A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to the Directorate Equalities Champion and the Corporate Equalities & Diversity Team**

## Form A1

### INITIAL SCREENING FOR BUDGET DECISIONS – DO THEY HAVE ANY RELEVANCE OR POSE ANY RISK TO ANY OF THE EQUALITIES GROUPS?



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

DEPARTMENT:	Relevance/Risk to Equalities																							
State the service or proposal being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Priority status For EIA					
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		✓		✓			✓					✓	✓			✓			✓			✓		

For saving proposals complete form A2a below

For investment proposals complete form A2b below

**Form A2a – proposed savings**

**Equality Impact Assessment**

**Please Explain**

**Stage 1 – Scoping and Defining**

(1) What are the aims and objectives of service where savings are to be made?

Overall aim of division is to secure early intervention approaches for children, young people and families and to reduce the number of families needing intensive, urgent or crisis support.

1. Early intervention service – Saving – to reducing support for CAF
2. Integrated Youth Support Service – Saving – Cut Youth and Community Service
3. Education Social Work Service – Saving – Reduce funding for this service

(2) How does the service fit with the council's wider objectives?

**Raising attainment and improving the lives of children and their families.**

<p>(3) What would the expected outcomes of the service have been?</p> <p>Who would have benefited from the service and in what way?</p>	<ul style="list-style-type: none"> <li>• Through use of the Common Assessment Framework (CAF) that puts children, young people and families at the heart of the process and ensures coordination of timely support</li> <li>• Providing integrated, early intervention support to children and schools to improve outcomes for vulnerable children and reduce exclusions</li> <li>• Supporting parents and families by working through parent forums, family group conferences and family support workers</li> <li>• Providing a range of information for families through the Family Information Service</li> <li>• Helping young people to achieve their full potential and become active members of their community by offering a comprehensive youth and community service</li> <li>• Working with Warwickshire Police to prevent disaffection amongst young people and remedy it where it occurs through a community based multi agency approach.</li> </ul> <p>All young people should benefit from these services.</p>		
<p>(4) Does this proposed saving have the potential to directly or indirectly discriminate against any particular group?</p> <p>Please identify all groups that are affected</p>	<p><b>RACE</b> Potential discrimination depending on further work to identify current usage of these services by ethnic minority groups.</p>	<p><b>AGE</b> All young people may be disadvantaged by the removal of the youth provision which also provided them with a voice.</p>	<p><b>GENDER</b> Potential to discriminate depending on further work to identify current usage of the services i.e. Provision of youth service to particularly reach out and involve girls.</p>
	<p><b>RELIGION/BELIEF</b> Potential to discriminate depending on further work to identify current usage of the services i.e. Provision of youth service to particularly reach out and raise awareness of certain faiths</p>	<p><b>DISABILITY</b> Potential to discriminate depending on further work to identify current usage of the services. i.e WACKY forum giving young disabled a voice.</p>	<p><b>SEXUAL ORIENTATION</b> Potential to discriminate depending on further work to identify current usage of the services and any planned work to give this protected group facilities and opportunity to have a voice.</p>

	Other – please specify
<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the cut to this particular service?	<p><b>These cuts were made as part of information gathered on the service delivery of the whole division. This is further intended to ensure we can continue to deliver our statutory obligations.</b></p> <ol style="list-style-type: none"> <li>1. EIS – reducing CAF support should have a minimum impact as this becomes embedded and mainstreamed.</li> <li>2. IYSS – The removal of Youth and community services will affect all young people including those from diverse groups. It will take away the opportunity for diverse groups to have a voice provided now through VOX, WACKY forum and Youth Panels. This will have related impact on the support to the community panels.</li> <li>3. ESWs – This service will be reduced and schools will be responsible for the delivery of this service with the LA's role becoming one of monitoring.</li> </ol>
(2) Have you been able to use any consultation data to help make this decision, if so what?	At the time of doing this EIA the proposals remained confidential. We will now conduct a series of consultation and further data collection to both identify the impact of the proposals and to monitor future impact.
<b><u>Stage 3 – Making a Judgement</u></b>	
(1) From the evidence above is there any adverse or negative impact identified for any particular group?	<ol style="list-style-type: none"> <li>1. Reducing CAF support – There has been no disproportionate impact identified however this is a relatively early service and we will continue to monitor its impact on diverse groups, especially around young people's access to this provision.</li> <li>2. IYSS – This will have adverse impacts on all young people including those from minority ethnic groups, children with disabilities and young LGBT people.</li> </ol>
(2) If there is an adverse impact, can this be justified?	<ol style="list-style-type: none"> <li>1. reducing CAF - this provision will not be lost as it is becoming embedding across the children's directorate. As it becomes further embedded, with CAFS taking place as an early intervention tool it should reduce the ESWs threshold for involvement. Owing to the cuts placed upon us as a local authority we have to ensure that we meet our statutory duties.</li> </ol>

<p>(3) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>	<p>With the CAF and the reduction of service provided by the ESWS, we are facilitating and encouraging the use of CAF's as an real early intervention tool in order to avoid high cost intervention later on. Youth Provision – it is likely that we will consult with the voluntary sector to establish if they can meet any gap by the removal of this provision.</p>
<p>(4) Is there any positive impact?</p> <p>Does it promote equality of opportunity between different groups and actively address discrimination?</p>	
<p><b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b></p>	<p>At this stage it appears that there will be not disproportionate impact on staff belonging to any of the protected groups. However there is a real need to look at this impact as part of a bigger picture and relate all staff related impact as a whole across the directorate.</p>

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

EIA Action Plan

(1) Action Planning – Specify any action which could be taken to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

Action	Lead Officer	Date for completion	Resource requirements	Comments
Collect data on current service users to identify if any particular group will be disadvantaged by reduction/removal of provision				
Participate in staff data collection to identify any adverse impact on particular protected groups				

(2) Review and Monitoring

State how and when you will monitor the impact of this proposed saving

Please annotate your proposed saving with the following statement:

‘An Equality Impact Assessment on this proposed saving was undertaken on (date of assessment) and will be reviewed on date (one years from the date it was assessed)’.