

Warwickshire County Council

Equality Impact Assessment for Budget process

Directorate	Children Young People and Families
Service Area	Strategic Commissioning and Partnership
Policy/Service being affected	
Is this an investment or proposed saving?	Savings
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.	No
Who is undertaking this assessment?	Geoff King Shearon Williams
Date of this assessment	13/12/10
Signature of completing officer (to be signed after the EIA has been completed)	
Name and signature of Head of Service (to be signed after the EIA has been completed)	
Signature of DMT Equalities Champion (to be signed after the EIA is completed and signed by the completing officer)	

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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Strategic, commissioning and partnership savings proposals				✓			✓			✓									✓		

For saving proposals complete form A2a below

For investment proposals complete form A2b below

Form A2a – proposed savings

Equality Impact Assessment

Please Explain

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of service where savings are to be made?	<ul style="list-style-type: none">• To address special educational needs and disabilities• Commission high quality services for all young people
(2) How does the service fit with the council's wider objectives?	<ul style="list-style-type: none">• Raising achievement• Protecting our community

<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>	<p>To meet the needs of all children by commissioned services and particularly those with SEN or disabilities.</p> <p>Services affected.</p> <ol style="list-style-type: none"> 1. Reduce speech and language therapy 2. reduce provision of Educational Psychology Service 3. Reduce provision of Assessment Statementing and Review Service 4. Reduce business support, commissioning support. 5. Reduce management structure and admin support. 6. Reduction in short breaks for disabled children.. 7. Cut subsidised travel for children with SEN – under 5's and over 16's 8. Transfer cost of CRB checks to schools 9. Sub regional working 10. Reduce costs by better commissioning arrangements <p>All young people accessing these services would benefit.</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 style="text-align: center;">RACE</p> <p>2. Reducing the Educational Psychology service could directly impact on this group particularly regarding racist bullying.</p>	<p style="text-align: center;">AGE</p> <p>All young people 0-19 who rely on these services.</p>	<p style="text-align: center;">GENDER</p>

	RELIGION/BELIEF	DISABILITY 1. Reduction in speech and language provision. 2. Reducing Educational Psychology service, direct impact especially around mental health provision. 3. ASRS 6. Reducing short breaks for disabled children. 7. Cut subsidised travel for SEN under 5's and over 16's	SEXUAL ORIENTATION 2. Educational Psychology support.
<u>Stage 2 - Information Gathering</u>	Other – please specify The reduction of subsidised travel will also particularly affect those young people who live in rural areas.		
(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?	<ul style="list-style-type: none"> • We used the C4E0 – a government sponsored organisation which collates information, through evidence based research. • We used local information to ensure we protected the most vulnerable and could maintain our statutory provision 		
(2) Have you been able to use any consultation data to help make this decision, if so what?	Due to the sensitive nature of these savings proposals we have not done any consultation.		
<u>Stage 3 – Making a Judgement</u>			

<p>(1) From the evidence above is there any adverse or negative impact identified for any particular group?</p>	<p>Yes. It is clear that all young people aged 0 -19 could potentially be negatively impacted against with the reduction of these services. In particular young people with a disability and those with SEN will have an adverse impact by the reduction in subsidised travel, speech and language therapy and short break provisions. Ethnic minority young people including Gypsy Roma Traveller community will potentially be negatively impacted against with the reduction in Educational Psychology service and the provision of service especially around racist bullying. There is also a potential negative impact on the sexual orientation strand for those young people needing the Ed Psych service.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>No- only to enable us to maintain our statutory provision.</p>

<p>(3) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>	<p>We are proposing to trade some of the services with schools to maintain some provision, where ever possible. We are also proposing to use some DSG funding or grants to continue to support the provision of services.</p>																								
<p>(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<p>Only that we should be able to provide a better service by providing better commissioning arrangements.</p>																								
<p><u>Stage 4 – Action Planning, Review & Monitoring</u></p>																									
<p>If No Further Action is required then go to – Review & Monitoring (1)Action Planning – Specify any action which could be taken to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EIA Action Plan</p> <table border="1" data-bbox="779 751 2040 1203"> <thead> <tr> <th data-bbox="779 751 1032 831">Action</th> <th data-bbox="1032 751 1285 831">Lead Officer</th> <th data-bbox="1285 751 1538 831">Date for completion</th> <th data-bbox="1538 751 1792 831">Resource requirements</th> <th data-bbox="1792 751 2040 831">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="779 831 1032 979">Conduct lower level EIA's on affected services</td> <td data-bbox="1032 831 1285 979"></td> <td data-bbox="1285 831 1538 979"></td> <td data-bbox="1538 831 1792 979"></td> <td data-bbox="1792 831 2040 979"></td> </tr> <tr> <td data-bbox="779 979 1032 1128">Include staffing issues as part of the wider CYPF EIA</td> <td data-bbox="1032 979 1285 1128"></td> <td data-bbox="1285 979 1538 1128"></td> <td data-bbox="1538 979 1792 1128"></td> <td data-bbox="1792 979 2040 1128"></td> </tr> <tr> <td data-bbox="779 1128 1032 1203"></td> <td data-bbox="1032 1128 1285 1203"></td> <td data-bbox="1285 1128 1538 1203"></td> <td data-bbox="1538 1128 1792 1203"></td> <td data-bbox="1792 1128 2040 1203"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	Conduct lower level EIA's on affected services					Include staffing issues as part of the wider CYPF EIA									
Action	Lead Officer	Date for completion	Resource requirements	Comments																					
Conduct lower level EIA's on affected services																									
Include staffing issues as part of the wider CYPF EIA																									
<p>(2) Review and Monitoring State how and when you will monitor the impact of this proposed saving</p>	<p>This will be monitored as part of the wider CYPF process.</p>																								

