

# EQUALITY IMPACT ASSESSMENT

Children, Young People and Families Service - Children's Services  
People Directorate



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<b>What is being assessed - including a brief description of aims and objectives?</b>	<p><b>Service Challenge:</b></p> <p>We are working to manage and resolve current demand and capacity issues in Children Young People and Family Services. All of our usual routes to appoint social work staff are not succeeding in keeping pace with staff leaving and the 25% increase in demand the service is experiencing. We want to procure a service that can provide us with a managed social work team within 3-4 weeks. This service is provided by Innovate, an independent provider of social work staff, with a track record in this type of service delivery</p> <p><b>Scope of Work to resolve the issue:</b></p> <p>Innovate will provide a team of seven social workers, a team manager and business support. They will also be supported by a Head of Service responsible for quality assuring the work of the team and liaising closely with managers in Plymouth City Council to ensure best practice standards are maintained and monitored.</p>
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<b>Department and service</b>	CYPFS, Children's Services – People Directorate
<b>Date of assessment</b>	12 <sup>th</sup> July 2021

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See <a href="#">guidance</a> on how to make judgement	Actions	Timescale and who is responsible
<b>Age</b>	The company innovate will supply a managed team. The commissioning of this team has	No adverse impact	None required	Not applicable

	made no specification of upper age limit. All candidates must hold degrees and therefore will be over 18.			
<b>Disability</b>	The company innovate will supply a managed team. The Council will respond to its obligations for disabled candidates in the usual way, making such assessed adjustments as are necessary, within what is reasonable.	There is the potential for disadvantage in terms of visiting children in their homes. For example for a candidate who is wheelchair dependent. The council cannot guarantee access to lifts and stairs in home visiting contexts which is an essential role requirement. In the context of child protection, some disabilities may prevent barriers to employment and careful consideration will need to be given to any disclosed disability.	Innovate to provide Service Manager CYPFS with details of any reasonable adjustments required by the managed team.  Occupational Health to assess where relevant as fit for role against the role requirement, unfit for role, or fit with adjustments.	Prior to commencing posts.
<b>Religion or belief</b>	Requirements to support faith and belief systems within the working environment, will be accommodated.	No adverse impact	Innovate to provide Service Manager CYPFS with details of any reasonable adjustments required by the managed team.	Prior to commencing post
<b>Sex - including marriage, pregnancy and maternity</b>	There are no issues within the proposal likely to affect these characteristics, which cannot be managed.	Occasionally there may be a service user who requests a male or female due to their life experiences and this can be assessed if it occurs. Such a request would not impact on the employability generally of any candidates.	Council to undertake pregnancy risk assessments if required in line with PCC policy.	As matter arise
<b>Gender reassignment</b>	There are no issues within the proposal likely to affect these characteristics adversely	No impact	None required	Any issues raised in the course of the project can be addressed.

<b>Race</b>	There are no issues within the proposal likely to affect these characteristics adversely	No impact	None required	Any issues raised in the course of the project can be addressed.
<b>Sexual orientation - including civil partnership</b>	There are no issues within the proposal likely to affect these characteristics adversely	No impact	None required	Any issues raised in the course of the project can be addressed.

### STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No implications. Diversity is welcomed. There is a BME social worker group regionally which is chaired by Plymouth and candidates who wished to join this for the duration of their employment could do so.	Notification of the group to be made to Innovate by Service Manager CYPFS linking in with Tom Taylor (Academy)
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No implications in terms of gender and disability pay, but awareness that innovate staff will be paid at higher rates than their social work peers. This is not a reflection of disability or sex, but a reflection of temporary work assignment.	
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	Temporary staff should undertake the Council induction and have protected time to do so. This includes access to policies and procedures. Temporary staff may attend free paid training at one day per month for continuing professional development, from the offered programme on top of induction.  Temporary staff should be provided with temporary logons for research in practice to support their development and practice.	Service Manager CYPFS  Tom Taylor (academy)
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	Temporary staff should undertake the Council induction and have protected time to do so. This includes access to policies and procedures. Temporary staff may attend free paid training at one day per month for continuing professional development, from the offered programme on top of induction.  Temporary staff should be provided with temporary logons for research in practice to support their development and practice.	Service Manager CYPFS  Tom Taylor (academy)
<b>Plymouth is a city where people from different backgrounds get along well.</b>	Fortnightly supervision should be provided by the Innovate Team Manager to the team, and fortnightly supervision to the team manager by Service Manager CYPFS. Innovate staff should attend team meetings and service meetings so as to be integrated and not separated from mainstream workforce.	Service Manager CYPFS

<b>Human rights</b> Please refer to <a href="#">guidance</a>	The Council upholds the human rights of staff through its policies. A nominated HR representative should be made to help advise the innovate team manager in case issues arise	
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**STAGE 4: PUBLICATION**

Responsible Officer Jean Kelly

Date 13<sup>th</sup> July 2021

Service Director